

TECHNOLOGY

BUILDING BETTER FUTURES

ambition

In the first half of 2018, we have seen the strongest activities across financial services and commercial sectors, from both permanent and contracting hiring. This surge has been driven by a number of key factors: the growing demand in technology to make their businesses more efficient and drive productivity, the Hong Kong government's support in investing into innovation, and the increased funding on digital investments.

HIRING ACTIVITY PICKS UP IN INVESTMENT BANKS

For investment banks, the 2nd quarter has always been the hottest hiring period of the year as this is the time when candidates become most active as bonuses are received. Majority of the investment banks will release headcount and activity level is high across both permanent and contract desks.

More and more financial institutions are expanding their technical arms to build out proprietary systems, therefore more interesting Greenfield projects are coming from the equities area. In the last 2 years, the value of technology reached its peak and businesses are increasing funding, and developers are often presented with opportunities to work more closely with front office users.

The fintech space is expanding, with some banks starting to create fintech/innovation arms to keep up with what is happening in market and adopt transformation initiatives. Banks are also keeping a close eye on Cryptocurrencies and Blockchain movements. In the past few months, we have seen an increasing number of experienced developers moving from top tier banks to smaller Cryptocurrency firms. As a result, investment banks are now more flexible in hiring junior caliber and candidates without banking experience are also being considered.

The hottest programming language skills in demand are Python or Object Oriented Programming Languages such as Java and C#. Skilled Java developers continue to be in demand for development projects across Algo platforms, market making and risk systems. Skills in demand also include web-based technology such as HTML5, JavaScript- Angular JS, and React Node JS. In addition, to fulfil Global Scale System Revamps and Greenfield projects, many banks are adopting Agile Methodology and DevOps.

As business leaders begin to realize the technical value that technologists bring to trading technology, there is also an increasing need for RAD Developers with VBA skills to sit directly in front office functions. There are opportunities for technologists to sit under business to process on desk development and enhance tactical tools. Developers are no longer hiding in the back.

ENHANCING CUSTOMER JOURNEYS AND DIGITALIZATION TAKE CENTER STAGE WITHIN COMMERCIAL SECTORS

Throughout 2018, many large corporates focused heavily on the customer journey. Digital, Big Data and artificial intelligence (AI) were all areas that saw continued growth. We saw high demand for data analysts, digital strategists and digital transformation professionals. Digitalization continues to be the buzzword across commercial sectors, with most large corporate clients digitalizing their teams across marketing and technology. Mobile and app development continue to soar as this is a key channel to boost sales.

On the infrastructure side, more companies are moving onto cloud platforms and cloud specialists are highly sought after in the market. Furthermore, the growth of the fintech sector and increase in hiring across the startup ecosystem in Hong Kong also drove the demand for technology talent.

HIGH DEMAND FOR A CONTRACT WORKFORCE

Demand for contracting professionals, especially across the banking and technology sectors, has been high as these contractors were required to run projects. In 2018, project managers, business transformation specialists, change management experts and contract programmers have all been in demand by banks, insurance companies and IT&T businesses.

HIRING OUTLOOK FOR THE NEXT SIX MONTHS OF 2018

We anticipate an overall high demand for technology professionals in 2018. Data scientists and analytics professionals will be in high demand throughout 2018. The demand for banking developers with Java, C#, C++, WPF will continue. Project management, business transformation and change management expertise will remain to be highly sought after. Cybersecurity professionals will be in high demand by firms. We also expect a high demand for Blockchain and AI expertise throughout H2 2018, with experts being hard to find.

From a broader perspective, we would expect hiring trends to also evolve, as new disruptive technologies and dominant trends emerge. 2018 promises to continue to be an exciting year for those who work in the technology sector!

SALARY REPORT FOR H2 2018*

Commerce & Industry

Job Title	Years of Experience	Annual Salary Range (HK\$)
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
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

Job Title	Years of Experience	Annual Salary Range (HK\$)
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
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
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 (HK\$)
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

Job Title	Years of Experience	Annual Salary Range (HK\$)
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	800K–1.2M
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	900K–1.4M
Database Administrator	3–5	480K–600K
Database Administrator	1–5	360K–480K
C++ / Java (Associate to VP)	6–15	500K–1.2M
.NET (Associate to VP)	6–15	500K–1.2M
RDBMS Developer / DBA	6–15	480K–850K
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	700K–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	700K–1M
Security Architect (VP to SVP)	4–8	700K–1M
Security Analyst	3–5	260K–450K

Job Title	Years of Experience	Annual Salary Range (HK\$)
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
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

*** 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.