



# TECHNOLOGY

Overall confidence in Technology hiring has been steadily rising throughout the first quarter of 2017, and we observed an increased level of recruitment activity versus the second half of last year. Organisations appeared keen to continue making the development of Technology teams as a key focus for 2017.

In Q1 2017, companies were looking to hire for both replacement and new roles in hot areas of Technology talent. Many wide trends that we saw in 2016 have been prevalent so far this year.

Demand for Software Engineers, for instance, has remained high. Professionals skilled in iOS / Objective-C, Android, C++, Java, and .NET / C# continued to be highly sought after by employers, and we saw robust recruitment activities for Technology professionals ranging from mid-level Programmers to Solution Architects. Professionals with front-end skills including AngularJS, JavaScript, and HTML5 have also been highly sought after.

## **GREATER DEMAND FOR DATA ANALYTICS AND BIG DATA PROS**

Throughout the first few months of 2017, we have seen a greater demand for Data Analytics and Big Data professionals. As the role of Data Scientist becomes more widespread, professionals with ETL (Extract-Transfer-Load) experience in Python, R, and SAS continued to be highly pursued by businesses.

Cyber-Security / IT security has also been a hot area in Q1 2017, with the majority of banks and multinational corporations looking to shore up their IT Security and IT Risk Management practices. Cyber Security experts continued to be highly valued and companies faced intense competition to recruit these top-notch professionals.

## **FINTECH CONTINUED TO SOAR**

Fintech continued to be the 'buzz-word' in Q1 2017. We were seeing businesses actively seeking to increase efficiency and gain a competitive edge through the implementation of a financial system. Demand for high-calibre Project Managers and Business Analysts remained strong for Fintech. With disruptive technologies changing the way businesses operate around the world and with the emerging start-up ecosystem in Hong Kong, we expect Fintech talent demand to only increase in 2017.

There was also a hiring priority for Digital professionals such as Mobile Applications Developers, Digital Marketers, Content Managers, Social Media Managers, Data Analytic Specialists, e-Commerce Managers and SEO / SEM experts.

## **Q2 2017 WILL BE AN EXCITING TIME FOR TECHNOLOGY HIRING**

As bonuses get paid, we expect to see an increased talent pool and an overall positive sentiment across the Technology job market in the second quarter of 2017. Demand for Software Engineers will continue, with mobile and disruptive technologies as well as advancements in Artificial Intelligence (AI) changing the way businesses operate. Technology professionals with consummate skill sets in iOS, Android, C++, and Java will be highly sought after. We also expect a high demand for UX / UI expertise in enhancing user experience.

Cyber-Security / IT Security / IT Risk Management hiring will continue to rise, along with the demand for e-Discovery / Computer Forensics experts. There will be a significant growth in the IT contracting market, especially across Financial Services, as organisations look to reduce risk, minimise headcount and secure short-term workforce for technology and business transformation projects.

## THE LONG-TERM VIEW FOR TECHNOLOGY TALENT

In the long run, we expect a greater demand for 'Innovation' professionals in Hong Kong. Whilst intrinsically linked to technological developments, a 'Head of Innovation' role demands a deep understanding of existing and future trends in specific industry sectors, and hence this type of role exists to focus purely on driving innovations. These are people who will be trend-spotters and technology drivers for their companies to stay in the forefront of their respective industries.

There will also be a continuing demand for experienced Project Managers and Business Analysts, especially within Fintech, one of the hottest sectors in Hong Kong, in order to deliver large-scale projects that meet time and budget considerations.

## SALARY REPORT FOR Q2 2017\*

### Commerce & Industry

Job Title	Years of Experience	Annual Salary Range (HKD\$)
IT Management		
Chief Information Officer	15+	1.5M–2.5M+
Chief Technology Officer	15+	1.3M–2.2M+
IT Director	12+	1.2M+
Senior IT Manager	10+	720K–840K
IT Manager	8+	600K–800K
Project Management		
Program Manager / Director	12–15	800K–1.2M
Senior / Project Manager	10–15	480K–840K
Senior / Business Analyst	5–8	360K–720K
Technical Consultant	6–8	480K–600K
Pre / Post-sales Consultant	5–8	360K–600K
Database / Data Centre		
Senior / Database Administrator	5+	360K–480K
Data Warehousing / BI Specialist	7+	480K–600K
Data Architect	10+	720K–960K
Data Centre Project Manager	12+	840K–1.2M

Job Title	Years of Experience	Annual Salary Range (HKD\$)
Infrastructure		
Infrastructure Director	10+	1M–1.8M
Senior / Infrastructure Manager	8+	480K–800K
Infrastructure / Network Architect	10+	600K–1.2M
Infrastructure Analyst / System Specialist	6+	300K–420K
Senior / Network Engineer	4–7	360K–600K
Senior / System Engineer	2–5	280K–460K
Security Manager / Consultant	8+	600K–900K
Security Analyst	4–5	360K–480K
Application Development		
Solution / Applications / Systems Architect	12+	480K–950K
System / Application Development Manager	9+	480K–840K
System Analyst	6+	336K–480K
Analyst Programmer	4–6	300K–360K
Senior / Programmer	0–4	144K–288K
RDBMS Developer / DBA	4–10	200K–660K
Support		
IT Support—1st Tier	0–3	180K–276K
IT Support—2nd Tier	2–5	204K–324K
IT Support—3rd Tier	5+	324K–396K
Helpdesk Manager	8+	540K–600K
Senior / System Administrator	5+	288K–400K
Senior / Network Administrator	5+	360K–480K
Testing		
QA Engineer	1–3	216K–300K
Testing Manager	8+	540K–780K

## Banking & Financial Services

Job Title	Years of Experience	Annual Salary Range (HKD\$)
IT Management		
Chief Information Officer (ED to MD)	15+	1.7M–2.7M+
IT Director	12+	1.3M+
Senior IT Manager	10+	750K–900K
IT Manager	8+	600K–800K
Project Management		
Project Director	15+	1.3M–1.5M
Program Manager (VP to D)	15+	800K–1.5M
Senior Project Manager	10+	800K–1.2M
Project Manager	6–10+	650K–1M
Senior Business Analyst	8–10	700K–1M
Business Analyst	4	450K–650K
Application Development		
Application Development Manager	10–15	750K–1.1M
Lead Analyst Programmer	5–10	500K–800K
Analyst Programmer	3–5	350K–550K
Analyst Programmer	1–3	220K–350K
Architect—Applications, Solutions, Systems, Data (VP to SVP)	12–18	800K–1.2M
Database Administrator	3–5	480K–600K
Database Administrator	1–5	360K–480K
C++ / Java	6–15	240K–720K
.NET	6–15	240K–720K
RDBMS Developer / DBA	6–15	240K–720K

Job Title	Years of Experience	Annual Salary Range (HKD\$)
Infrastructure / Network		
Infrastructure Director (ED to MD)	15+	1.5M–2.4M
Infrastructure Manager (SVP to ED)	10–15	900K–1.5M
Infrastructure Architect (VP to SVP)	6–15	650K–1M
Network Architect	8–10+	750K–1M
Network Engineer	5–8	500K–800K
Network Support (1st / 2nd Level)	3–5	360K–500K
Network Support (1st / 2nd Level)	1–3	240K–360K
Systems Administrator	4–8	400K–600K
3rd Level Support	5–10	350K–550K
Security Director (SVP to ED)	15+	900K–1.5M
Security Manager (VP to SVP)	8–15	650K–1M
Security Architect (VP to SVP)	4–8	650K–1M
Security Analyst	4–10	260K–450K
Helpdesk Support		
Helpdesk Analyst (1st Level)	1–3	220K–320K
Helpdesk Analyst (2nd Level)	3–5	350K–550K
Desktop Support Analyst (1st Level)	1–3	300K–400K
Desktop Support Analyst (2nd Level)	3–5	380K–500K
Desktop Support Analyst (3rd Level)	5–8	500K–620K
Unix Administrator	3–6	500K–650K
Network Administrator	3–6	500K–750K
Helpdesk Manager	8–12	750K–950K
Trading Systems Support	6–15	450K–900K

Job Title	Years of Experience	Annual Salary Range (HKD\$)
Database		
Senior / Database Administrator	5–7	380K–500K
Data Warehousing / BI Specialist	7–10	600K–750K
Data Architect	10–15	800K–1M
Data Centre Project Manager	12–15	850K–1.3M
Database Administrator	3–5	380K–500K
Database Administrator	1–3	500K–650K

**\* Notes about salary table:**

1. Titles and levels vary from organisation to organisation.
2. The salary ranges given are only approximate guides. For tailored salary advice, please contact us directly.
3. 12-month base salaries are assumed.
4. All other benefits and bonuses are in addition to these figures.
5. Bonus ranges can vary significantly from company to company and will be influenced by market conditions, business and individual performances. Bonus ranges from 1 month at the low end to 100%+ at the upper.
6. Holiday entitlements range from 12–25 days with senior executives not usually receiving less than 18 days. Less than 15 is very rare and 20 days is becoming the norm.
7. Healthcare policies are standard.
8. Pension plans vary with some companies offering greater than the standard contribution. Top up schemes can increase employer contribution levels as much as 15–20% of the base salary for senior executives.