

## Asia Pacific HR Newsletter

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**The Chapman Consulting Group**

We're happy to report continued buoyancy in Human Resources hiring across the Asia Pacific region and most other major emerging markets, despite media reports that investment by multinationals in general is starting to slow down in these regions. But what keeps hiring in the HR profession so active? The HR space sometimes seems impervious to any form of downturn, but can this be true? The answer appears to be that high demand for certain HR skills seems set to continue in many parts of the Asia region. The shift in global economic focus towards the East continues to prop up the size and status of HR roles in the region. So in turn, companies are continuing to upgrade HR positions and demanding better HR stakeholder management skills, better HR team leadership skills and a higher threshold to handle growth and continual change. Nowhere is this more apparent than in China, where many of the country HR roles are now bigger by population size and complexity (and sometimes even remuneration) than regional HR roles covering the rest of Asia Pacific.

In line with the above trend, we've seen an incredible number of senior regional and global HR roles opening up this year across Singapore, Hong Kong and China. Most companies have been keen to appoint their own internal (Asian) successors, if at all possible. But where this person hasn't been available, they're left with the option of either bringing into the region a high potential HR leader from headquarters, or going to the market to benchmark the quality of external talent. The Chapman Consulting Group continues to be involved in a number of such benchmarking exercises, and it is interesting to see how many opportunities have been available to the three groups that we work with: elite Asian HR talent, foreign HR talent already working in the region, and international HR talent who have been in the region and now want to get back.

The Chapman Consulting Group team has expanded lately to help maintain our strong access to global HR networks. Garrett Weiner and Graham Tollit have joined our team as Directors, both based in Singapore and working across Asia Pacific. Sharon Tunstall has joined as a Director based out of Michigan, U.S., to help look after our alumni based in North America. And we have also welcomed Kimberly Nesmith from the U.S., Henri Parmentier from France and Heeru Fernandes from India.

We have been busy recently engaging with our network of Global HR Leaders. We're just putting the finishing touches to the next European leg of our Global HR Leader briefing series to be held between the dates of September 17 and 24 in London (UK), Frankfurt (DE), Zurich (CH), Paris (FR), Brussels (BE) and Gothenburg (SE). And we have a webinar happening on 2 August for our Global HR Leader network based in the U.S. The discussions at all these groups will cover the latest HR and Talent trends in Asia and emerging markets. Similar Regional HR Groups are getting together in Shanghai (25 July), Sydney (10 August), Hong Kong (6 September), Singapore (30 September) and Beijing (15 October), in case you happen to be in any of these locations.

And on a final note, we are midway through a major website upgrade to The Chapman Consulting Group's global HR portal. The site has been very popular since its launch in 2008, and we're confident the second version will continue to be a valuable resource to our Asian and global HR network. We expect it to launch in Quarter 4 of this year.

Visit our homepage on [www.chapmancg.com](http://www.chapmancg.com) to participate in our latest HR Study - in this edition we ask 'How would you best describe your company's current status on Expat and Mobility?'

Click [here](#) for more thought leadership articles added since our last newsletter, or follow the links to our latest ones below:

- [The “X Factor”. Do you have it? How can you get it? \(pdf\)](#), by Dale Cosgrave
- [Talent Management Specialists vs. HR Business Partners: “It’s a Blur” \(pdf\)](#), by Dale Cosgrave
- [How HR Can Help Drive Future Business Success in the ASEAN Environment through improved focus on Cultural Diversity \(pdf\)](#), by Mel McNamara
- [Human Resources Executives Desire Global Assignments: Some Things To Keep In Mind \(pdf\)](#), by Dr. Sharon Tunstall
- [Graham Tollit joins The Chapman Consulting Group \(pdf\)](#), by Matthew Chapman
- [Is Asia at a Talent Tipping Point? \(pdf\)](#), by Tim Rayner
- [Garrett Weiner joins The Chapman Consulting Group \(pdf\)](#), by Matthew Chapman
- [Sharon Tunstall joins The Chapman Consulting Group \(pdf\)](#), by Matthew Chapman
- [Financial Services HR Leaders Discuss Latest HK trends \(pdf\)](#), by Matthew Chapman
- [Regional Banking HR Heads Discuss How to Maintain HR Service Levels While Saving on Costs \(pdf\)](#), by Oscar Fuchs
- [Jovin Tan from Chapman Consulting Group awarded the Singapore Youth Award \(SYA\) from Prime Minister \(pdf\)](#), by Matthew Chapman
- [Global HR Leaders Meet in on the U.S. East Coast to Discuss Emerging Markets HR and Talent Trends \(pdf\)](#), by Stefanie Cross-Wilson
- [Moody’s Hosts Session on HR Transformation in Hong Kong \(pdf\)](#), by Matthew Chapman

Click [here](#) to review our regularly updated HR Q&A forum, which in this edition includes the following mix of contributions:

- HR Job Hunting: [I'm happy in my job now but contemplating a career change in a year's time. Is it too early to reach out?](#)
- HR Career Planning: [If I took a career break, will it have any adverse implications for my career?](#)
- HR Job Hunting: [I'm looking to return home. How should I maximise my value in my home market?](#)
- HR Job Hunting: [How do I market myself as an interim HR practitioner for contract work in Asia?](#)
- HR Role Definition: [What is an Executive Recruitment role & how does it differ to a standard recruitment role?](#)
- HR Job Hunting: [I've got four HR jobs, all coming to offer stage in the same week. How do I manage this?](#)
- HR Job Transition: [I'm serving out my notice period however my current company is requesting me to stay longer. How should I deal with this?](#)
- HR Résumés: [Should you detail the reasons for leaving your HR jobs in your résumé?](#)
- HR Job Transition: [I've just moved to a new employer but three months in, it's clear the role is not working out. What should I do?](#)
- HR Career Planning: [I'm not from HR and want to break into an HR role in Asia. How should I go about it?](#)

Click [here](#) to browse a sample of the recent searches we have been conducting, or follow the links in the selection below:

#### Singapore

- Interviewing: [SEA HR Leader \(1441/BD\)](#), based in Singapore
- Shortlisting: [APAC HR Business Partner \(1713/BD\)](#), based in Singapore
- Upcoming: [Regional C&B Lead APAC \(1735/GT\)](#), based in Singapore
- Interviewing: [Future Head of Regional HR \(639/MC\)](#), based in Singapore
- Interviewing: [HR Director \(interim\) \(1686/MC\)](#), based in Singapore
- Upcoming: [APAC HR Director \(1397/BD\)](#), based in Singapore
- Shortlisting: [Global HR Operations Director \(1472/MC\)](#), based in Singapore
- Upcoming: [L&D Director, APAC \(1701/BD\)](#), based in Singapore
- Interviewing: [HR Director, SEA \(1640/MC\)](#), based in Singapore
- Interviewing: [Chief People Officer \(1350/MC\)](#), based in Singapore
- Interviewing: [Global Talent Development Director \(1457/MC\)](#), based in Singapore
- Shortlisting: [APAC Head of Shared Services \(1594/BD\)](#), based in Singapore
- Shortlisting: [APAC HR Business Partner \(1657/BD\)](#), based in Singapore
- Interviewing: [Regional C&B Director \(1113/BD\)](#), based in Singapore, Hong Kong, Shanghai or Sydney
- Interviewing: [Global Head of Learning and Development \(1244/MC\)](#), based in Singapore
- Shortlisting: [APAC C&B Leader \(1565/BD\)](#), based in Singapore
- Interviewing: [ER Head \(1579/BD\)](#), based in Singapore
- Upcoming: [C&B Director, Asia \(1240/BD\)](#), based in Singapore
- Shortlisting: [Compensation & Benefits Leader, ME, Africa & Eastern Europe \(1209/BD\)](#), based in Singapore
- Interviewing: [Asia Pacific Head of Talent \(1476/MC\)](#), based in Singapore
- Interviewing: [HR Transformation Lead, Asia Pacific Japan \(314/BD\)](#), based in Singapore
- Shortlisting: [Senior HR Director, Asia \(1333/MC\)](#), based in Singapore

#### China

- Shortlisting: [Country Human Resources Head \(1730/SE\)](#), based in China
- Shortlisting: [HR Director APAC \(1515/SE\)](#), based in Shanghai
- Shortlisting: [Greater China HRD \(1551/SE\)](#), based in Beijing
- Interviewing: [HR Director, Greater China \(1700/GW\)](#), based in Shanghai
- Shortlisting: [Regional HR Director, Asia \(1217/ML\)](#), based in Shanghai
- Shortlisting: [Head HR Business Unit \(1509/SE\)](#), based in Shanghai
- Shortlisting: [HR Director \(1613/SE\)](#), based in China
- Shortlisting: [Talent Acquisition Manager \(1300/SE\)](#), based in China
- Interviewing: [Vice President, HR, China \(1450/MC\)](#), based in China
- Upcoming: [OD & Change Director, Greater China \(1536/BD\)](#), based in Shanghai
- Upcoming: [Regional Learning & Development Director \(1189/SE\)](#), based in China
- Upcoming: [China HR Director \(1190/SE\)](#), based in Beijing

#### Hong Kong

- Shortlisting: HR Head, APAC (1636/MC), based in Hong Kong
- Shortlisting: Head of Diversity, APAC (1637/DC), based in Hong Kong
- Shortlisting: Director, Talent Management, APAC (1570/MC), based in Hong Kong
- Interviewing: HR Lead, HK & Korea (1670/BD), based in Hong Kong
- Interviewing: Regional Head of Rewards, Asia Pacific, Middle East and India (1456/DC), based in Hong Kong or Singapore
- Shortlisting: HR Director (1562/DC), based in Hong Kong
- Shortlisting: C&B Director Asia Pacific (1647/TR), based in Hong Kong
- Upcoming: Asia HR Director (1645/BD), based in Hong Kong
- Interviewing: HR Head, Hong Kong & Taiwan (1316/BD), based in Hong Kong

#### Japan

- Interviewing: Japan Head of Talent (1500/OF), based in Tokyo
- Interviewing: Ambitious Junior Japan HR Leader (1435/OF), based in Tokyo
- Shortlisting: Japan Country HR Leader (1677/OF), based in Tokyo
- Shortlisting: Japan HR Director (1631/OF), based in Tokyo
- Interviewing: SVP of HR, Japan (787/OF), based in Tokyo
- Interviewing: Japan Head of Human Resources (1270/OF), based in Tokyo
- Interviewing: Dynamic Japan HR Director for a Growing Company (1160/OF), based in Tokyo
- Interviewing: Senior Director of HR, Japan (1491/OF), based in Tokyo
- Shortlisting: Japan Business HR Director (1423/OF), based in Tokyo
- Interviewing: Ethical Retail Brand: Japan Country HR Lead (1507/OF), based in Tokyo

#### Indonesia

- Upcoming: HR Head of Indonesia (1352/MM), based in Jakarta
- Shortlisting: HR Director - Indonesia (1391/MM), based in Jakarta
- Shortlisting: Head of HR, Indonesia (1481/MM), based in Jakarta

#### India

- Upcoming: HR Director – India (1707/TR), based in Mumbai
- Interviewing: Talent Acquisition Director – Asia Pacific, Middle East & Africa (923/BD), based in India
- Upcoming: HR Director India (1651/TR), based in India

#### Vietnam

- Upcoming: HR Director Vietnam (1355/MM), based in Ho Chi Minh City
- Upcoming: Director of HR Services (1588/GW), based in Ho Chi Minh City
- Shortlisting: HR Head, Vietnam (1727/GW), based in Ho Chi Minh City
- Shortlisting: Country HR Director, Vietnam (1679/GW), based in Vietnam

#### Thailand

- Shortlisting: Country HR Director (1586/GW), based in Thailand
- Interviewing: International C&B Lead (no experience in Thailand needed) (1568/DC), based in Bangkok

#### Other

- Interviewing: Malaysia HR Director (1463/MM), based in Kuala Lumpur
- Shortlisting: HR Director ANZ (1598/SE), based in Melbourne
- Interviewing: HR Leader, Korea/Japan (1548/OF), based in Gyeonggi-do

#### International

- Interviewing: Global HR Directors, U.S. West Coast (1422/SCW), based in California
- Upcoming: Global Head of Organizational Development & Leadership (1729/SCW), based in the U.S.
- Upcoming: Global Head of Talent Management (1728/SCW), based in Chicago
- Upcoming: Human Resources Head (1554/ST), based in Chile
- Upcoming: Global Talent Management Head (1694/SCW), based in the Netherlands
- Shortlisting: HR Director – Marketing (1498/TR), based in London
- Upcoming: Head of Human Resources – South Africa (1659/SCW), based in Cape Town
- Interviewing: Head of Human Resources, North America (1658/SCW), based in New York
- Upcoming: Organisational Development Consultant (1617/TR), based in London

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### **About The Chapman Consulting Group**

The Chapman Consulting Group is an executive search firm dedicated to the Human Resources profession across the globe. Headquartered in Singapore, we enjoy strong links to the global and regional headquarters of many of the world's top multinational companies, where we partner directly with both business leaders and HR Heads. Working flexibly across geographical borders to source world-class local and international HR talent, we help build Human Resources leadership teams across a variety of worldwide locations and across all industry sectors.