



Hiring Suggestions

Job security has been relatively volatile since the GFC but paradoxically it has never been harder to recruit for talent in the market. From a hiring perspective it's always worth keeping the following in mind:

Unemployment in Singapore and Hong Kong is **low** – there are less people on the street looking for work than you might think.

In India the **top talent** remains in **high demand** as it continues to grow successfully as an offshore centre for major international businesses.

Companies will always strive to retain their top performers – the threat of a 'buy back' has never been more prevalent.

Candidates more than ever **are looking for a career and not just a job**. Expect to be asked questions around career development, prospects for promotion, team dynamics and also questions around pay / total compensation.

Diversity is key – all firms should be look at ways of diversifying their employee pools – across gender, nationality and skillset.

Skillsets across Singapore and Hong Kong **are changing** – offshore production roles are on the way out, more technical, complex, business / regulator facing roles are on the way in – which may require looking internationally for the appropriate candidate.

Process is key – a well-structured, layered interview process with constructive feedback if the candidate is unsuccessful sets companies that do it head and shoulders above companies that do not.

Manage financial expectations at every stage of the process – everyone knows compensation is down, yet some candidates are still expecting a premium to move.

Sell – make sure you sell in the recruitment process – you and your company are being evaluated at the same time you are evaluating! Make sure you and your recruitment partner are reinforcing the same message.