

HONG KONG

Hiring within the ISDA negotiation teams remained active over the last twelve months and we continue to see strong demand for negotiators in North Asia, particularly those with legal qualifications, stable experience and Chinese language skills. Poaching between banks remains commonplace due to the finite pool of talent and the lack of external talent being produced by law firms. The major banks in Hong Kong have considered candidates from overseas although generally expat packages are not on offer, as most regional talent comes from Singapore and other Commonwealth jurisdictions. Hiring was most active at junior and mid-levels while senior roles were rare. Most teams are segmented from legal departments, but where there is greater integration and diversity of work on offer, the teams have tended to stay together longer. Turnover tends to be high and many ambitious lawyers with a legal qualifications in demand market themselves well. Salaries have generally been moving up faster than the traditional legal departments given turnover and ISDA Negotiators with legal qualifications are generally paid higher than their counterparts who have not been admitted. We expect 2015 to be another busy year of recruitment in the ISDA space.

SINGAPORE

Similar to Hong Kong, hiring within ISDA negotiation teams remains challenging for most employers due to supply and demand given the tight pool of talent available in the market, often resulting in employers paying increases of around 25 - 30% to secure preferred candidates. Most hiring activity is seen at Assistant Vice President and Vice President level for both newly created and replacement positions. Unlike the market in Hong Kong, language skills are not an issue in Singapore, which means employers tend to be more open to considering candidates from Common Law jurisdictions including the UK, Australia and Malaysia. Some Legal teams integrate their ISDA Negotiators, giving them a variety of work, which helps employers keep staff. Regional team heads are either based in Hong Kong or Singapore and more recently one major bank moved the team from Singapore to Hong Kong. Similar to Hong Kong, salaries have generally been moving up faster than the traditional legal departments given the turnover and qualified lawyers working as negotiators are generally paid higher than their counterparts who have not been admitted. We expect a sustained demand for experienced ISDA negotiators during 2015.

Salary ranges of ISDA Negotiators in Hong Kong

Level/ No. of Years Experience	Monthly salary range (HK\$)		Bonus
	Minimum	Maximum	
0-2 years	40,000	65,000	1-3 months
2-4 years	50,000	85,000	2-3 months
4-6 years	65,000	90,000	2-4 months
6-8 years	70,000	105,000	2-4 months
8-10 years	85,000	120,000	2-5 months
10-15 years	100,000	140,000	2-5 months

Salary ranges of ISDA Negotiators in Singapore

Level/ No. of Years Experience	Monthly salary range (SG\$)		Bonus
	Minimum	Maximum	
0-2 years	4,000	8,000	1-3 months
3-5 years	7,000	12,000	2-4 months
6-8 years	10,000	15,000	2-5 months
9-11 years	15,000	20,000	2-6 months
12 years	16,000	25,000	3-6+ months

About Aquis Search

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Ansir is a Director covering In-House Legal & Compliance where he focuses on roles within the Corporate Governance and regulatory functions. He recruits for a variety of clients across both the Financial Services and Corporate markets throughout Asia. Ansir has in-depth knowledge of the talent available in Hong Kong and Singapore as well as a breadth of experience placing professionals into roles across the region, including India.

He began his career in a support role with a law firm, where he gained in-depth experience of working in Private Practice.

Ansir holds a Bachelor of Business Administration from Coventry University, is fluent in English, Hindi, Urdu, Punjabi and has conversational Cantonese.



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Edward is a Senior Consultant based in Singapore responsible for the recruitment of Legal & Compliance professionals across South East Asia. He recruits across both the Private Practice and In-House markets and holds numerous relationships with Senior Partners, Heads of Legal & Compliance and Human Resources professionals.

Previously, Edward worked as a lawyer with a boutique West London firm advising on commercial disputes before moving into the Financial Services Industry where he serviced Chinese clients investing in the UK.

Edward holds a Bachelors degree in French from the University of Exeter and an LLB from the College of Law, London, UK. He was admitted as a solicitor in 2008.

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