

Press release
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Top three golden finance roles in demand in Hong Kong for 2019 2019 Robert Half Salary Guide

- The top three most in-demand finance roles in Hong Kong for 2019: Finance Manager, Finance Accountant and Financial Planning and Analysis Manager.

Hong Kong, 15 April 2019 – According to the newly-released [2019 Robert Half Salary Guide](#), China's Belt and Road initiative is driving demand for skilled staff as headcounts increase within finance teams across Hong Kong, with the increased business investment across the city-state driving particular demand for finance managers and accountants.

Amidst this recruitment drive, finance employers still battle an ongoing skills shortage within the sector. In fact, independent [Robert Half](#) research has found just under three-quarters (72%) of Hong Kong CFOs currently find it challenging to source qualified finance professionals, with the number rising to 75% who predict it will become even more challenging in the coming five years.

To find out up-to-date salaries, download the [2019 Robert Half Salary Guide](#)

Adam Johnston, Managing Director of Robert Half Hong Kong says: *“Wage growth within Hong Kong’s financial sector has remained stable over the past 12 months, with salary increments mainly awarded to compensate for inflation. Chinese firms, in comparison to foreign companies, are one of the driving forces behind stable wage growth in the sector as they are behind active demand for entry-level financial professionals. This is partly caused by onshoring, where more companies are looking for quality local talent to fill these entry-level positions. Combined with the Belt and Road initiative that is spurring business investment and rising headcounts in Hong Kong, we expect continued demand for entry-level and value-add positions across the financial sector over the next 12 months.”*

“While attractive salary and benefits packages remain crucial for Hong Kong’s financial employers to attract and retain top talent, training and development are also vital for hiring managers to win the ongoing war for talent. As traditional roles within finance become increasingly digitally-focused, companies need to identify opportunities to upskill their existing employees to prepare for a digital future.”

Robert Half has identified the top three financial positions¹ in demand in Hong Kong for 2019 and matched them with the job titles and their respective salaries as published in the **2019 Robert Half Salary Guide**²:

¹ Within the industry and commerce sector.

² In the **2019 Robert Half Salary Guide** the salary ranges are presented in percentiles. These percentiles are determined by a candidate’s skillset and experience level, as well as the complexity of their role – the higher the percentile the more complex the role and the greater skillset and experience level required.

1. Finance Manager

	Salary range	
	Minimum	Maximum
Small/medium company³	\$480,000	\$600,000
Large company	\$600,000	\$720,000

Source: Robert Half Salary Guide

Financial professionals who can navigate an increasingly complex business market are currently in high demand, and finance managers who can guide companies through volatile and changing business landscapes and digitised workplaces find themselves highly sought-after. Compounding this demand, more than one quarter (27%) of CFOs say finance management is the key area within the sector most difficult to source skilled candidates.

2. Finance Accountant

	Salary range	
	Minimum	Maximum
Small/medium company	\$291,000	\$387,000
Large company	\$324,000	\$431,000

Source: Robert Half Salary Guide

Despite the changing landscape of the financial sector with new technologies impacting the workplace, the “nuts and bolts” aspect of any company remains the same which is why finance accountants with a proven track-record of successfully running accounting and financial activities, providing sound economic analysis and interdepartmental financial updates are highly sought-after. However, almost three in 10 (29%) CFOs find it challenging to source qualified candidates within this area.

3. Financial Planning & Analysis Manager

	Salary range	
	Minimum	Maximum
Small/medium company	\$410,000	\$720,000
Large company	\$600,000	\$960,000

Source: Robert Half Salary Guide

Financial planning and analysis managers are in high demand in a digitised workplace as they are in a good position to make well-informed commercial decisions. However, the skills shortage continues with more than one in four (28%) CFOs finding it challenging to source skilled candidates within this area. Professionals with a heightened sense of awareness for how digitisation is changing the face of organisations, and who can forecast how revenue and expenditures will be impacted due to new technologies will be in high demand throughout 2019.

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³ Company size

Small company	S <HK\$50 million
Med-size company	HK\$50 million ≤ M ≤ HK\$150 million
Large company	L >HK\$150 million

Notes to editors

About the Robert Half Salary Guide

The 2019 Robert Half Salary Guide is the most comprehensive and authoritative resource on starting salaries and recruitment trends in finance and accounting, financial services and information technology in Hong Kong.

It offers a comprehensive overview of the current salary ranges, industry trends and specific job trends for finance and accounting, financial services and technology professionals. The results and insights of the 2019 Robert Half Salary Guide are based on comprehensive analyses, local job placements, local expertise and independent research of industry executives.

The full 2019 Robert Half Salary Guide can be downloaded via this [link](#).

About the research

The annual study is developed by Robert Half and was conducted in January 2019 by an independent research firm, surveying 75 CFOs in Hong Kong. This survey is part of the international workplace survey, a questionnaire about job trends, talent management and trends in the workplace.

About Robert Half

Robert Half is the world's first and largest specialised recruitment consultancy. Founded in 1948, the company has more than 300 offices worldwide providing recruitment solutions for accounting and finance, financial services and technology professionals in Hong Kong. More information on roberthalf.com.hk.

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