



Antal International

China News

WITH EVER INCREASING HIRING RATES, THE SKY'S THE LIMIT FOR CHINA'S RECRUITMENT MARKET

Despite the widespread financial gloom, Antal is finding China's recruitment market to be growing more strongly than ever. With most of the globe held back by a deep recession, how is it that a massive 50% of China's companies are still expecting to recruit this quarter?

First, the Chinese economy has not felt the full impact of the financial turmoil; the extensive stimulus packages introduced by the government were way ahead of similar ones implemented in the developed world. Companies are more confident in their future than elsewhere, and are freer than in many other countries to recruit the best talent. Secondly, there is enormous domestic demand in China, with over a billion people spending and keeping the economy ticking over, so even the drop in exports did not unbalance the economy.

As a result, we've seen little slowdown in recruitment, but more roles and positions created, boosting recruitment demand. As another consequence of the government investment, new and exciting positions in pharmaceuticals, alternative energy as well as oil and gas have been on offer. Technical, sales and strategic planning skills are all in high demand, demonstrating the extent to which China's economy is still growing.

China's recruitment market is expanding through international boundaries as well as through the supposed financial boundaries; Antal is helping to make this happen. With offices in 29 countries worldwide, Antal is one of the only firms that can do



both ends of an international placement. Placements have been made in Ghana, Africa, demonstrating how companies in China are looking beyond their own country perimeters as well as outside Asia.

With this growth in mind, Antal in China is set to break further boundaries and expand. Tony Goodwin, Antal's CEO, has announced a "25% increase in staff over the coming 3 months". The global snapshot of hiring and firing trends reveals that China's companies are hiring more than they were last quarter. Who knows what the figures will be next quarter?



Chinese Native Candidates available for positions in China !

<p>ACCOUNTING MANAGER (CB/225698)</p> <ul style="list-style-type: none"> Working for leading pharmaceuticals company for 5 years. 3 years in big 4 as Auditor. Familiar with difference GAAP and SOX. Implemented SAP system and help to set up the accountancy team. Good relationship with local tax bureau and aware 	<p>BRAND MANAGER (CB/66987)</p> <ul style="list-style-type: none"> Excellent education background. Under 30 years old. Management trainee in global leading FMCG giant. 5 years branding experience, experienced in ATL/ BTL/MR/NPD. 	<p>PROJECT MANAGER FOR R&D CENTRE (CB/66978)</p> <ul style="list-style-type: none"> 10 years working experience in telecom and Software related company. Certificate of PMP with 5+ years project management experience. Extensive experience of Agile, Scrum and CMM4 	<p>KEY ACCOUNT MANAGER (CB/48367)</p> <ul style="list-style-type: none"> Working for automotive industry for 8 years. Experience in exploring and developing new market. Current key accounts include SGM, GM China, SVW, VW Beijing and some other local OEMs. Experience in overseas sales, imports and exports. Knowledge on APQP and Project management.
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About Antal— Global Recruiters

Antal International is the leader in EMEA & Asia Executive Search & Selection. Our network comprises over 120 fully-staffed offices in 29 countries, recruiting talent in a range of industry sectors & skill functions.

Since inception in 1993 Antal has placed executives in over 75 countries and offers staffing solutions from Retained Executive Search, Search & Selection to Contingent Recruitment in Permanent, Interim & Contract/ Temporary staffing. Antal's executive recruiters combine their recruitment knowledge, search skills, proven head-hunting & selection methodologies with knowledge & experience of your industry to deliver a truly value added service. This approach ensures Human Resources Managers, Line & Hiring Managers and our Candidates all deal with specialists who know the talent market, the top performers in it and importantly, understand your business.

Your Antal Recruiter actively shares information, knowledge & experience across our global network adding extensive cross sector and multi – geographic reach when recruiting with the efficiency of a single contact point.

In each country sector-focused specialists are aligned to a discipline, enabling us to deliver seamless solutions in Sales, Marketing, HR/Human Resources, Accountancy & Finance, Banking & Law/Legal, Information Technology, IT Technical, Engineering, Logistics, Operations, Construction, Supply Chain, Consulting, General Management, Healthcare & Public Sector.





Antal's Global Snapshot

"After a substantial dip in hiring levels at the start of 2009, confidence seems to be returning, at least in part, to the Chinese jobs market with hiring levels up from 43% to 46% and organisations expecting to recruit at an even faster rate over the next few months," says Robert Parkinson, who runs Antal's operations in China.

Antal's quarterly survey of hiring and firing trends has found 50% of companies in China expect to be hiring this quarter.

The number of companies hiring this month rose to 46%, from 43% in January.

30% of companies questioned were in the process of reducing headcount but only 19% expected to do so over the next three months.

[Click here to see the full global snapshot!](#)



For more information on Antal International China's Services please contact:

Beijing office:
+86 10 6410 8866
beijing@antal.com.cn

Shanghai office:
+86 21 6103 9988
shanghai@antal.com.cn

COMMENT

The last 12 months has thrown constant surprises at all of us, and on my weekly trips to Antal's Asian offices in Beijing, Shanghai, Singapore, Hong Kong, and India, I am mindful of two strong realities in the world today:

Firstly, as George Wood Bacon said, "Fortunes are NOT made in the boom times . . . That is merely the collection period. Fortunes are made in depressions or lean times when the wise man overhauls his mind, his methods, his resources and gets in training for the race to come." How very motivating and inspirational. This message can be applied to many aspects of our professional and personal lives, and as an acute reality to our businesses. Indeed in my research and consultation with many senior executives from fast growing businesses operating in mainland China the message is clear: Now is the time to get your house in order! Now is the time when the wise businesses are enhancing their processes and systems; and now is the time to be really proactively seeking to hire and retain the very best talent. It is worth keeping in mind that when the rains come or perhaps more accurately for China, when the flood gates re-open and markets are booming again, some technical, specialist, or particularly niche candidate profiles are simply not available and cannot be found whatever the price you are willing to pay.

The second observation I would make about today's China is that it simply isn't in a downturn, and certainly not recession compared to the rest of the planet. At Antal, we still see strong demand for specialists in the Life Science, Pharmaceutical, Alternative Energy, and High technology sectors to name a few buoyant areas. Additionally, the common belief amongst international businesses from Europe and America is that China really is one of the few places in the world today where you can still make money and do business, hence we are still seeing a steady stream of foreign MNCs and SMEs (Small and Medium Sized Enterprises) cautiously starting operations in China. When you compare this situation to what's going on the other side of Central Asia or across the larger of the two ponds, where we see daily examples of disaster averting employment agreements, the best students with no hope of employment, and family after family effectively bankrupt, I for one am extremely glad to be doing business in China, and feel a very really sense of human empathy

for those who are far less fortunate at this time!

As a final note I would like to offer a few words of advice to those starting out their careers in China. As it is graduation season there will of course be prolific demand for the traineeships and newly qualified roles, and I can quite see how that might seem a daunting task for those, soon to be ex, students. All, however, is not as hard as it might seem.....

When considering a new job or indeed a first job it is very important to understand that in exactly the same way as an Olympic swimming contest, a lottery draw, or - typically for us Brits - a Tennis Tournament are all just competitions, so is 'winning' your first job (or actually anyone going for a new job). My point is, that accepting, remembering and being acutely aware that you are taking part in a competition means that your life is very easy: All you have to do is to be better than your competitors. Now, If you'd like to hear more about this you will have to click on the following link [CHINA RADIO INTERNATIONAL INTERVIEWS 25th JUNE'09](#) to hear me talking about this very subject on China Radio International recently, but for now, I wish everyone looking for a new position the best of luck in winning their competition - and for those taking advantage of the current market to hire more talent I wish you good fortune. I would be very happy to discuss how we at Antal 100+ recruitment consultants in China can help with recruiting, executive search, compensation surveys, or leadership coaching.

Sincerely

Robert Parkinson
Managing Director Greater China
rparkinson@antal.com.cn
+86 10 6410 8866

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[Antal's James Darlington speaks on China Radio International.](#) Panel of experts and professionals discuss whether the 'green shoots' of recovery are in sight.... [\(more\)](#)

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