



China Market Trends & Hiring Expectations Q2 2011

Mark Tibbatts
Associate Director, Southern China
Michael Page International



Today's Session

- **Introduction to Michael Page**
- **China Market Trends**
 - Global, regional and local market conditions
 - MP market analysis and trends
- **Hiring Expectations**
 - Planning your move
 - Preparing yourself for success
- **Q&A**



About Me

- Mark Tibbatts – Associate Director, Michael Page Southern China.
- 10 Years in MPI in UK, HK and China.
- 2 Offices, 6 Divisions, 30+ specialist Consultants and Managers operating in the following industries in Shenzhen and Guangzhou:
 - Finance
 - Engineering & Manufacturing
 - Procurement & Supply Chain
 - Sales
 - Marketing
 - Human Resources



About Michael Page

- Leading global professional recruitment consultancy established in the 1970's.
- FTSE listed on the London Stock Exchange
- 5000+ employees globally.
- Offices in Greater China since 1994.
- Approximately 250 consultants in the Greater China market across 7 offices in:
 - Beijing, Shanghai x 2, Shenzhen and Guangzhou in China
 - Pacific Place, Admiralty Centre and Mong Kok in Hong Kong



World Economic Outlook

Ranking	2010		2020	
	Country	GDP (I\$ million)	Country	GDP (I\$ million)
1.	USA	14,802,081	China	28,224,970
2.	China	9,711,244	USA	22,644,910
3.	Japan	4,267,492	India	10,225,943
4.	India	3,912,991	Japan	6,296,979
5.	Germany	2,861,117	Russia	4,326,987
6.	Russia	2,211,755	Germany	3,981,033
7.	United Kingdom	2,183,277	Brazil	3,868,813
8.	France	2,154,399	United Kingdom	3,360,442
9.	Brazil	2,138,888	France	3,214,921
10.	Italy	1,767,120	Mexico	2,838,722

Source: Euromonitor International from IMF, International Financial Statistics and World Economic Outlook/UN/national statistics



World Economic Outlook in 2010 & 2020

- China's share in world total GDP in PPP (Purchasing Power Parity) terms has increased from 7.1% in 2000 to 13.3% in 2010. By 2020, it will reach 20.7%. China will overtake the USA to become the world's largest economy as early as 2017.
- This means China is offering a variety of facilities to attract capital investments from multinational and international organizations.
- Continued heavy demand for talented, qualified, Chinese speaking professionals with relevant market and industry experience.



The Market – Michael Page Q2 Employment Index

Source: 650 Senior HR Professionals and Hiring Managers across a broad range of professional sectors

- Market outlook is very positive - confidence remains bullish
- 50%+ of companies in China will be hiring in Q2 2011.
- 60% of companies will focus hiring middle level executives in revenue generating areas - “front office”.
- 50% of companies in China expect further improvements in the market in Q2.
- Retention strategies on the rise. Increase in performance related rewards, career planning & long term benefits.
- Wage growth to slow as companies struggle to keep pace with CPI.



PRD Market

- YTD 2011 vs 2010 - Michael Page have placed 150% more people in the Pearl River Delta.
- Increase in the amount of Chinese companies hiring – now 50% of our market in Michael Page Finance.
- Strong market for IPO & External Financing for fast growing Chinese companies.
- Hot Sectors:
 - Financial Services
 - Property
 - R&D
 - Technology
 - Services
 - Supply Chain
 - Consumer
 - Retail



Career Planning

- Where are you now?
- Where do you want to go?
- How are you going to get there?



Where Are You Now?

- Why do you want a new job?
- What experience have you built upon?
- What skills do you have?
- What is your level of seniority?
- What is your salary?
- What do you like/dislike about your work?
- What do you like/dislike about corporate culture/management style?
- Other – geographical location, work environment, industry

- So what are you looking for now.....?



Where Do You Want To Go?

- What are your career goals?
- What are the skills that you have obtained (e.g. Financial Control, Business Development, Production Management, General Management, HR leadership, Global or Regional Supply Chain expertise)
- What are the hot skills that you want to gain in your next job?
- Also consider: financial, career potential, work/life balance, family commitments, lifestyle.



How are you going to get there?

- Build on your existing experience and network – a total change is hard to find, build on value you can already leverage.
- Tailor-made versus generic resumes. Think about what you are applying for – what do they need? Is it clear on your document?
- Appropriate use of direct application or Recruitment Consultants/Headhunters.
- Interviewing Skills:
 - Research, preparation, substance
 - Professional presentation and Image
 - Delivery – body language and Impact



Do and Don't at interview

- Do:
 - Prepare thoroughly.
 - Be on time.
 - Be honest – integrity is vital, on paper and in person.
 - Relax – an interview is a reciprocal dialogue. You are interviewing the company as much as the company is interviewing you.
- Don't:
 - Do the opposite of the above!
 - Talk about \$\$\$ unless asked by the interviewer.
 - Make any assumptions.



Key Soft Skills

- Strong written and verbal communication skills
- Good listener and effective negotiator
- Team player
- Time management
- Leadership
- Ability to exercise judgement and deal with ambiguity

EXAMPLES ARE VITAL TO BACK UP YOUR CONVICTIONS



Questions?



Thank You

Mark Tibbatts

Associate Director

marktibbatts@michaelpage.com.cn

www.michaelpage.com.cn