



2018 Hong Kong Recruitment and Salary Outlook

*KPMG Executive Search and
Recruitment Services*

Second Edition

kpmg.com/cn



About KPMG Executive Search and Recruitment Services

We are a business unit of KPMG with over 20 years of experience serving clients across a wide range of functions and industries. This sets us apart from the competition, as we are able to draw on the firm's professional expertise and deep knowledge base.

Working alongside a professional group of advisors, we provide recruitment services as well as insights on the latest human resources and market developments across a variety of businesses and professions.

We offer our clients:

1

A personal, long-term relationship: Our success is measured by the amount of repeat business we receive and the career success of our candidates.

2

A wide range of customised services: This includes all aspects of the recruitment process, from advertising, executive database search to headhunting, tailored to meet our clients' requirements.

3

A prestigious brand: Our brand instils trust and confidence.

For a list of recent opportunities with our clients and Personal Information Collection Statement, please scan the QR code or visit our web page:
www.kpmg.com.cn/KER-opportunities



Contents

2018 Hong Kong Recruitment Market Outlook

3

2018 Salary Outlook

	Asset Management	7
	Company Secretarial	7
	Compliance	8
	Consumer Markets	9
	Corporate Finance	10
	Finance	11
	Human Resources	12
	Information Technology	13
	Internal Audit and Risk Management	14
	Legal	14
	Consulting Services	15
	Real Estate	15

About KPMG

17

Contact Us

17

2018 Hong Kong Recruitment Market Outlook

In this issue, we share our views on the Hong Kong employment market, with additional analysis on the workforce's attitude towards changing jobs and their salary expectations.

Our analysis is based on the responses of over 600 business executives who were surveyed for this report in the fourth quarter of 2017.

The Hong Kong employment market is set for a positive 2018, as the city benefits from China's growing economy, ongoing investments in technology and innovation as well as strategic initiatives such as the Belt and Road Initiative and the Greater Bay Area.

Hong Kong's advantage is reinforced by a stable regulatory system and transparent tax regime, which enhance its competitiveness in attracting overseas business opportunities and international talent.

This conducive environment means many businesses in Hong Kong, in particular Chinese corporates, are expected to invest additional resources in recruitment this year.



Felix Lee
Head of KPMG
Executive Search and
Recruitment Services

Hong Kong is perfectly positioned to be an important hub for mainland enterprises to manage their global investment and operate their overseas businesses.

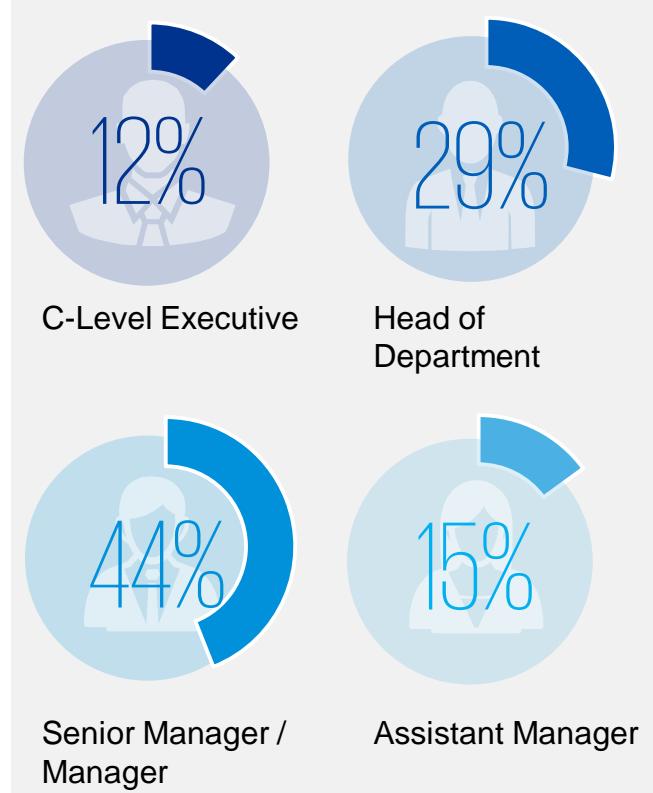
For example, an increasing number of Chinese corporates are establishing offices or subsidiaries in Hong Kong. This is because the city is viewed by many Chinese companies as an integral part of their Belt and Road strategies. It is the ideal platform for them to capture overseas investment opportunities as well as expand regionally and globally.

KPMG Executive Search and Recruitment Services Survey

The survey findings are based on the responses of business executives in Hong Kong. The majority of respondents (85%) were professionals from managerial to C-level executives.

In addition, they represent a variety of industries, including Consumer Markets, Financial Services, Industrial and Manufacturing, Professional Services, Real Estate and Technology.

Survey participants: Breakdown by roles



Source: KPMG Executive Search and Recruitment Services Survey

The market ahead

Financial services and new technologies are expected to continue as a big focus in 2018. Close to 46% of respondents from the **financial services and technology** industries said they are anticipating an increase in headcount. Overall optimism is driven by robust capital markets, as well as key regional developments such as the Greater Bay Area and the Belt and Road Initiative.

Technologies in relation to product innovation and improving business efficiencies will support the growth of traditional industries such as retail and services. For example, many businesses are focusing on online-to-offline (O2O) integration in order to enhance their customer experience. Moreover, Hong Kong's goal to become a world class smart city will also propel the development of technology innovation. As a result, the ability to attract and nurture tech-related talent will be crucial.

The **legal, risk and compliance** sector will remain highly competitive. Globally, there has been a substantial shift towards investing in risk management and compliance to support business expansion and tightened regulatory requirements. Moreover, Chinese corporates looking to expand regionally or globally are also driving demand for legal, risk and compliance specialists.

Despite the emergence of robotics automation and artificial intelligence solutions to assist companies in their compliance activities, such new technologies are still at a fairly early stage of development. Consequently, there is still strong corporate demand for compliance professionals to keep up with regulatory developments.

As part of their expansion strategies, many Chinese companies are also on the lookout for overseas investment opportunities. This is likely to drive employment in the **asset management, private equity and direct investment** segments, as more China-affiliated funds set up offices in Hong Kong. In particular, the alternative investment market will remain key. This is because Hong Kong is planning a series of new incentives to reinforce its position as a key alternative investment fund hub in Asia.

The investment and asset management industry's ability to retain talent was also highlighted by the survey findings. For example, only 14% of respondents from the investment and asset management sector are actively looking for new employment opportunities – lower than the survey average of 24%.

The reason for this discrepancy may be due to a substantial increase in the value of investment portfolios in recent years, which has triggered the rise of more attractive remuneration and other retention means such as deferred bonuses.

In addition, the Hong Kong Stock Exchange is introducing a new listing regime to allow technology and new economy companies with dual-class shareholding structures to float on its bourse, which is likely to increase demand for **corporate finance** professionals.



Many Chinese corporates are on the lookout for overseas investment opportunities. This is likely to drive employment in the asset management, private equity and direct investment segments, with more funds setting up offices in Hong Kong.

Understanding the workforce

The survey findings revealed that monetary remuneration is the main consideration for employees when it comes to switching jobs.

When asked to pick the most important trigger for searching for new opportunities, 43% of respondents chose salary, ahead of the other three options - company culture (28%), job security (17%) and relationship with supervisor(s) (12%). This finding reflects the pragmatic nature of the Hong Kong workforce and the need for corporates to strike a fine balance between managing staff expectations and controlling costs.

Key trigger for switching jobs



43%
Salary



28%
Company culture



17%
Job security



12%
Relationship with supervisor(s)

Source: KPMG Executive Search and Recruitment Services Survey

The optimal strategy

The findings also found that there is a significant gap in the salary expectations of **active and non-active job seekers**.

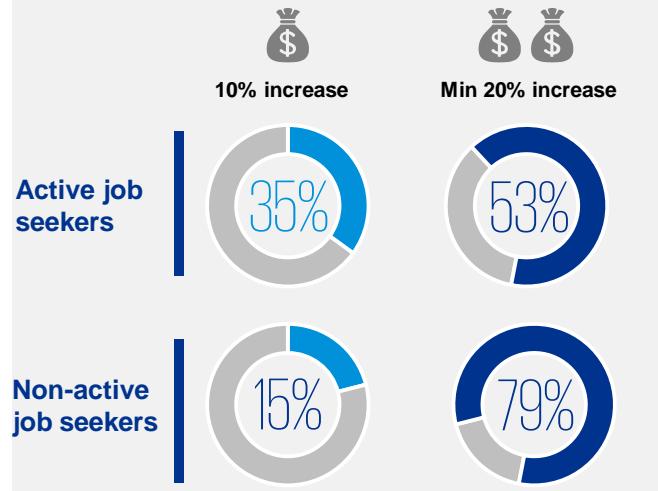
Around 35% of active job seekers are willing to accept a 10% salary increase to switch jobs, whereas only 15% of non-active job seekers are willing to accept the same increase. The majority of non-active job seekers (79%) expect an increase of at least 20% in order to move.

Respondents predict an annual salary increase of 2.5% to 4% if they were to stay put. This is only slightly higher than the city's inflation rate and much lower than the expected increase from switching jobs.

As a result, employers will have to step up their ability to not only attract, but also retain high-performers. Corporates should plan their recruitment strategies around active job seekers as well as keeping existing staff satisfied.

Providing attractive remuneration packages will be critical in attracting and retaining top talent. But in the wake of increasing costs, employers can also focus on establishing a good corporate image, amicable work environment and supportive company culture to improve their attractiveness. Doing so will allow organisations to best capture the opportunities brought about by key developments within and around Hong Kong.

Salary expectations for switching jobs



Source: KPMG Executive Search and Recruitment Services Survey

2018 Salary Outlook

The following Hong Kong salary outlook is based on a combination of market insights as well as the knowledge of our professional team of consultants.



Michelle Hui
Director, KPMG
Executive Search and
Recruitment Services

In addition to increasingly competitive salaries, we are witnessing more companies paying higher bonuses in order to reward and retain talents who make positive contributions to a firm's performance.

This outlook covers a number of key professions in Hong Kong such as asset management, compliance, corporate finance, finance, human resources, real estate as well as information technology.

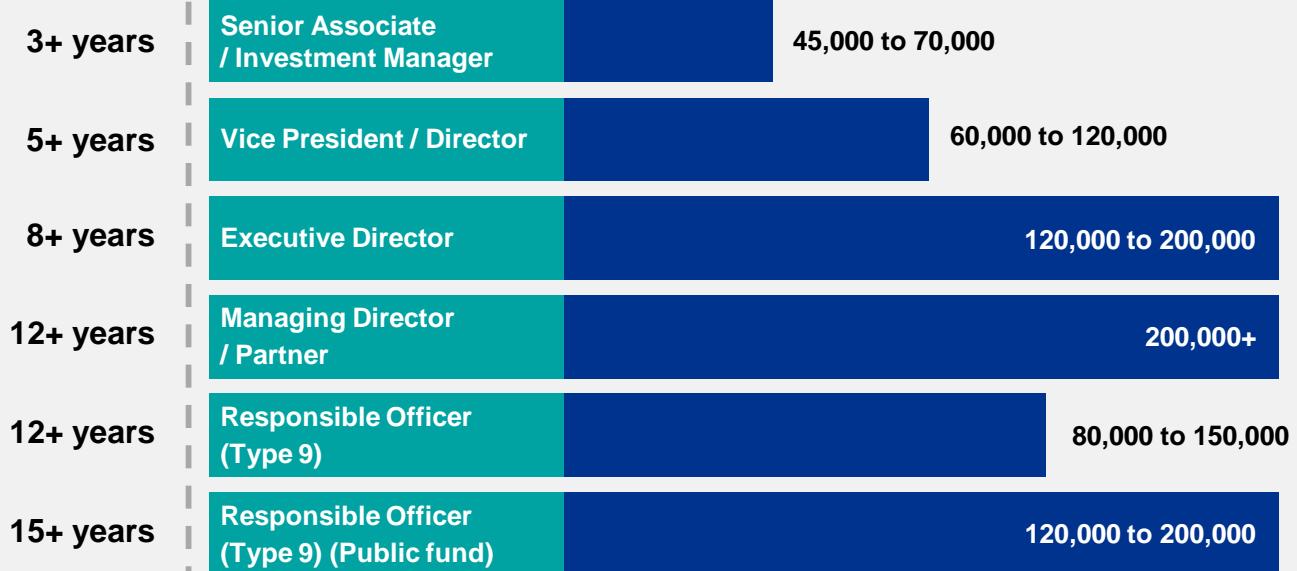
In addition, it provides an analysis of salaries for individual roles and functions within a particular sector. This could range from relatively junior positions to more senior roles such as department heads.

The aim of this section is to help employers, as well as employees, gain a better understanding of the market landscape. This is in order to help companies plan their recruitment strategies accordingly and assist working individuals with charting their long-term career paths.





Asset Management



Source: KPMG Executive Search and Recruitment Services

■ Role

■ Monthly salary (HKD)



Company Secretarial



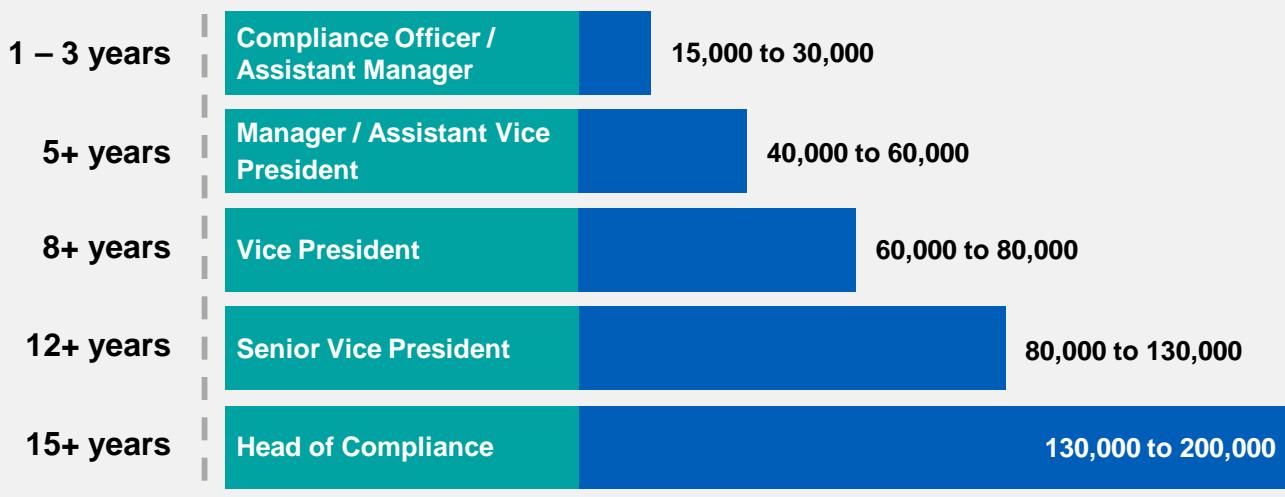
Source: KPMG Executive Search and Recruitment Services

■ Role

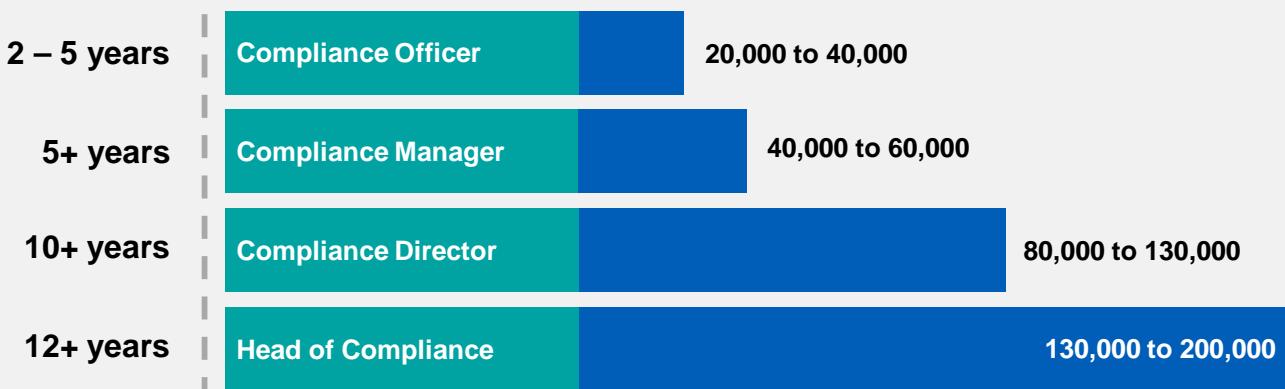
■ Monthly salary (HKD)



► **Banking (General compliance)**



► **Securities and Corporate Finance**



■ Role

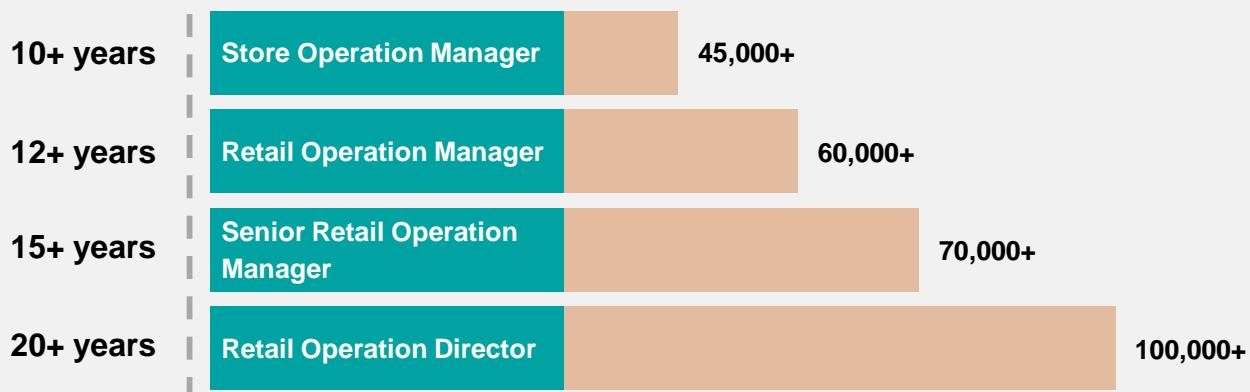
■ Monthly salary (HKD)

Source: KPMG Executive Search and Recruitment Services

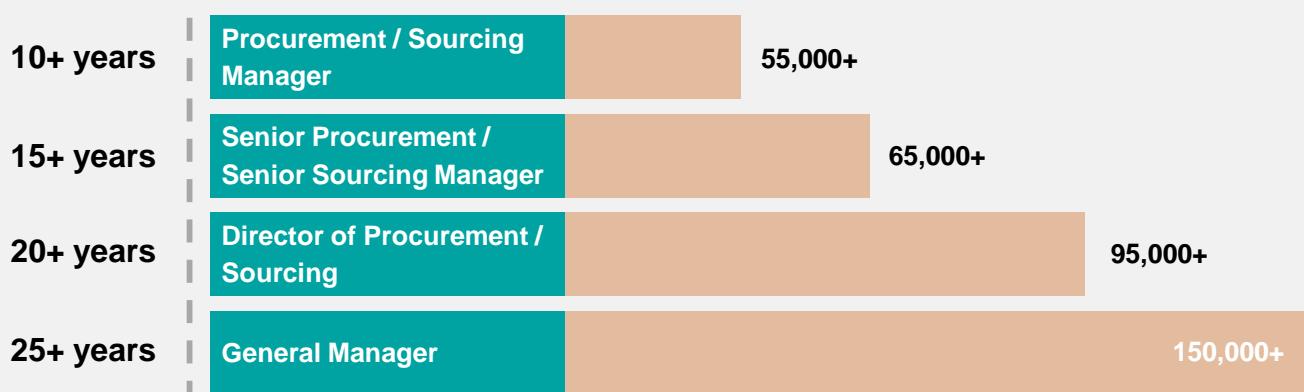


Consumer Markets

► Retail Operation



► Sourcing



■ Role

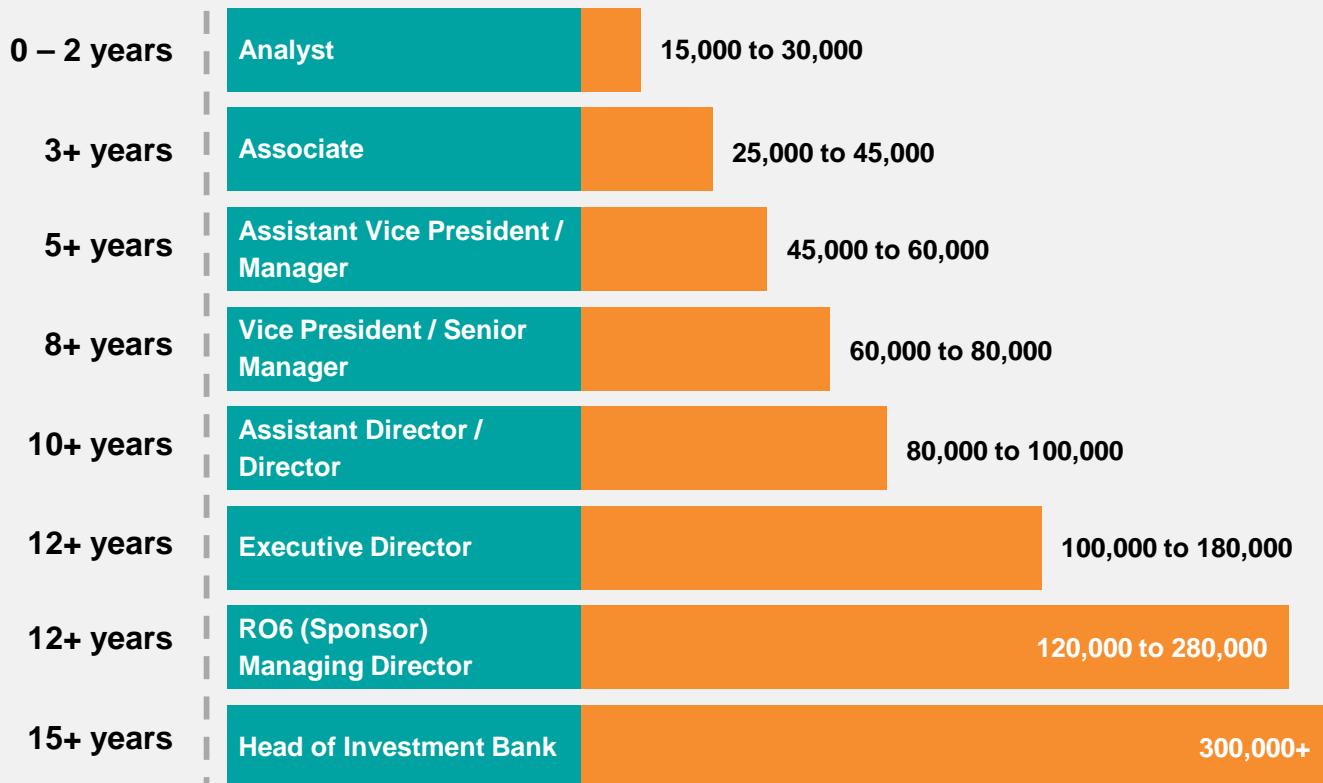
■ Monthly salary (HKD)

Source: KPMG Executive Search and Recruitment Services



Corporate Finance

► Corporate Finance (Sell side)



► Corporate Finance (Buy side) – Direct Investment / Corporate Development / Mergers and Acquisitions (M&A)



Source: KPMG Executive Search and Recruitment Services

Role

Monthly salary (HKD)

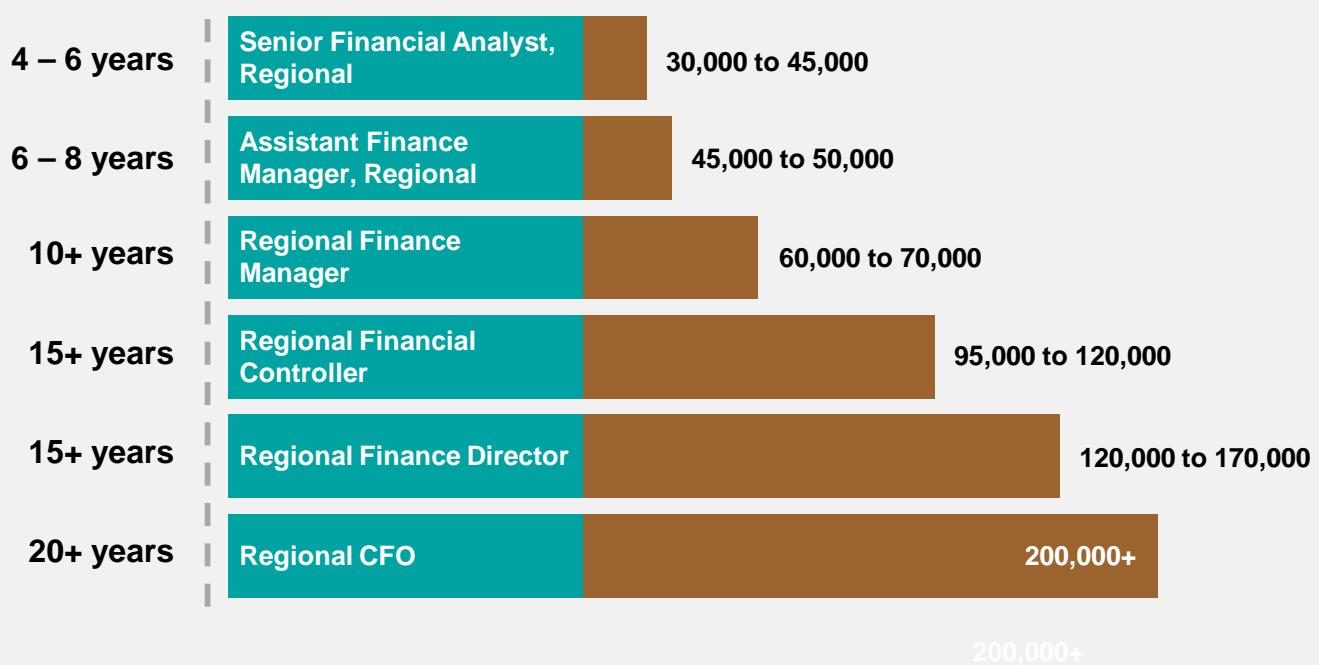


Finance

► Hong Kong-listed companies



► Multinational companies



■ Role

■ Monthly salary (HKD)

Source: KPMG Executive Search and Recruitment Services



Human Resources

► Human Resources (HR)



► Learning and Development (L&D)



■ Role

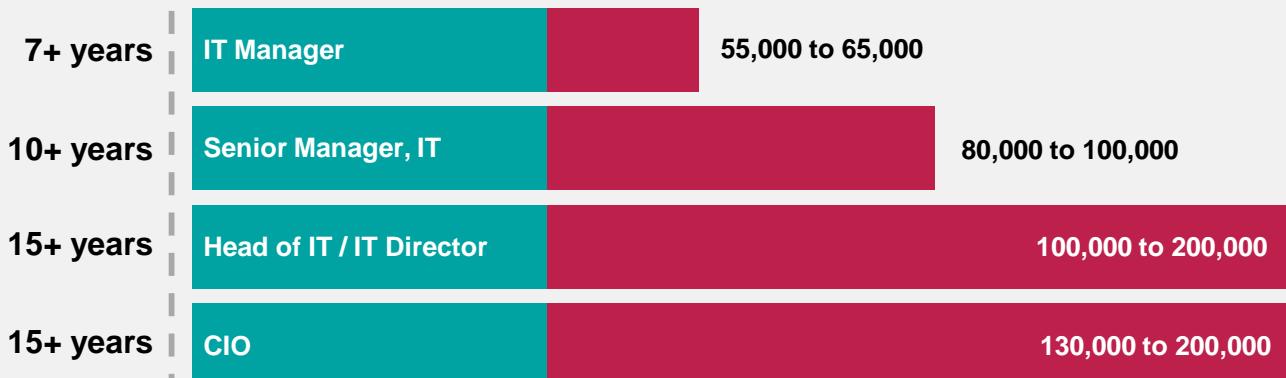
■ Monthly salary (HKD)

Source: KPMG Executive Search and Recruitment Services

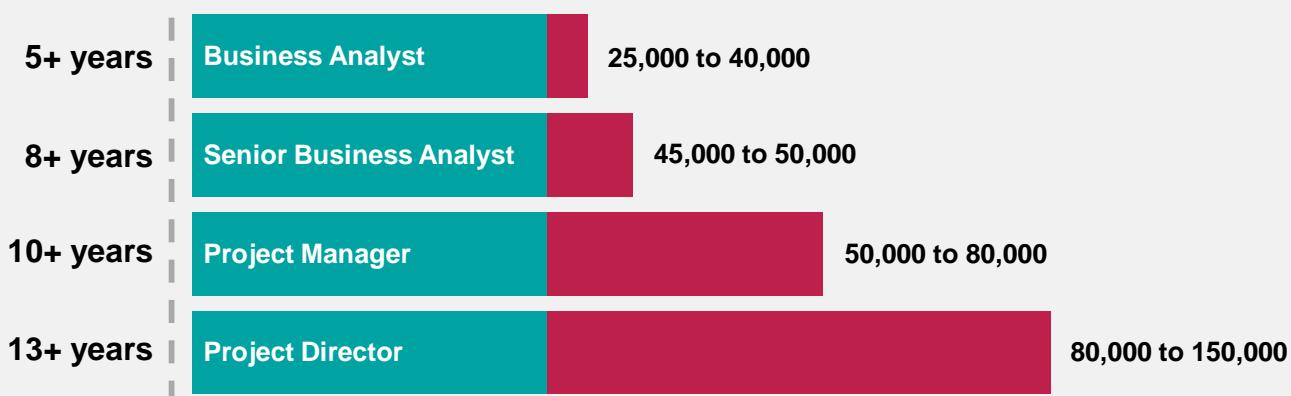


Information Technology (IT)

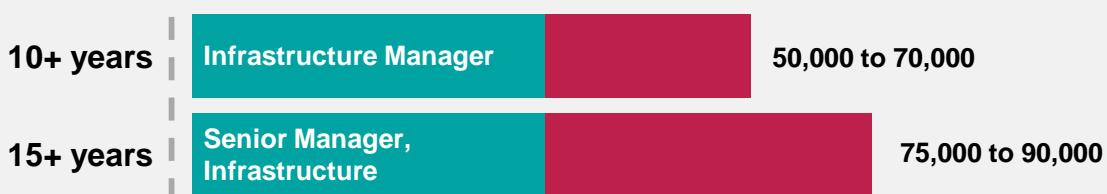
► Management



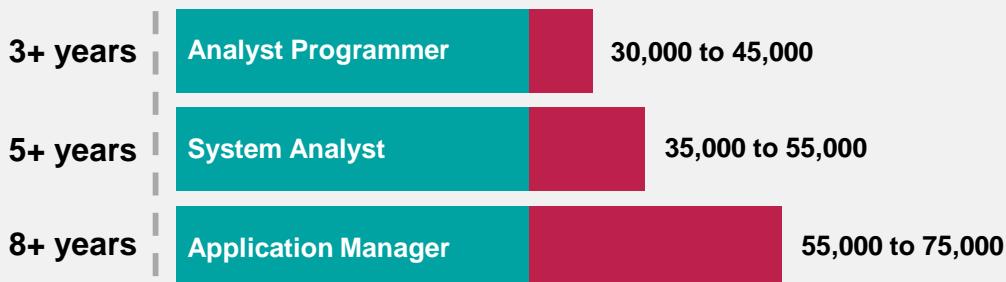
► Project Management



► Infrastructure



► Application Development



■ Role

■ Monthly salary (HKD)

Source: KPMG Executive Search and Recruitment Services



Internal Audit and Risk Management

► Internal Audit



► Risk Management



Source: KPMG Executive Search and Recruitment Services

■ Role

■ Monthly salary (HKD)



Legal



Note: PQE stands for Post-Qualification Experience

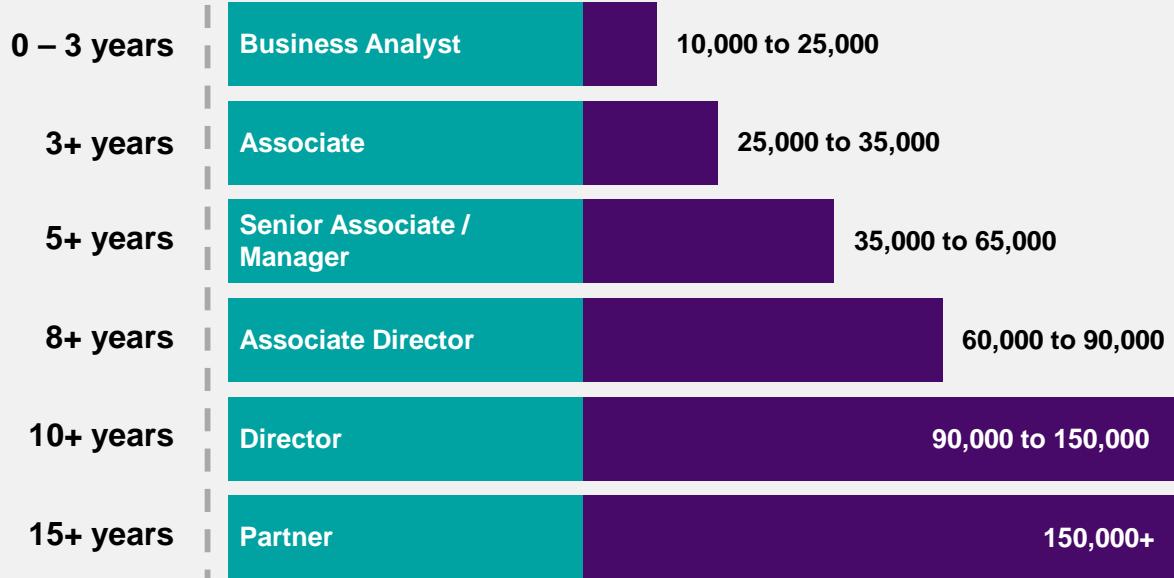
Source: KPMG Executive Search and Recruitment Services

■ Role

■ Monthly salary (HKD)



Consulting Services



■ Role

■ Monthly salary (HKD)

Source: KPMG Executive Search and Recruitment Services



Real Estate

► Real Estate Investment



■ Role

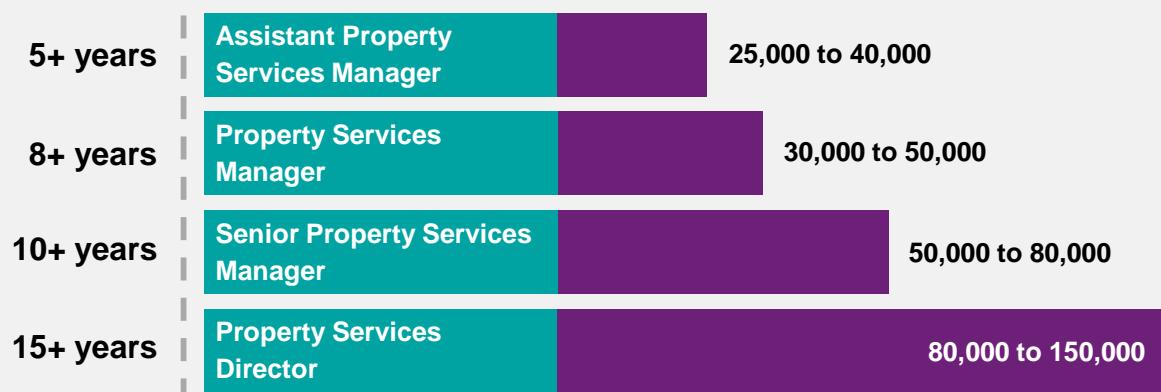
■ Monthly salary (HKD)

Source: KPMG Executive Search and Recruitment Services

► Leasing (Retail and Office)



► Property Management (Commercial and Residential)



■ Role

■ Monthly salary (HKD)

Source: KPMG Executive Search and Recruitment Services

About KPMG

KPMG China operates in 17 cities across China, with around 12,000 partners and staff in Beijing, Beijing Zhongguancun, Chengdu, Chongqing, Foshan, Fuzhou, Guangzhou, Hangzhou, Nanjing, Qingdao, Shanghai, Shenyang, Shenzhen, Tianjin, Wuhan, Xiamen, Hong Kong SAR and Macau SAR. With a single management structure across all these offices, KPMG China can deploy experienced professionals efficiently, wherever our client is located.

KPMG is a global network of professional services firms providing Audit, Tax and Advisory services. We operate in 154 countries and territories and have 200,000 people working in member firms around the world. The independent member firms of the KPMG network are affiliated with KPMG International

Cooperative ("KPMG International"), a Swiss entity. Each KPMG firm is a legally distinct and separate entity and describes itself as such.

In 1992, KPMG became the first international accounting network to be granted a joint venture licence in mainland China. KPMG China was also the first among the Big Four in mainland China to convert from a joint venture to a special general partnership, as of 1 August 2012. Additionally, the Hong Kong office can trace its origins to 1945. This early commitment to the China market, together with an unwavering focus on quality, has been the foundation for accumulated industry experience, and is reflected in the Chinese member firm's appointment by some of China's most prestigious companies.

Contact Us



KPMG Executive Search and Recruitment Services

Felix Lee

Head of KPMG Executive Search and Recruitment Services
Tel: +852 2826 7138
Email: felix.lee@kpmg.com

Michelle Hui

Director, KPMG Executive Search and Recruitment Services
Tel: +852 2826 8075
Email: micelle.hui@kpmg.com

Cynthia Chan

Manager, KPMG Executive Search and Recruitment Services
Tel: +852 2143 8757
Email: cynthia.chan@kpmg.com

Cynthia Chui

Manager, KPMG Executive Search and Recruitment Services
Tel: +852 2978 8276
Email: cynthia.chui@kpmg.com

Aris Lee

Manager, KPMG Executive Search and Recruitment Services
Tel: +852 2685 7633
Email: aris.lee@kpmg.com



Key KPMG China Contacts

Andrew Weir

Senior Partner, Hong Kong
Tel: +852 2826 7243
Email: andrew.weir@kpmg.com

Ayesha Lau

Managing Partner, Hong Kong
Tel: +852 2826 7165
Email: ayesha.lau@kpmg.com

Financial Services

Bonn Liu

Financial Services
Tel: +852 2826 7241
Email: bonn.liu@kpmg.com

Darren Bowdern

Private Equity
Tel: +852 2826 7166
Email: darren.bowdern@kpmg.com

Vivian Chui

Securities and Asset Management
Tel: +852 2978 8128
Email: vivian.chui@kpmg.com

Simon Donowho

Insurance
Tel: +852 2826 7105
Email: simon.donowho@kpmg.com

Paul McSheaffrey

Banking
Tel: +852 2978 8236
Email: paul.mcsheaffrey@kpmg.com

John Timpany

Leasing
Tel: +852 2143 8790
Email: john.timpany@kpmg.com

Consumer & Industrial Markets

Melissa Wu

Consumer & Industrial Markets
Tel: +852 2826 7103
Email: melissa.wu@kpmg.com

Anson Bailey

Consumer Markets
Tel: +852 2978 8969
Email: anson.bailey@kpmg.com

Sylvene Fong

Enterprise
Tel: +852 2978 8227
Email: sylvene.fong@kpmg.com

Alison Simpson

Energy and Natural Resources
Tel: +852 2140 2248
Email: alison.simpson@kpmg.com

Karmen Yeung

Industrial Markets
Tel: +852 2143 8753
Email: karmen.yeung@kpmg.com

Technology, Media & Telecommunications

Anson Bailey

Technology, Media & Telecommunications

Tel: +852 2978 8969

Email: anson.bailey@kpmg.com

Patrick Kirby

Telecommunications

Tel: +852 2913 2568

Email: patrick.kirby@kpmg.com

Wilson Lee

Media

Tel: +852 2826 8092

Email: wilson.lee@kpmg.com

Infrastructure, Government & Healthcare

Marcello De Guisa

Infrastructure, Government & Healthcare

Tel: +852 2685 7337

Email: marcello.deguisa@kpmg.com

Alexander Brookes

Healthcare

Tel: +852 2847 5104

Email: alexander.brookes@kpmg.com

Curtis Ng

Real Estate

Tel: +852 2143 8709

Email: curtis.ng@kpmg.com

Julian Vella

Infrastructure

Tel: +852 2140 2309

Email: julian.vella@kpmg.com

Peter Wong

Life Sciences

Tel: +852 2826 7152

Email: peter.wong@kpmg.com

Shirley Wong

Transport

Tel: +852 2826 7258

Email: shirley.wong@kpmg.com

Capital Markets

Paul Lau

Capital Markets

Tel: +852 2826 8010

Email: paul.k.lau@kpmg.com

Irene Chu

New Economy

Tel: +852 2978 8151

Email: irene.chu@kpmg.com

Melvin Guen

Capital Markets

Tel: +852 2978 8105

Email: melvin.guen@kpmg.com

Maggie Lee

Capital Markets

Tel: +852 2826 8063

Email: maggie.lee@kpmg.com

kpmg.com/cn/socialmedia



For a list of KPMG China offices, please scan the QR code or visit our website:
<https://home.kpmg.com/cn/en/home/about/offices.html>.

There can be no guarantee that such information is accurate as of the date it is received or that it will continue to be accurate in the future. No one should act upon such information without appropriate professional advice after a thorough examination of the particular situation.

© 2018 KPMG, a Hong Kong partnership and a member firm of the KPMG network of independent member firms affiliated with KPMG International Cooperative ("KPMG International"), a Swiss entity. All rights reserved. Printed in Hong Kong.

The KPMG name and logo are registered trademarks or trademarks of KPMG International.

Publication number: HK-ER18-0001

Publication date: April 2018