

*Wang & Li Asia Resources*  
**Career Development Presentation**

# **The Return Of China's Hiring Market**

*Pursuing Career Opportunities In The Mainland Today*

with

**Larry Wang, CEO of Wang & Li Asia Resources**

***China's 2008 Recruitment Firm Of The Year***



March 2010



# The Career Development/Success Perspective For China I'll Be Sharing

---

- 19 years living in Greater China, including the past 11 years based in mainland China
- Founder and CEO of Wang & Li Asia Resources, *China's 2008 Recruitment Firm of the Year*
- 15+ years introducing top, bilingual/international-oriented management talent to leading global companies in Greater China
- Author of *The New Gold Mountain* (written for Chinese-Americans) and *Know The Game, Play The Game* (written for mainland professionals)

# A Little About Wang & Li

---

**Clients** - Global Fortune 1000 companies (MNCs) and small to medium enterprises (SMEs), and major Chinese companies

**Placement Levels** – Our “sweet spot” is at the manager to director levels (5-15 years of experience), but we also place candidates both below and above this range.

**Industry Strengths** –Particular strong in the IT/Telecommunications, business services, consumer products/consumer services, and manufacturing/manufacturing services sectors.

**Position Types** – Front-end management/client-interfacing positions, operations management/support positions, and engineering management positions

**Candidate Types** – Top-caliber, bilingual/international-oriented professionals that mainly include “homegrown” mainland Chinese, mainland returnee, regional Chinese, overseas Chinese, and non-Chinese, bilingual professionals.

# After A Brief Pause, Still A Great Time, Great Place

---

- **Hiring market activity in China close to pre-Global Financial Crisis levels (about an 8 out of 10)**
- **Many companies “have go the green light” to hire again**
- **An overall mindset back to invest and expand again**
- **Business activity has picked up or is very active across just about every industry**
- **Many growth situations and opportunities to be a part of**

# China's Employment Market Picture Today

---

- **Greater Opportunity/Greater Competition - Although a lot of attractive opportunities, also an increasingly mature and competitive talent market**
- **In addition, employers that are more selective and thorough in their hiring practices and approach**
- **Therefore, not the same opportunistic job market scenario as before**
- **Success in China today attained the old fashion way, through the demonstration/delivery of value and ability to achieve results**
- **Compensation in line with the capabilities and realities of a maturing market environment**

# The “Ideal” Candidate

---

- **High-caliber** (able to handle higher level roles and responsibilities)
- **Bi-lingual**
- **International-oriented/trained** (e.q. strong soft skills, or EQ)
- **Affordable**
- **Track record that shows the ability to perform and get results *in China***
- **Realistic expectations**

# The “Ideal” Candidate Among Mainland Professionals

---

- **High-caliber** (able to handle higher level roles and responsibilities)
- **Bi-lingual**
- **International-oriented/trained** (e.q. strong soft skills, or EQ)
- **Affordable**
- **Track record that shows the ability to perform and get results *in China***
- **Realistic expectations**

# The “Ideal” Candidate Among Non-Mainland Professionals

---

- **High-caliber** (able to handle higher level roles and responsibilities)
- **Bi-lingual**
- **International-oriented/trained** (e.q. strong soft skills, or EQ)
- **Affordable**
- **Track record that shows the ability to perform and get results in China**
- **Realistic expectations**



# High Value-Added Capabilities That Are Still In Short Supply In This Market

---

- **Solutions/consultative selling backgrounds**
- **People development/team building/leadership skills**
- **Ability to identify, assess, and deliver solutions and new opportunities**
- **Project management and implementation capabilities**
- **Ability to instill world-class standards and best practices in an organization**

# What Is Important For Attaining Success In China Today

---

- **Commitment to understanding and developing your value in this market**
- **Understanding of critical challenges and needs of businesses and management teams in China today**
- **Ability to respond to and deliver solutions/results in a highly entrepreneurial, fast-changing business environment**
- **Some patience and persistence for attaining career and financial objectives**

# China Job Search Tips

---

- **Don't overlook the many small to medium enterprises that are led by seasoned business leaders**
- **Maturing, local Chinese companies are also increasingly worth considering**
- **Leverage every resource and relationship available to you**
- **Be flexible and realistic on compensation, and convey commitment to an opportunity**
- **Don't expect guarantees, but place your confidence in yourself and the overall growth potential and opportunities that the China market has to offer**

# Wang & Li Asia Resources

*Recruitment and Organization & Staff  
Development Services Specialists for China*

## Shanghai

**Rita Dong**

**Branch Manager**

Tel: (+86) 21 6288 5426

Fax: (+86) 21 6288 5421

Email: [rdong@wang-li.com](mailto:rdong@wang-li.com)

[www.wang-li.com](http://www.wang-li.com)

## Beijing

**Leila Liu**

**Branch Manager**

Tel: (+86) 10 5960 4861

Fax: (+86) 10 5960 4864

Email: [lliu@wang-li.com](mailto:lliu@wang-li.com)

**For Your Job Search And Career  
Development Needs In China**