

International HR Newsletter

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Matthew Chapman

CEO

The Chapman Consulting Group

Welcome to the first edition of the ChapmanCG HR Update for 2013. This is our 26th edition since The Chapman Consulting Group launched its first update in 2008 and we're looking forward to continuing to keep at the forefront of trends on global, regional and local HR profession talent moves.

We're anticipating a rush in the finalisation of HR hiring in China, Hong Kong and Singapore in the next month because of the small window of business opportunity between now and the Lunar New Year in February. The more mature markets of Japan and Korea have also been rebounding, as companies continue to demand more value from HR talent in these relatively high cost locations. And in all other markets we were busy right up to the end of last year, especially with the continual upgrading and upsizing of HR positions in Asia, where more responsibility has moved from West to East. We're expecting more exciting searches like these in the coming year.

ChapmanCG has a big focus in 2013 on managing our HR alumni who currently find themselves outside of their home markets. We are seeing hot demand for this profile of international HR talent, either to eventually return to their home country or to move onto a third country. For Asian talent overseas, there is a strong push to return them into the large and expanding HR leadership roles that are being created in Asia. And for European and American talent, there's a similar push to bring them back from long-term overseas assignments in Asia and other emerging markets so that they can bring their regional expertise from 'on the ground' back into the global decision-making process.

We have networking events in Singapore, Hong Kong and India this month. And we will soon be revealing details of our latest series of Global HR Leader meetings taking place in the US, UK, France, Netherlands, Germany, Switzerland, Italy, Spain and Sweden in April. We hope you enjoy our latest HR articles and look forward to a successful 2013.

Visit our homepage on www.chapmancg.com to participate in our latest HR Study - in this edition we ask 'If you had to choose one 'HR New Year's Resolution', what would it be?'

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

- [HR Career Paths in Korea: Can a Multinational Compete with the Chaebol? \(PDF\)](#), by Oscar Fuchs
- [The New Direction for Tomorrow's HR Leader. Why Breadth and Depth are Equally Important Concepts for consideration in your HR Career Planning. \(PDF\)](#), by Mel McNamara
- [Where to from here? \(PDF\)](#), by Tim Rayner
- [Five Predictions for Global HR in 2013 \(PDF\)](#), by Stefanie Cross-Wilson
- [Singapore Overview & Outlook for 2013 \(PDF\)](#), by Graham Tollit
- [The Importance of the HR Employer Brand \(PDF\)](#), by Tim Spriggs
- [The Changing Skill-Set Demand for Recruiters in Japan \(PDF\)](#), by Trevor Clarkson
- [Thomson Reuters and Lend Lease Host APAC HR Leader Sessions in Sydney \(PDF\)](#), by Matthew Chapman
- [APAC Recruitment Leaders Gather in Singapore at the offices of Mastercard \(PDF\)](#), by Ben Davies
- [The Latest HR Trends in Asia Pacific and India \(Recording\)](#), 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 Role Definition: [How does the role of an 'HR Business Partner' differ from that of an 'HR Manager'?](#)
- HR Relocation: [I want to move from Europe to the APAC region to further my HR career with my existing company. Will I be offered an expatriate package?](#)
- HR Job Hunting: [Rather than use a recruiter, I sent my HR résumé directly to an online job advertisement but never heard back from them. How can I improve my chances?](#)
- HR Résumés: [Should HR practitioners always maintain an up to date résumé? I'm happy in my job so I wouldn't have thought so.](#)
- HR Networking: [I hear everyone talking about HR networking, but I just don't have time. What are the most useful HR networks to be part of?](#)

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

Singapore

- Shortlisting: [Global Head of HR \(2079/MC\)](#), based in Singapore
- Interviewing: [APAC Talent Management and Diversity Head \(2101/BD\)](#), based in Singapore
- Upcoming: [Mobility Lead, APAC \(2198/GT\)](#), based in Singapore
- Interviewing: [Group Head of Rewards \(1243/GT\)](#), based in Singapore
- Interviewing: [SVP, HR Business Partner \(2060/DC\)](#), based in Singapore
- Interviewing: [L&D Lead, Asia \(1886/BD\)](#), based in Singapore
- Interviewing: [Regional Recruitment Head, SEA \(2076/BD\)](#), based in Singapore
- Interviewing: [Global Head of Rewards \(1801/GT\)](#), based in Singapore
- Interviewing: [Senior Talent Management Consultant \(2047/BD\)](#), based in Singapore
- Interviewing: [C&B Director, Asia \(1240/GT\)](#), based in Singapore
- Interviewing: [HR Director, Asia \(1522/GT\)](#), based in Singapore
- Interviewing: [C&B Director, Asia \(1542/GT\)](#), based in Singapore
- Interviewing: [HR Director \(1736/GT\)](#), based in Singapore
- Upcoming: [VP HR, Global Business Unit \(2073/MC\)](#), based in Singapore
- Interviewing: [MD for an Asia Consulting Business \(1557/BD\)](#), based in Singapore
- Upcoming: [VP HR South East Asia \(2180/BD\)](#), based in Singapore
- Shortlisting: [Regional HR Business Partner \(2163/TS\)](#), based in Singapore
- Upcoming: [Regional Head of Talent \(2032/MC\)](#), based in Singapore
- Upcoming: [Head of Markets & Equities/APAC \(2072/MC\)](#), based in Singapore
- Shortlisting: [Reward and Projects Manager, APAC \(2164/TS\)](#), based in Singapore

China

- Shortlisting: Country Human Resources Head (1730/SE), based in China
- Interviewing: China Leadership Opportunity (2091/SCW), based in Shanghai
- Upcoming: Head of HR, APAC (2053/SCW), based in Shanghai
- Upcoming: Head of China (2162/SE), based in China
- Upcoming: HR Director China (2176/SE), based in China
- Upcoming: Head of Shared Services (1996/MJL), based in Beijing
- Upcoming: Head of China (1785/SE), based in Beijing
- Shortlisting: HR Head of China (1438/TS), based in Shanghai

Hong Kong

- Interviewing: HR Director, North Asia (2034/DC), based in Hong Kong
- Upcoming: Greater China HR Director (2126/BD), based in Hong Kong

Japan

- Shortlisting: Japan Talent Acquisition Director (1892/OF), based in Tokyo
- Upcoming: Japan HR VP, Investment Banking (2062/OF), based in Tokyo
- Interviewing: SVP of HR, Japan (787/OF), based in Tokyo
- Interviewing: Japan Staffing Leader with Technology Experience (1796/TC), based in Tokyo
- Interviewing: Dynamic Japan HR Director for a Growing Company (1160/OF), based in Tokyo
- Shortlisting: HR Manager, Japan & Korea (2201/TCCG), based in Japan or Korea
- Upcoming: Japan Head of Talent (2169/TC), based in Tokyo
- Shortlisting: Future Japan HR Leader - 1,000+ employee size (2173/OF), based in Tokyo

Korea

- Interviewing: Korea Head of HR (1760/OF), based in Seoul
- Interviewing: HR Leader, Korea (1548/TC), based in Gyeonggi-do

Taiwan

- Shortlisting: Regional Business Unit HR Leader (1986/TC), based in Taipei
- Upcoming: Country HR Lead (1791/OF), based in Taipei

India

- Shortlisting: VP HR India (2214/TR), based in India
- Upcoming: HR Director – SEA (2081/TR), based in Bangalore

Indonesia

- Interviewing: HR Head - Indonesia (1589/MM), based in Jakarta
- Interviewing: HR Head Indonesia (2166/MM), based in Jakarta

Malaysia

- Upcoming: HRD (2048/MM), based in Kuala Lumpur
- Shortlisting: Head of HR & Corp Functions (1874/MM), based in Kuala Lumpur

The Philippines

- Shortlisting: HR Head of Shared Services (1720/MM), based in Metro Manila
- Interviewing: HR Head - Philippines (1585/MM), based in Metro Manila

Other

- Interviewing: Human Resources Director - Commercial, ANZ and South Asia (1982/DC), based in Sydney
- Interviewing: HR Director for Vietnam (1963/GW), based in Vietnam

International

- Interviewing: Global VP Talent – Emerging Markets (1799/SCW), based in New York
- Interviewing: Talent Management Global Lead (1813/TR), based in Amsterdam
- Shortlisting: Head of Talent Acquisition - Europe (2191/SCW), based in Paris
- Interviewing: Talent Management Lead - Learning Technologies (1891/TR), based in Amsterdam
- Interviewing: Emerging Markets HR Lead (1970/SCW), based in Istanbul
- Interviewing: HRD France (1978/TR), based in Paris

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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.