

» Newsletter International

Shanghai, China



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Greeting



Dear Colleagues,

It is our great pleasure to greet you all and to catch your eyeballs on China!

Myself coming from a small city, Hong Kong and tiny country like Singapore, China was beyond my imagination. If you ask me what an area of 9.2 million km² means to me, I will simply and honestly tell you: I can't comprehend. While often complaint about how crowded it was in Hong Kong with a population of 7 million and Singapore with a population of 4 million during business peak hours, I felt embarrassed upon my arrival in Shanghai in 2002 as there were 17 million people living in this city, fighting to get on the roads, buses, metro, trains, flights, bicycles and motorcycles! 10 years down the road, now this city is housing 23 million residents. A total of 1,450 inbound and outbound flights, no wonder flights being delayed up to as long as 5 hours or cancelled are just a matter of daily event.

What does it mean to us? Talents! Opportunities! Oh, and being late for a meeting is no offence! So here we are ...

Our footprint in China can be traced back as early as 1999, 2 years after our Asia's presence. Following over 3,500 German companies' move to China, Shanghai office invested by Mr Franz Josef Kleideitert, was established in 2002, strengthening the presence of Kienbaum Asia Pacific Networks. We have shown steady development and great confidence in this humongous land. Through the past 10 years' effort, we have been able to make our presence known in the fields of Executive Search, and Management Diagnostics. Positioning ourselves as a professional generalist in the recruitment, selection and development of middle to top management across all functions and sectors, we have gained full trust and respect from clients, not only with our professional services but also the extra mile we strive for them.

While enjoying the rapid growth, we inevitably are facing countless challenges being brought by the growth – fierce competition, shortage of talents, phenomenal increase in salaries across all levels, functions and sectors, high inflation and cost of operations and many more. 3,000 large and small, international and local recruiting firms are either registered or just simply exist in Shanghai alone. Annual salary for a qualified local HR Manager grew from €18,000 to €120,000 over the last 10 years. Identifying talents on this land is absolutely no easy task, not to mention to have to manage their expectations and meet their needs. A city 150 km away from Shanghai called Suzhou had just above 200 companies invested there in 2002 and today, they have had more than 3,000 companies in 2010 and are turning away investors due to a shortage of land.

As the country never stops growing and prospering, meeting the aspirations and challenges of the 21st century, same goes for our team here. We continue to strive for the best in what we are doing despite of being confronted by the challenges! We know, together, we can!

We hope you enjoy getting a glimpse of China, Shanghai and us, and are looking forward to many more collaborations with you all. We here sincerely welcome your visit. Like the saying goes, "seeing is believing"! Come and experience the vibrancy!

Kammy KWANG (Ms) Chief Representative, China, kkm@kienbaum.com.sg

Team

From the left to the right (starting at the back):

Jrong Zhang (Accountant), Icy Ching (Researcher), Manson Shi (Researcher), Ashley Zheng (Researcher), Matt Bao (Researcher), Cathy Li (Team Assistant), Carol Klett Zhao (Senior Consultant), Kammy Kwang (Chief Representative), Wang Xiaochun (Research Consultant)



As the city, the energetic team includes three Consultants, four Researchers and two supporting staff.

Competencies of the team

Kammy Kwang

Chief Representative



- » Born in China, raised in Hong Kong, began the professional life in Singapore and now works and lives in Shanghai since 2002
- » 2nd Class Honored Bachelor Degree in Economics
- » Over 15 years' experience in executive search, leadership assessment and general HR Management across China, Hong Kong, Singapore and Malaysia; in addition to 6 years of business development, supply chain management, manufacturing and venturing her own business

Pioneering the establishment of Shanghai office since 2002 and currently heading its entire operation with full profit/loss responsibility

Carol Klett Zhao

Senior Consultant



- » Bachelor Degree in Economics
- » 8 years' solid intercultural recruitment experience from many successful assignments with both European and US companies
- » Diversified exposure and knowledge across industrial sector and has built a network of professionals at different levels in different functions
- » Provide solutions to strengthen her clients' presence in China and to ensure that human capital will not be the potential "bottle-neck" for their future success

Wang Xiao Chun

Research Consultant



- » Bachelor Degree in Environmental Science
- » 8 years' experience in executive search, with focus on Automotive, Chemicals and Machinery industries in China, Hong Kong and Taiwan
- » Experience in recruiting professionals in the field of General Management, Plant Operation, Human Resource, Finance & Controlling, Sales & Marketing, Engineering, Legal and IT positions

Recent Placement

Territorial Coverage:

Out of Shanghai office, we deliver projects across China from North to South and from East to West. Our, mostly German or German speaking, clients are located in different cities other than Shanghai, Beijing and Guangzhou, such as Dailian, Tianjin, Langfang, Changchun, Jinan, Wuhan, Suzhou, Wuxi, Changzhou, Nanjing, Ningbo, Taicang, Kunshan and Shenzhen.

Industrial Focus:

Being diversified is one of our competitive edge, where all of us are not limited to one industry specific but multi-focuses such as chemicals, electronics, mining, machinery, industrial, mechanical/electrical engineering, healthcare, pharmaceutical and last but not least, automotive.

Clientele:

100% of our customers are international and over 80% are German or German speaking clients.

There are multinational corporations as well as mid- and small-sized companies.

- » General Managers for
 - European based heat and surface treatment company
 - German based optical device manufacturer
 - German based thermal system manufacturer
 - American based medical device manufacturer
- » Purchasing Director, Asia Pacific/China for
 - German based self-adhesive product and system solutions
 - Cleaning equipment manufacturer
- » Program Manager for German automotive cable supplier
- » Head of HR, China for
 - American based chemicals company
 - Canadian based high-capacity packet microwave solutions provider that drive next-generation IP networks
 - German based self-adhesive product and system solutions
- » National Quality Director for American based food manufacturer
- » R&D Director for German based thermal system manufacturer
- » Sales Director for
 - Turkish based profile manufacturer
 - German based plastic packaging
- » Product Manager for European based food processing equipment supplier
- » CFO for a German based automotive mechanical spring manufacturer
- » Marketing Manager for German based tire manufacturer
- » Legal Council (2) for a German based chemicals company

Key Accounts:

- » German family owned electrical switches supplier:
 - HR Director
 - Sales & Marketing Director
 - Quality Director
 - Production Director
 - IPO Director
 - R&D Manager, Non-Automotive
 - Controller
 - HR Assistant Manager
 - Program Manager (2)
 - Engineers for Quality, Mechanical, Electronics, and Industrial
- » An injection molding machinery manufacturer:
 - Sales Managers (3)
 - Application Engineers (3)
 - Service Engineers (2)

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News

China – a country never stops growing

With an area of 9.6 million km², this enormous land on earth was mostly well known for its large population of 1.3 billion. As what we know, for a long time, China has kept its economy stagnant, centrally controlled, vastly inefficient, and relatively isolated from the global economy. It was not until the opening up to foreign trade and investment in 1979 that China has been one of the world's fastest-growing economies and has emerged as a major economy and trade engine in the recent decades.

Through 33 years' long-haul but speedy economic development, by 2011, China has attracted attention from millions of investors and became the world's second largest economy, largest exporter, second largest importer, largest recipient of foreign direct investment (FDI), and largest holder of foreign exchange reserves. While several of the world's leading economies, including the United States, experienced negative or stagnant (GDP) growth in past 2 – 3 years, China achieved a GDP growth rate of 9.2% respectively. In 2011, its GDP grew 9.2%. The International Monetary Fund (IMF) projects that China's GDP will grow by 8.2% in 2012, down by 1% but maintain an average rate of 8% over the next five years.

Among these remarkable figures, Shanghai, as one of the most vital cities in China in addition to its capital city, Beijing, shall not be shy to take partial of the credit. Blessed by its location at the mouth of the Yangzi River, Shanghai rose from a fishing village in the 7th century to a major commercial centre by the 17th century, evolved into a treaty port enabling foreign influences in the 19th century, Shanghai had been crown as the Paris of China and one of the most cosmopolitan and international cities in the world by the early-20th century. At the beginning of a new millennium, the city has an air of prosperity rediscovered from the heady days of the wealthy foreign concessions. Most recently, the city's GDP grew 8.2% in 2011, maintained an average rate of 8% since last 5 years.

With the rapid and steady development, at the close of 2011, 353 multinational companies had designated Shanghai as their regional headquarters, and 334 foreign-invested R&D centres had been established. This is a striking affirmation of the international business community's recognition of Shanghai as a leading Asia-Pacific business hub. It has further marked the essence of China development to the world economy!

Not everything is rosy to be expected especially with the effect of globalisation, but fortunately no country on Earth seems more optimistic about its future than in China. Being a major global economy engine in the 21st century, China is playing a key role as a catalyst that is leading the way and perhaps even a vital "world bank" to rescue the needy countries in years to come.

New Projects

While being a generalist supporting clients from all sectors, in reality, our business focus does swing along with the growth of each sector. During the last 2 years, automotive industry in China has been under an explosion, where naturally we have a stronger focus on this market. It has been accountable for a larger portion of our sales revenue.

To share with you a few on-going projects:

- » HR Director/HR High Potential for a German based leading global supplier of technology and services in the areas of automotive and industrial technology, consumer goods and building technology
- » General Manager for a German based Scientific equipment and consumable company
- » General Manager for a German based cleaning equipment manufacturer
- » Finance Director for a German based machine tool manufacturer
- » Sales Manager (Japanese national) for an European inspection system for brewery and beverage sectors
- » Product Manager, Asia Pacific for German owned company in the electrical / electronic field
- » R&D Mechanical Manager, Software Project Leader, Program Manager for a German based electrical switches manufacturer
- » Quality Managers for Cleaning equipment manufacturer and German based cable harness company
- » Commercial Director for a global leader in protection solutions

After an extraordinary year in 2010, we continued to achieve excellent financial results in the first half of the year in 2011 which we described it as overheated phenomena. Towards the 3rd quarter of 2011, we experienced a slight downturn which we believed was a cooling effect. Entering into the 4th quarter and following an influx of less positive news globally, we anticipated that the coming year in 2012 would most likely be rougher. To our surprises, our year of 2012 started to turn around in the 2nd month and till now we are busy with lots of projects.

While future remains unknown given the Euro crisis, we embrace the potential challenge with our high fighting spirit. We know we can make it!

Impressum

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