

## Asia Pacific HR Newsletter

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**The Chapman Consulting Group**

It's been a terrific last two months in the global HR search space, especially in Asia. Apart from continued strong HR hiring activity in Singapore, India, Japan, Thailand, Hong Kong and Indonesia, The Chapman Consulting Group is particularly busy in China right now with an unprecedented number of domestic and regional HR head searches based in Shanghai and Beijing.

Perhaps a sign of things to come, one of our more interesting searches has been for an Emerging Markets VP of Talent role that can be based anywhere in the world. We predict more global headquarters will decentralise global HR positions to sit outside the traditional 'big name' locations in the future. Partly because of this growing internationalisation in the HR talent landscape, we have included in this latest update a link to some of our HR network who are switching between the Asia, Europe and North America markets. Please see the document [here](#) in case you are on the lookout for HR talent for your team wanting to "head home".

Matthew Chapman and Oscar Fuchs have just returned from Europe where The Chapman Consulting Group held its latest Global HR discussion groups on Asia Pacific and Emerging Markets HR. The groups were held in London, Paris, Brussels, Frankfurt, Zurich and Gothenburg. Attended by global CHROs from such companies as DSM, British American Tobacco, Capgemini, Alfa Laval, and Electrolux, the eight sessions from 14-21 September proved very popular, with more than 150 global HR leaders taking part in small group meetings over the course of the week. Dialogue concentrated on talent management and HR team development strategies in the Asia Pacific and other hot markets around the world.

Our first ever HR Analytics survey on Asia Pacific HR structures was also released to our network of Europe-based global HR leaders during these sessions in September. It will be rolled out across our Asia and US networks shortly. The study looks at a sample of 500 key organisations and tracks the location of regional HR leaders in Asia Pacific, as well as analyses interesting trends around industry sectors, global headquarter locations, and the demographics of Regional HR leaders.

As we continue to expand our value to the Global HR Community with such things as HR Networking Meetings and HR Analytics Surveys, we are increasingly being asked the question: "Is The Chapman Consulting Group still just an HR search firm?". The answer is a resounding yes - we still only concentrate on global HR search. However our HR communities and networking sessions across the world (numbering 125 separate meetings in 2011) are integral in allowing our team to keep our fingers on the pulse of the latest country, regional and global HR trends.

HR leaders in our networks will get together for HR meetings in Hong Kong, Shanghai, Beijing, Seoul, Tokyo, Mumbai, Bangalore, Gurgaon, New Delhi, Melbourne, Sydney and Singapore over the fourth quarter of 2012. See our website for the dates of these groups in case you are travelling to these locations.

Visit our homepage on [www.chapmancg.com](http://www.chapmancg.com) to participate in our latest HR Study - in this edition we ask 'How does your company organise HR coverage of the 'Asia Pacific' region?'

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

- [The Complexity of Pay in China \(pdf\)](#), by Sarah Ettershank
- [The Chapman Consulting Group's Engagement with the Human Resources Market in Asia: An Analysis \(pdf\)](#), by Garrett Weiner
- [Global HR Leaders Networking Series on Asia Pacific and Emerging Markets ends its European Leg in Sweden \(pdf\)](#), by Matthew Chapman
- [Emerging Markets, Emerging Specialisation, Emerging Leaders \(pdf\)](#), by Tim Rayner
- [The Benefits and Challenges of Having a Ph.D. in HR \(pdf\)](#), by Dr. Sharon Tunstall
- [The Chapman Consulting Group Commences the September 2012 Series of Global HR Leaders Meetings in Europe \(pdf\)](#), by Oscar Fuchs
- [Good Luck Jovin](#)
- [How Can HR Professionals in Japan, Korea and Taiwan Aim for International Experience Overseas? \(pdf\)](#), by Oscar Fuchs
- [ChapmanCG holds its first Webinar on HR Talent & Trends in APAC and Other Emerging Markets \(pdf\)](#), by Garrett Weiner
- [Times of Major Change for the Global Recruitment Industry \(pdf\)](#), by Stefanie Cross-Wilson

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

- HR Team Structure: [I am used to managing a large HR team and am now being moved into a sole contributor HR role. Will this harm my marketability?](#)
- HR Job Transition: [I am a non-banking HR professional and want to break into the banking sector. What's the most straightforward way to do this?](#)
- HR Career Planning: [How important is it for an HR practitioner to have specialist experience in addition to generalist experience?](#)
- HR Career Planning: [If I am returning to my home country for an HR role after being abroad on an international assignment, how do I make sure this doesn't damage my career?](#)
- HR Career Planning: [I read often in your HR jobs that you are looking for people to return 'home' to their original country. What does this mean?](#)
- HR Job Transition: [When giving referees, who is best?](#)
- HR Remuneration: [Does everyone expect to move HR jobs at a salary increment?](#)
- HR Team Structure: [I am hearing about the emergence of 'mega' regions for the coverage of HR in Asia Pacific and beyond. What does this mean?](#)
- HR Market Trends: [Why do we see global HR functions exerting different forces on the Asia Pacific HR function?](#)
- HR Relocation: [As a Country HR Leader in Indonesia, I'm interested to move into a Regional HR Director role in Singapore. How best to make this move?](#)

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

#### Singapore

- Upcoming: [International C&B Director \(1751/BD\)](#), based in Singapore or Hong Kong
- Upcoming: [VP HR Asia Pacific \(1961/DC\)](#), based in Singapore
- Shortlisting: [Interim HR Director \(6 month contract\) \(1754/DC\)](#), based in Singapore
- Interviewing: [HR Head, Singapore \(1878/GT\)](#), based in Singapore
- Upcoming: [International HR Director \(1964/BD\)](#), based in Singapore
- Shortlisting: [Executive Recruitment Lead, APAC \(1985/JG\)](#), based in Singapore
- Shortlisting: [International HR Director \(1876/GT\)](#), based in Singapore
- Upcoming: [L&D Director APAC \(1744/BD\)](#), based in Singapore
- Upcoming: [Senior Vice President, Human Resources \(1895/DC\)](#), based in Singapore
- Shortlisting: [HR Director \(1619/DC\)](#), based in Singapore
- Upcoming: [Vice President Human Resources \(1787/MC\)](#), based in Singapore
- Interviewing: [Regional HR Business Partner, Asia \(1766/BD\)](#), based in Singapore
- Shortlisting: [HR Director \(1639/GT\)](#), based in Singapore
- Interviewing: [C&B Regional Director \(Top tier pharma company\) \(1750/GT\)](#), based in Singapore or Japan
- Interviewing: [L&D Regional Director, APAC \(1745/BD\)](#), based in Singapore
- Shortlisting: [C&B Director APAC \(1789/BD\)](#), based in Singapore
- Interviewing: [ASEAN Director for People & Organisational Development \(1709/GW\)](#), based in Singapore
- Interviewing: [HR Director \(1674/DC\)](#), based in Singapore
- Interviewing: [APAC HR Director \(1397/BD\)](#), based in Singapore
- Shortlisting: [L&D Director, APAC \(1701/BD\)](#), based in Singapore
- Interviewing: [Global Talent Development Director \(1457/MC\)](#), based in Singapore
- Interviewing: [Group Head of Rewards \(1243/MC\)](#), based in Singapore
- Interviewing: [Global Head of Learning and Development \(1244/MC\)](#), based in Singapore
- Shortlisting: [APAC Head of Shared Services \(1594/BD\)](#), based in Singapore
- Shortlisting: [SEA OD & Talent Lead \(1712/GT\)](#), based in Singapore
- Interviewing: [Global Head of Rewards \(1801/GT\)](#), based in Singapore
- Interviewing: [Regional Head of Rewards, Asia Pacific, Middle East and India \(1456/DC\)](#), based in Singapore, Sydney, Hong Kong or Shanghai
- Shortlisting: [Pipelining Exercise for High Potential VP's and Directors \(1564/MC\)](#), based in Singapore, Shanghai, India or Australia
- Interviewing: [HR IT Project Lead \(1386/GT\)](#), based in Singapore
- Upcoming: [ASEAN HR Director \(1790/BD\)](#), based in Singapore
- Shortlisting: [APAC C&B Leader \(1565/BD\)](#), based in Singapore
- Shortlisting: [C&B Director, Asia \(1240/BD\)](#), based in Singapore
- Interviewing: [HR Director, Asia \(1522/GT\)](#), based in Singapore
- Interviewing: [HR Transformation Change & Communications Lead \(1782/GW\)](#), based in Singapore

## China

- Upcoming: HR Director, Asia (1868/GW), based in Shanghai
- Shortlisting: HR Head of China (1438/GW), based in Shanghai
- Shortlisting: Country Human Resources Head - China (1730/SE), based in Shanghai
- Shortlisting: Greater China HR Director (China, Korea & HK) (1788/SE), based in Beijing
- Upcoming: HR Director China (1877/SE), based in Shanghai
- Shortlisting: HR Director APAC (1515/SE), based in Shanghai
- Shortlisting: HR Business Leader China (Shanghai) (1768/SE), based in Shanghai
- Interviewing: HR Director, Greater China (1700/GW), based in Shanghai
- Interviewing: Vice President, HR, China (1450/MC), based in Shanghai

## Hong Kong

- Interviewing: Head of Human Resources (1775/DC), based in Hong Kong
- Interviewing: Human Resources Director (1869/DC), based in Hong Kong
- Interviewing: HR Head, APAC (1636/MC), based in Hong Kong
- Shortlisting: Head of Diversity, APAC (1637/DC), based in Hong Kong
- Interviewing: HR Lead, HK & Korea (1670/DC), based in Hong Kong
- Shortlisting: TA Global Lead (1806/TR), based in Singapore or Hong Kong
- Upcoming: HR Head, Hong Kong & Taiwan (1316/BD), based in Hong Kong
- Upcoming: L&D Consultant (1725/GW), based in Singapore or Hong Kong

## Japan

- Shortlisting: Japan and Korea Head of HR - Luxury Goods (1646/OF), based in Tokyo
- Shortlisting: Japan Talent Acquisition Director (1892/OF), based in Tokyo
- Shortlisting: Japan Head of HR: Small but Successful Business (1896/OF), based in Tokyo
- Interviewing: Japan HR Director (1631/OF), based in Tokyo
- Shortlisting: Chiba-based Japan Head of Recruitment (1764/OF), based in Chiba
- Interviewing: SVP of HR, Japan (787/OF), based in Tokyo
- Shortlisting: Japan Staffing Leader with Technology Experience (1796/OF), based in Tokyo
- Interviewing: Dynamic Japan HR Director for a Growing Company (1160/OF), based in Tokyo

## India

- Upcoming: HR Director (1707/TR), based in Mumbai
- Interviewing: HR Director (1769/TR), based in Delhi

## Thailand

- Upcoming: HR Director for Thailand (1989/GW), based in Bangkok
- Interviewing: Country HR Director (1586/GW), based in Bangkok
- Shortlisting: Country Head of HR (1811/GW), based in Bangkok
- Upcoming: L&D Director International (1703/DC), based in Bangkok

## Other

- Upcoming: HR Director for Vietnam (1963/GW), based in Ho Chi Minh City
- Upcoming: Managing Consultant, Australia (1882/FG), based in Melbourne or Sydney
- Shortlisting: HR Head - Indonesia (1956/MM), based in Jakarta
- Shortlisting: Korea Head of HR (1760/OF), based in Seoul
- Upcoming: HR Shared Services Head, Philippines (1402/MM), based in Metro Manila
- Interviewing: HR Business Partner for Production and Supply (1887/GW), based in any ASEAN country
- Shortlisting: APAC Talent Acquisition Director (1884/JG), based in Kuala Lumpur
- Upcoming: Taiwan Country HR Lead (1791/OF), based in Taipei

## International

- Interviewing: Global VP Talent – Emerging Markets (1799/SCW), location flexible
- Shortlisting: Talent Management Lead - Learning Technologies (1891/TR), based in Amsterdam
- Shortlisting: Learning and Talent Lead – Central and Eastern Europe (1997/TR), based in the Czech Republic, Hungary or Poland
- Shortlisting: HRD France (1978/TR), based in Paris
- Shortlisting: Emerging Markets HR Lead – Istanbul (1970/SCW), based in Istanbul
- Upcoming: Regional Head of HR, Americas (1979/ST), based in New York
- Upcoming: Global Head of HR (1974/ST), based in New York or London
- Shortlisting: Global HR Directors, U.S. West Coast (1422/SCW), based in Silicon Valley
- Upcoming: Head of HR Canada (1772/ST), based in Toronto
- Shortlisting: Head of Human Resources – South Africa (1659/SCW), based in Cape Town
- Upcoming: Human Resources Head (1554/ST), based in Chile
- Upcoming: Global Talent Management Head (1694/SCW), based in Amsterdam
- Upcoming: Global HR Director (1783/SCW), based in Paris or Germany
- Upcoming: Talent Management Global Lead (1813/TR), based in Amsterdam

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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.