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10
YEARS
2009 - 2019

Hong Kong
Information Technology & Digital
Salary Survey & Guide 2019

Introduction

The Aquis Search Hong Kong Information Technology & Digital Salary Survey & Guide 2019 details salary information and recruiting trends in the business sectors we cover. Our information has been researched and collated with the help of our clients and candidates and from our working knowledge of the marketplace. Aquis Search consultants have extensive expertise in their practice area and the information reported is based on telephone interviews with hiring managers, HR professionals and in-house recruiters as well as data extracted from our own database and internal research resources.

As with all reports that detail salary information and trends, we represent the mainstream view and we recognise there will be individual situations that fall outside the data published. This survey is therefore a guide to general movement in the sector. Please contact us for further information or for clarification on any of the compensation trends detailed in this report.

Market Overview

The information technology (IT) and digital recruitment market in Hong Kong witnessed some interesting trends in 2018. Hong Kong has been rapidly establishing itself as a fintech hub, driving demand for experienced technology and digital professionals. Firms are looking outside of the industry to attract those with the know-how looking to make the transition into technology driven businesses. A combination of government funding, a supportive regulatory environment and the city's status as a financial centre have been the driving factors for an exponential growth in numbers of fintech companies.

In our 2018 salary survey we predicted that "digital" roles will shape into a much more structured company function, with defined specialisations overlapping across customer centricity, business strategy, and IT capability. This has stood true with newly coined "Chief Digital Officers" being appointed in global institutes across the financial services sector as well as within smaller start-ups.

The search for executive level candidates with thought leadership skills coupled with digital understanding has been one of our main challenges in the local Hong Kong market. Our research and market mapping have led us to cast a net further afield and look at talent pools in locations such as Australia, UK and US to find suitably skilled professionals.

> The fintech start-ups, or virtual start-ups have been actively hiring

The fintech start-ups, or virtual start-ups (those in already existing global institutions), have been actively hiring candidates with a blend of technical understanding of the latest and future technology. Professionals with open minds and the thirst to self-teach, with a genuine interest in new concepts such as AI, machine learning, robotics, IOT, blockchain and NLP, to list a few, have been in high demand. This demand has tempted people who have had careers in more traditional financial services companies to make the switch into the world of fintech.

Demand for technical developers has been particularly noticeable, and we have seen a huge amount of traffic, notably engineers moving from the traditional investment banking sector into the fintech community and to smaller prop-trading firms.

> The recruitment industry has shifted into a candidate driven market and with this competition for talent has led to a rise in salaries.

Millennials have at times been accused of negative traits in the workforce, however, in the technology and digital sector they are a generation in demand. There are immensely talented young millennials that bring creativity, great ideas, technical skills and have the fearless mentality and urge to make a difference. These are exactly the attributes employers are looking for especially at the more junior end of the market.

The exponential growth and demand for talent in 2018 far exceeded the previous five years in Hong Kong. The recruitment industry has shifted into a candidate driven market and with this competition for talent has led to a rise in salaries.

Technology or IT has always been the underling or a "cost" to a business that CFO's of the past have looked to in order to reduce budgets and reduce costs. As we move into 2019, the shift is complete. This couldn't be more different now with CEO's understanding the sheer importance of investing into their technology to future proof their businesses.

Outlook

We predict innovation and change will be the driving force for 2019, where fundamental business models will evolve - the retail and consumer banking world will transform into virtual or branchless banking for example. This is just one example of how technology and digitally aligned businesses will disrupt an entire industry and shape the future. Change is taking place around us which will transform our lives.

Salary ranges overleaf.

Salary Ranges

Systems and Applications (Annual Salary in HKD)

Role	Permanent			Contract		
	Entry Level	Mid Level	Senior Level	Entry Level	Mid Level	Senior Level
Programme Director	1.5M	1.55M	1.7M	1.8M	1.9M	2M+
Programme Manager	1M	1.15M	1.5M	1.4M	1.6M	1.7M+
Project Manager	800,000	900,000	1M	1M	1.15M	1.15M+
PMO Manager	800,000	900,000	1M	1M	1.15M	1.15M+
Digital Product Manager	720,000	960,000	1.26M	840,000	1.08M	1.32M
Digital Marketing Manager	720,000	960,000	1.26M	840,000	1.08M	1.32M
Digital IT Manager	720,000	960,000	1.26M	840,000	1.08M	1.32M
PMO Analyst	450,000	500,000	630,000	630,000	740,000	N/A
Business Analyst	680,000	900,000	1.15M	1.15M	1.25M	1.25M+
Business Test Analyst	500,000	680,000	850,000	850,000	1.1M	1.1M+
Software Developer	600,000	900,000	1.5M	700,000	1M	1.6M+
Web Developer	500,000	600,000	800,000	550,000	650,000	900,000
Mobile Developer	600,000	900,000	1.2M	650,000	1M	1.2M
UI / UX Developer	600,000	900,000	1.2M	650,000	1M	1.2M

Infrastructure & Support (Annual Salary in HKD)

Role	Permanent			Contract		
	Entry Level	Mid Level	Senior Level	Entry Level	Mid Level	Senior Level
Big Data Architect / Developer	970,000	1.1M	1.15M	1.15M	1.15M	1.2M+
Enterprise Architect	850,000	970,000	1.15M	1M	1.2M	1.15M+
Test Manager	800,000	915,000	1.03M	1.03M	1.25M	1.25M+

Salary Ranges

Infrastructure & Support (Annual Salary in HKD)

Role	Permanent			Contract		
	Entry Level	Mid Level	Senior Level	Entry Level	Mid Level	Senior Level
Transformation Project Manager (Infra / App)	745,000	915,000	1.09M	1.09M	1.2M	N/A
Information Security Manager	690,000	800,000	915,000	915,000	1.03M	1.03M+
Test QA Analyst	690,000	800,000	1.03M	1.03M	1.26M	N/A
Infrastructure Engineer	680,000	825,000	970,000	915,000	1.15M	1.15M+
Database Engineer	680,000	800,000	970,000	915,000	1.1M	1M+
IT Auditor	670,000	1M	1.5M	730,000	1.1M	1.65M+
Voice Engineer	600,000	750,000	1M	650,000	800,000	1M+
Network / Security Engineer	570,000	740,000	970,000	915,000	1.1M	NA
Network Analyst	510,000	630,000	850,000	850,000	1.1M	N/A
Microsoft Exchange / OCS Administrator	460,000	680,000	850,000	850,000	1M	N/A
Datacentre Manager	460,000	600,000	900,000	680,000	1M	1M+
Datacentre Analyst	400,000	600,000	850,000	800,000	970,000	N/A
Messaging Administrator (SWIFT / Websphere etc.)	600,000	740,000	N/A	850,000	1M	N/A
Wintel Engineer	570,000	800,000	1.03M	1.03M	1.15M	1.15M+
Wintel Administrator	N/A	720,000	915,000	860,000	1.09M	1.03M+
UNIX Engineer	570,000	800,000	1.03M	970,000	1.15M	1.15M+
Trading System Support (Summit / Fidessa / Calypso / Murex etc.)	570,000	800,000	1.03M	1.03M	1.26M	1.26M+
Market Data Support Engineer	510,000	740,000	915,000	915,000	1M	1M+
Application Support	480,000	720,000	900,000	500,000	800,000	1M+
Enterprise Architect	570,000	800,000	1.1M	1M	1.2MM	1.2M+

Salary Ranges

Infrastructure & Support (Annual Salary in HKD)

Role	Permanent			Contract		
	Entry Level	Mid Level	Senior Level	Entry Level	Mid Level	Senior Level
Solution Architect	400,000	690,000	860,000	800,000	1.03M	N/A
BI Developer (Cognos, Business Objects, etc.)	570,000	710,000	970,000	915,000	1.1M	1M+
Database Developer	510,000	770,000	915,000	915,000	1.1M	1.15M+
Database Admin	510,000	800,000	970,000	915,000	1.1M	N/A
Security Analyst	460,000	690,000	910,000	910,000	1.15M	N/A
Security Administrator	400,000	630,000	910,000	860,000	1.1M	N/A
Desktop Support	400,000	570,000	740,000	740,000	970,000	N/A
Citrix Administrator	400,000	570,000	800,000	800,000	915,000	915,000+

Consultancy (Annual Salary in HKD)

Role	Permanent			Contract		
	Entry Level	Mid Level	Senior Level	Entry Level	Mid Level	Senior Level
Programme Director	1.5M	1.5M	1.7M	1.8M	1.95M	2.05M
Programme Manager	1M	1.15M	1.4M	1.4M	1.7M	1.7M
Project Manager	680,000	900,000	1M	1M	1.25M	1.25M
Business Analyst	680,000	900,000	1.15M	1.1M	1.25M	1.25M
Business Test Manager	700,000	850,000	1M	850,000	1M	1M
Business Architect	N/A	N/A	1.25M	1.25M	1.5M	1.5M
Business Transformation Consultant	800,000	900,000	1.15M	1.15M	1.5M	1.5M
Lean / Six Sigma Consultant	680,000	900,000	1.1M	1.1M	1.25M	1.15M
Head of Business Change	1.25M	1.4M	1.6M	1.6M	1.7M	1.9M

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Amit is the Director of the IT team, based in Hong Kong. He is responsible for the recruitment of IT professionals in the financial and professional services sector across Asia.

Amit has over fourteen years of recruitment and executive search experience placing IT professionals into professional services organisations, leading global banks, trade finance and insurance institutions. His network extends across Asia, India and the UK. He has long established client and candidate relationships amongst CIO's, IT Operations Directors, Program Directors, Business Analysts, Architects, Developers, QA/Testers, IT Infrastructure, IT Support and Change / Business Transformation professionals.

Amit joined Aquis Search with experience gained from recruiting mid to senior level hires across UK, India, Singapore and Hong Kong. He also has extensive knowledge of the interim and temporary contract workforce across APAC, having built a contract recruitment team in Hong Kong.

He has a Bachelor's degree in Multimedia Computing from the University of Westminster, London.

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Patrick is a Senior Consultant in the IT team based in Hong Kong. He is responsible for the recruitment of information technology professionals in Asia.

Patrick works with clients seeking highly skilled technology talent across the region. He is an experienced IT&T recruiter, having worked for a leading Australasian firm where he focused on placing talents in IT infrastructure area with leading technology companies and commerce clients. Prior to a career in recruitment, Patrick was working in business development roles in the telecommunications sector.

Patrick has a Bachelor's degree in Business Administration from the City University of Hong Kong, he speaks Mandarin, English and Cantonese.

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Kaman is a Senior Consultant with the IT, digital and innovation team, based in Hong Kong. He is responsible for the recruitment of technology professionals across the financial services sector in Asia.

Kaman began his career in banking and investment in North America, before transitioning to executive search. He has worked with leading regional and global search firms in Asia, building an extensive network in the technology and financial services industries in the region.

He is an experienced executive search professional, delivering on detailed and complex search mandates across all levels.

Kaman has a Bachelor's degree in Human Geography and he speaks English, Mandarin and Cantonese.

About Aquis Search

Aquis Search is a regional leader for corporate governance and control functions executive search and recruitment services. Our geographical coverage extends beyond our office locations and we handle search assignments in numerous Asian countries.

Our clients are members of a global network of prestigious financial institutions, leading UK & US law firms and many of the largest companies within the Fortune 500. Professional integrity is the key value on which our client relationships are built, and the majority of our business is the result of personal referral. This is testament to the high level of professionalism for which we are known.

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