



Antal International

# China News

## GLOBAL SURVEY FINDS SUBSTANTIAL IMPROVEMENT IN CHINESE JOB MARKETS

A quarterly survey of employment trends in over 30 key countries has found the percentage of organisations in China hiring professionals and managers has rebounded to 74% after a dramatic fall to 43% at the beginning of 2009. As a result job prospects for professionals and managers in China are now well ahead of the global average.

The 'Global Snapshot' from the international recruitment firm, Antal, asked 7397 companies in major markets such as western and eastern Europe, Africa, India, China and the USA whether they were currently hiring at professional and managerial level. It then asked whether they planned to do so in the coming quarter and whether they were currently letting staff go or were planning to do so in the next three months. Current hiring across the globe was up from 46% of respondents in April to 50% now. And the percentage of organisations intending to hire in the coming quarter was up from 44% to 48%. At the same time the percentage of organisations intending to shed staff had fallen from 35% in the spring to 25% now.

In China, where Antal currently has two offices, 49% of businesses expected to recruit in the coming quarter. Only 34% were in the process of reducing headcount and this was expected to drop to 28% over the next three months.

"We would be very brave, or possibly very foolhardy, to assert that the economic crisis that has assailed the



world is over," says Antal's international CEO, Tony Goodwin, "but there is little doubt that the results of this edition of Global Snapshot give cause for some optimism. The hiring and firing of staff is one of the most effective measures of business confidence and there is no denying that, with a few exceptions, the jobs market for professionals and managers is improving all around the world."

"Of course there may still be unforeseen troubles waiting around the corner - the W-shaped recession or the 'dead cat bounce', for example, so beloved by the more apocalyptic commentators. But what may save us even if they are lying in ambush is an underlying sense of confidence that appears to be returning for the first time in nearly two long and difficult years."

### LINKS TO CHINA NEWS:

**Antal's Robert Parkinson speaks on China Radio International.** Robert shares his thoughts and experience regarding to business ethics ... [\(more\)](#)

**Global survey finds substantial improvement in Chinese job markets.** In China, where Antal currently has two offices, 49% of businesses expected to recruit in the coming quarter. . . [\(more\)](#)

**Antal's Robert Parkinson speaks on China Radio International.** Talking about China's Recruitment Trends ... [\(more\)](#)

**Great job prospects recover, survey conducted by Antal International.** Global job prospects are improving for the first time since last autumn, according to Antal's Global Snapshot survey. . . [\(more\)](#)

**Antal Shortlisted for "Best International Recruitment Firm" in 2009 Recruiter Awards.** Global professional and managerial recruitment specialist, Antal, has been shortlisted in the 'Best International Recruitment Firm' category at this year's prestigious Recruiter awards... [\(more\)](#)

**Hiring levels in China, India improving.** A survey conducted by management & recruitment specialist, Antal International, showed that the number of companies expecting to hire professionals in China and India during the quarter has improved... [\(more\)](#)

#### 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 headhunting & 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, Accountancy & Finance, Banking & Law/Legal, Information Technology, IT Technical, Logistics, Operations, Construction, Supply Chain, Consulting, General Management, & Public Sector.



## Why use Antal...

Many organisations are focused on short term cost savings and miss out on being exposed to those individuals who can make them competitive. If you want to access the entire labour pool rather than just the best of who is looking, then companies should think about paying the fees for professionals to segment the market to seek out those high calibre individuals. These individuals are unlikely to be actively looking for a new opportunity and need to be carefully enticed away by a third party who has the skills to do this. These individuals who have been "headhunted" need then to be treated in a certain way by clients. It is essential that if you want to recruit such a person that you must sell the benefits of working for your company. The cost of such a hire must be weighted against the cost of hiring an inappropriate individual who may not add the value you desire or put your organisation in a position to compete.

Antal specialists focus primarily upon skill discipline and secondarily upon industry sector. This allows us to work together in order to complete our clients requests as quickly as possible as well as maintaining a specialist viewpoint of clients direct sector & related sectors.



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# Successful Placement in 2009

## Banking

- \* Corporate Communication Manager – Foreign Bank
- \* Strategic Planning Manager – Top Medical Co.
- \* Mortgage Business Manager – Foreign Bank
- \* Director of Investment – Foreign Investment Co.
- \* Regional Channel Marketing Manager – Foreign Bank

## Legal

- \* Legal Counsel – Foreign Electricity Consulting Co.
- \* Legal Manager – Foreign Dental Clinic
- \* Patent Attorney – Multinational Law firm
- \* IPO Lawyer – Israeli-Chinese Technology Funding Co.
- \* Corporate Counsel – Energy Co,

## Media

- \* Creative Director – International 4A Agency
- \* Strategic Planning Director – International 4A Agency
- \* Senior Digital Media Planning Manager
- \* International Media Agency

## Pharmaceutics

- \* Medical Director
- \* Site Director – World leading Pharmaceutical Co.
- \* Finance Director - World leading Pharmaceutical Co.
- \* NSD/RSM/DSM - World leading Pharma-

## ELO

- \* Supply Chain Manager – Leading Electronics Manufacturer.
- \* Project Manager - Leading Valve Manufacturer
- \* Investment Manager - Industrial Property Developer
- \* Procurement Manager - Wind Power Company
- \* Logistic Manager - International Sourcing Center

## Accountancy & Finance

- \* ERP Manager – Top 500 U.S Co.
- \* CFO – Wind Power Co.
- \* Financial Director – Foreign Auto Co.
- \* Credit Analyst – Foreign Auto Co.
- \* COO Beijing - Industrial Equipment Rental

## Manufacturing

- \* General Manager – U.S Top 500
- \* Site Director – Major Wind Solution Products Provider
- \* Operations Manager – Mining Equipment Manufacturer
- \* Business Process Improvement

## IT

- \* Project Manager – Software Co.
- \* CIO – R&D centre
- \* Engineering Manager – Top 5 software Co.
- \* BD Director – Outsourcing Co.
- \* Architect – Multinational telecom Co.

## Chinese Native Candidates available for positions in China

### STRATEGIC PLANNING MANAGER

- MBA from University of Pennsylvania;
- Strong function focus in strategic planning, financial analysis & marketing areas;
- More than 6 years experience in healthcare, consumer goods & energy related industries;
- Good relationship with local tax bureau;

### CRM MANAGER

- 8 years experience as Design & Project engineer specialized in Engine sector;
- Strong knowledge in web design, content management and web technology;
- Hands on experience in CRM Sales Force Automation implementation;
- 5 years branding experience in multinational company;

### LOGISTIC OPERATIONS MANAGER

- 15 years warehouse/distribution experience;
- Familiar with KPI & P&L analysis & management, Process Reengineering;
- Meet or exceed company's P&L target for consecutive 4 years;

### TAX MANAGER

- Knowledge of tax planning, tax audit, transfer pricing, tax return and dealing with tax liabilities;
- Be familiar with PRC Tax, accounting and regulatory environment;
- Successfully assist with the management to negotiate with the State Administration of Taxation;