



# Silicon Valley Associates Recruitment

Salary Guide  
2023

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# IT AND TECHNOLOGY RECRUITMENT SPECIALISTS IN APAC

## Silicon Valley Associates Recruitment

Specialized IT recruiter and IT recruitment agency in Hong Kong, Singapore, Shanghai, Dubai and Japan.

Whether you're looking for your next career opportunity or looking to hire new talent, SVA Recruitment services can help you.

As one of the top recruitment agencies in Hong Kong Singapore, Shanghai, Dubai, and Japan, SVA Recruitment connects highly skilled candidates with employers in contract and permanent positions, for the IT and Technology field.

As the leading global specialist in IT recruiting with an extensive network of offices throughout the Asia Pacific, our recruiters are the right people to help you to attract, recruit and retain the best IT talent for your organization.



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# About Us



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# Silicon Valley Associates Recruitment

Our name reflects a proven track record of helping Local, Asian and Western Tech MNCs and Start Ups.



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Our logo represents a proven track record of successfully hiring IT talent.



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# 10 YEARS

Accumulated Recruitment Expertise within  
IT and Technology in Asia and Worldwide



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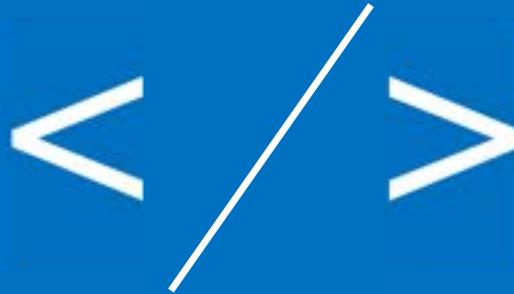
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Focused on



Executive



Information  
Technology



Sales or Marketing

Into Technology Companies or IT Functions



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# Why Are We Different?

Our Service Value Proposition to You, is Our People:

## Are Genuine Specialists

Have a previous background in their specialized disciplines. E.g., Our Data Scientist Recruiter used to be a Data Scientist

## Follow our Methodology

No matter which office or what position, our Recruiters follow the same tried and tested **35-step** search methodology

## Are Prioritized Correctly

Are incentivised not by sales commission, but fixed bonuses for placements + great customer satisfaction surveys

## Are Initiated in our Culture

Give 100%  
Work Hard  
Be Honest  
Make our Clients and Candidates Happy  
Have Fun!

## Are Stable

We try to offer the best working environment, compensation, and management so our people love working here, and stay long term



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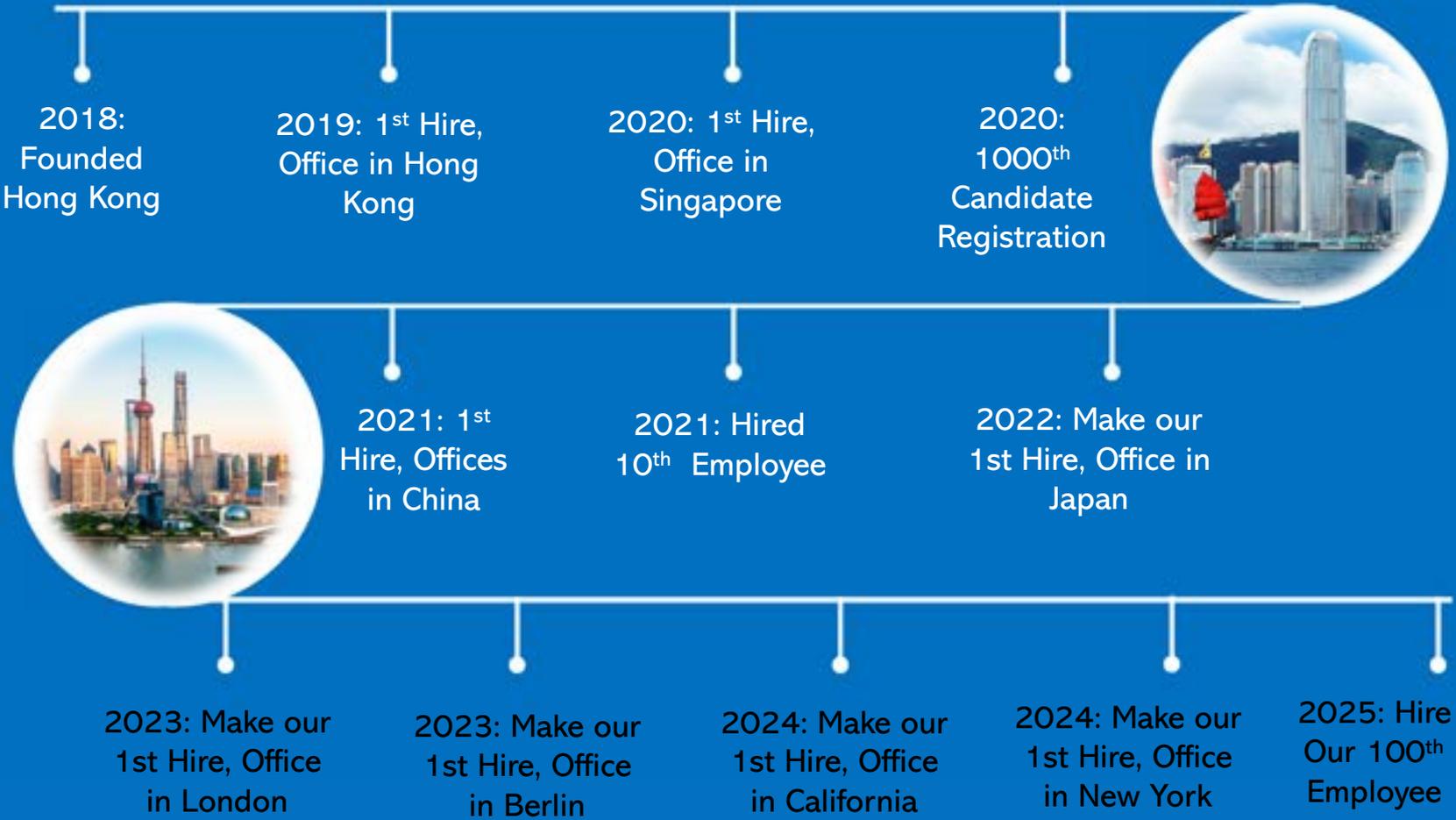
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Director  
Vahid H



Sr Research Associate  
Alexa Z



Sr Marketing Associate  
Daryl G



Content Marketing  
Armae G



Sr Finance  
Associate  
Vivian Yu



Sr Sourcing Associate  
Jen B



Sourcing Associate  
Kean G



People Associate  
Cath Wu



Marketing Associate  
Joan R



Research Associate  
Su Tan



Research Associate  
Joshua E



Content Marketing  
Miles P



Sourcing Associate  
Jeulien A



Sourcing Associate  
Camille M



Sourcing Associate  
Billy Lo



Sourcing Associate  
Paolo M

# 2023 Team Structure



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+100

of our Candidates offered jobs through us since 2019



+1000

Interviews arranged between employers and candidates since 2019

+300

Interviews arranged since 2021



+150

Jobs assignments to us from Clients in 2021

+150

Job adverts placed by us in 2021



1000

New IT Candidates registered themselves in our system in 2021



30,000

Total Candidates in our database as of 2021



+30,000

Connections with local network in LinkedIn



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## The Five Hottest Jobs in AI 2023

[Silicon Valley Associates Recruitment](#), an IT Recruitment Agency in Shanghai, has seen first-hand that the demand for AI expertise is high across all industries and is continually growing.

As seen by our Shanghai Tech Recruiters at SVA Recruitment in the past few years, AI is considered one of the most sought-after technical skills in the business world today. The development of Data Science is also growing in parallel, and Artificial Intelligence and Machine learning have been following in their footsteps.

Machine learning and artificial intelligence are becoming indispensable to many industries' operations, and their widespread use has led to a steady growth of opportunities in this field.

The use of artificial intelligence (AI) is quickly becoming the backbone of enterprise applications. To ensure that AI is used effectively and accessible to all, enterprises should have a set of AI skills that can be used by everyone in their organization.

Advances in artificial intelligence make it possible to work with fundamental technology that is reshaping the world. Artificial intelligence is also used to improve detection and diagnosis in the medical field. AI can be utilized as well in self-driving cars, to evaluate performance data, and in manufacturing to construct machinery and equipment.

Artificial intelligence includes several different fields, including natural language processing, deep learning, and machine learning. Its potential in diverse industries is great due to the extensive range of AI applications. These emerging technological advancements include Virtual Reality and Augmented Reality, automated personal assistants, recommendation systems, robotics, gaming, and other AI software.

The field of artificial intelligence is a part of numerous pioneering, advanced developments and the jobs are highly compensated.

Our top IT Recruiters listed the five hottest AI skills you must acquire if you're pondering on taking this career path.



### 1. AI and ML Architect

AI and Machine Learning architects employ a variety of research methodologies to develop ML models, and they select the latest technology frameworks to provide their clients with solutions that are most effective. As the field of Artificial Intelligence and Machine Learning continues to develop, those interested in these careers should consider pursuing them as one of their top options.



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## 2. ML Engineer

Machine Learning engineers' work includes the analysis, enhancement, and designing of Artificial Intelligence systems that can learn to solve business issues on their own. These systems can function autonomously to make prognostic models that help businesses make more informed decisions. These roles are likely to grow in popularity as the 21st century moves forward.



## 3. Robotics Engineer

Artificial Intelligence has become an increasingly common field of study and employment in the last 50 years. In the 1950s, robotics engineers were among the first to use artificial intelligence in their work. Humanoid robot personal assistants are currently being developed to be used in areas such as medicine—such as robot-assisted surgery—to assist doctors in their duties. Robotics engineers make sure that this technology can be developed.



## 4. Blockchain Developer

The growing use of blockchain technology in the financial sector, particularly as a reliable method of protecting sensitive data, is rapidly gaining traction. Bitcoin, which can be used as a form of payment by miners who contribute to maintaining the blockchain, is sometimes offered to miners as a reward for their work. Anybody with a computer, an Internet connection, and the technical knowledge required to create a simple miner can become a member of the Bitcoin community. The Internet of Things (IoT) is continuously adopting Blockchain technology which has gained more acceptance among consumers.



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## 5. Data Scientist

One of the most lucrative AI occupations currently is that of a data scientist. Data scientist work encompasses managing and processing limitless volumes of data, which is often not clean. They must clean this data up in order to use it for various purposes. In addition to analyzing and interpreting data, they must also translate information into a usable format.



### Summary

As artificial intelligence becomes smarter with each passing day, so does the occurring IT revolution. Artificial intelligence is a technology that enables machines to perceive and perform tasks that require human intelligence, such as speech recognition and natural language processing. It has many applications in business and society, and it will be with us for a long time to come.

## The Five Hottest AI Jobs in 2023



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# 8 Must-Have Skills for IT Engineers in 2023

As the year ends, SVA Recruitment, the preeminent IT Recruitment Agency in Hong Kong and Asia, has reviewed the most in-demand skills, both hard and soft, from our employers in the last 12 months and also by our roster of successful software developers.

The IT Recruiters at Silicon Valley Associates Recruitment have crafted a long list of requirements and then reduced it to the top eight skills. Below will enable you to be a highly sought-after for software programmer and IT Engineer professional for the coming 2023.

## 1. Programming skills

A Programmer must have knowledge in at least 1, ideally more programming languages. Our Tech Recruiters found that programmers ideally needed to master at least five key programming languages to be competitive in the job market.



Programming languages are used to produce applications that operate on computers. Programs written in a programming language convey instructions to the computer, as well as how to interpret them.

Within the world of software development, several programming languages are accessible and suited to different applications and levels of expertise.

As an example, iOS app developers use Swift. Android app developers need to use Java and Kotlin. While Back-end website programmers would need Python, SQL, Ruby, PHP, etc. and Blockchain developers use Python, Rust, C++, Go, etc.

Python, JavaScript, C++, Java, and Go are 5 of the most popular programming languages for Github.

When writing a code, you must familiarize yourself with the following.

- Debugging & Testing procedures: Programmers use these tools to fix bugs in their code so that it functions accurately. These are vital for programming.
- Version Control: A version control system, also known as a revision control system, is used to trace code changes. It makes collaboration possible to work on the same code by overwriting old codes or writing new ones. The most common version control systems are Git and Github.



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- UX / UI principles: “User Interface” and “User experience” A poor understanding of how users will interact with your product can lead to a bad product.
- Integrated Development Environments (IDEs): Application development software is used by programmers to write code faster. Integrated environments for writing, testing and debugging applications are provided. IDEs include software that make it easier to write code, such as NetBeans, Visual Studio, Flex Builder and Eclipse.

## 2. Data Structures And Algorithms

Algorithms are sets of rules for solving problems, often in a hierarchical or logical structure. A properly designed data structure can make programs faster and more efficient. An algorithm for sorting numbers might be to compare each number with its predecessor, swap them if they're out of order, and repeat this process until all the numbers are in order.



A good programmer knows how to choose the most appropriate data structure for a given task and write efficient code that runs smoothly. The two most important data structures and algorithms are the ones that help computers store and process information. In order to write software that works well with other software, you need to understand the special needs of other applications.



## 3. Cloud Computing Technologies

Cloud computing is a new technology that allows users to store and access their data on remote servers. Cloud computing's flexibility, scalability, and reliability make it an ideal approach for businesses seeking to keep up with the rapid pace of technological advancements. Cloud computing enables a wide range of uses, including storing files and data remotely and using software as a service (SaaS) applications like Salesforce or Dropbox.



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#### 4. Knowledge Of Database And SQL

The fact that data is everywhere is one of the most important truths about today's technology. Understanding how to manipulate data will give you an edge in any field, whether or not you work directly with databases.



SQL (Structured Query Language) is a programming language used to access data in relational database management systems.

You don't need to be an expert in all its intricacies, but you should at least know enough to write simple queries so that you can access the data stored in your database. Understanding how these technologies work will enable you to work with large amounts of data more efficiently.

#### 5. Best practices of the industry

It is important to understand the expectations of your team and yourself if you want to do well in a programming position.

The best programmers are those who are well-versed in the common practices of their field and constantly seek out ways to improve. You must have knowledge of the hottest industry trends and technologies.



The discipline also includes principles such as modularity, abstraction, encapsulation, and others. These help programmers write better code that is more maintainable, robust, reusable and extensible through time.

#### 6. Online Networking Basics

To succeed in the software industry, you should have some familiarity with both wireless and wired networks. Some projects involve more one type of network than the other, but experience with both is valuable to employers.



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## 7. The Business Side Of Software Development

In addition to having technical skills, software developers must have an understanding of the business strategy that underlies their work. A programmer must develop the required resources to build a product. These include people, tools, and software libraries. Designing a product that your customers want is the first step in building an innovative, successful business.



Once you have a clear idea of how much it will cost to build your product, you need to decide how much money you will need to generate from its development. When you work on your own projects, it is important to know what makes them successful and how they make money.

## 8. Soft Skills

The ability to solve problems and communicate effectively with others is a key component of any successful programmer. Soft skills, such as communication and teamwork, are learned through experience; they cannot be taught in a classroom.

Many programmers think that these skills are not necessary for their job, but this is not true at all.

## 8. Soft Skills

The ability to solve problems and communicate effectively with others is a key component of any successful programmer. Soft skills, such as communication and teamwork, are learned through experience; they cannot be taught in a classroom. Many programmers think that these skills are not necessary for their job, but this is not true at all.



One of the skills you should develop as a professional is assertiveness. This skill helps you build better human relationships with your team members and clients, as well as ensure that you are a great person to work with in any situation.

These soft skills include:

- Problem-solving skills
- Creativity
- Communication skills
- Great attention to detail
- Time management
- Collaboration skills



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As a developer, it's important to have a wide range of skills. This article identified some of the most important ones. It is important to keep in mind that there are other skills you can learn, and you can always build upon your existing skill set.

## 8 Must-Have Skills for IT Engineers in 2023



1. Programming Skills



2. Data Structures & Algorithms



3. Cloud Computing Technologies



4. Knowledge of Database and SQL



5. Best Practices of the Industry



6. Online Networking Basics



7. Business Side of Software Development



8. Soft Skills

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# Expectations of IT Candidates for 2023



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# Basic Salary Increase for IT



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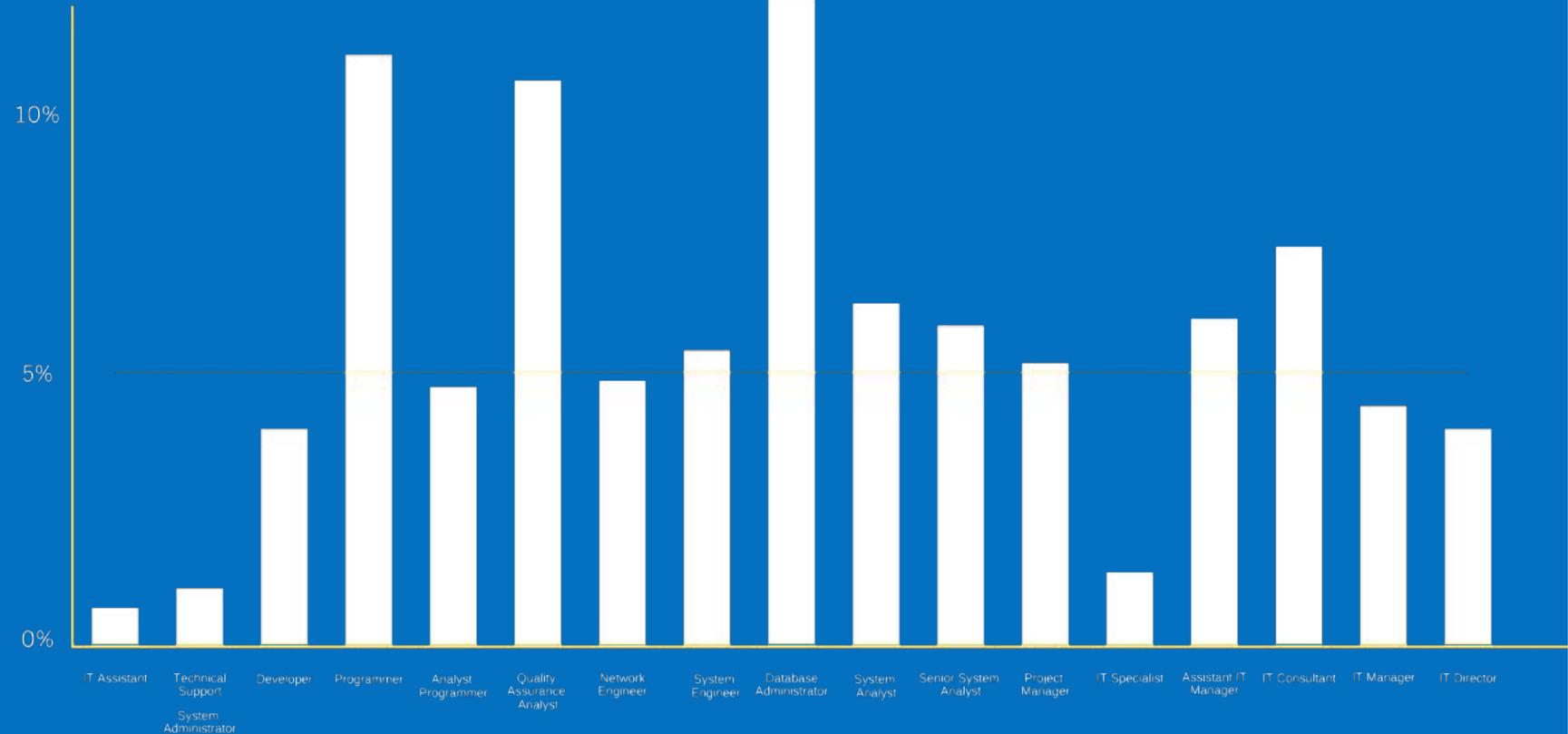
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## Positions in Demand



1. Software Developer



2. IT Project Manager



3. Enterprise Architect



4. ERP Consultant



5. Cybersecurity Specialist



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# Desirable Industries for their Future Employer



Information & Communications Technology



Fintech



Banking



Financial Services (Non-bank organization)



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## Industries with Positive Average Salary Adjustment



Financial Services



Information & Communications  
Technology



Design

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## Top 5 industries with a higher incidence of the pay rise



Security / Fire / Electronic Access Controls



Insurance



Human Resources / Recruitment



Building / Construction



Information Communications Technology



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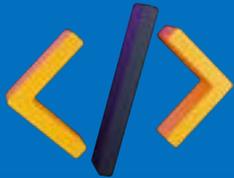
## Top 5 job functions with a higher incidence of the pay rise



Analytics



Insurance



Information Technology



Marketing & Branding



General Management



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## Key Elements for Candidates in a Job Ad





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## The Format Candidates prefer to see in a Job Ad



Professional Presentation with details

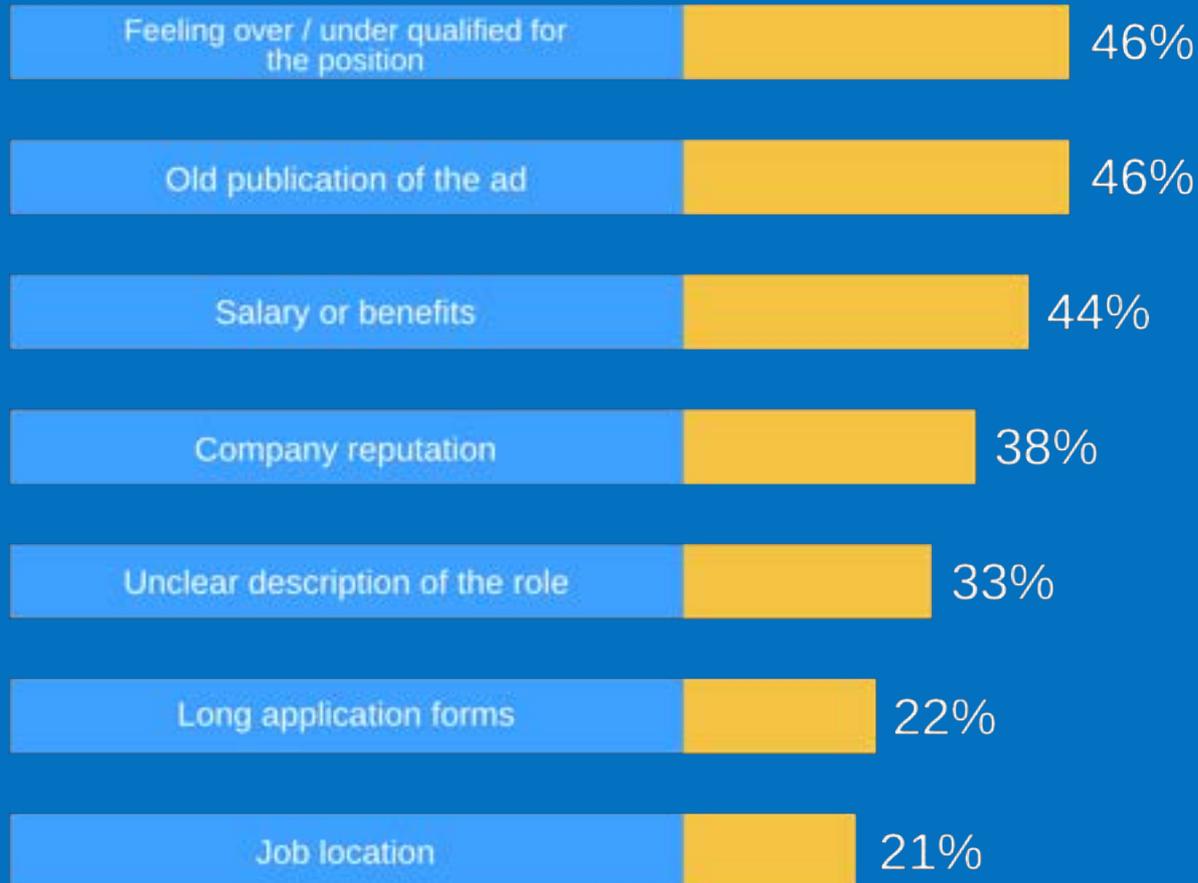


Short and Concise



Good Structure

## Factors that Keep Candidates from Applying



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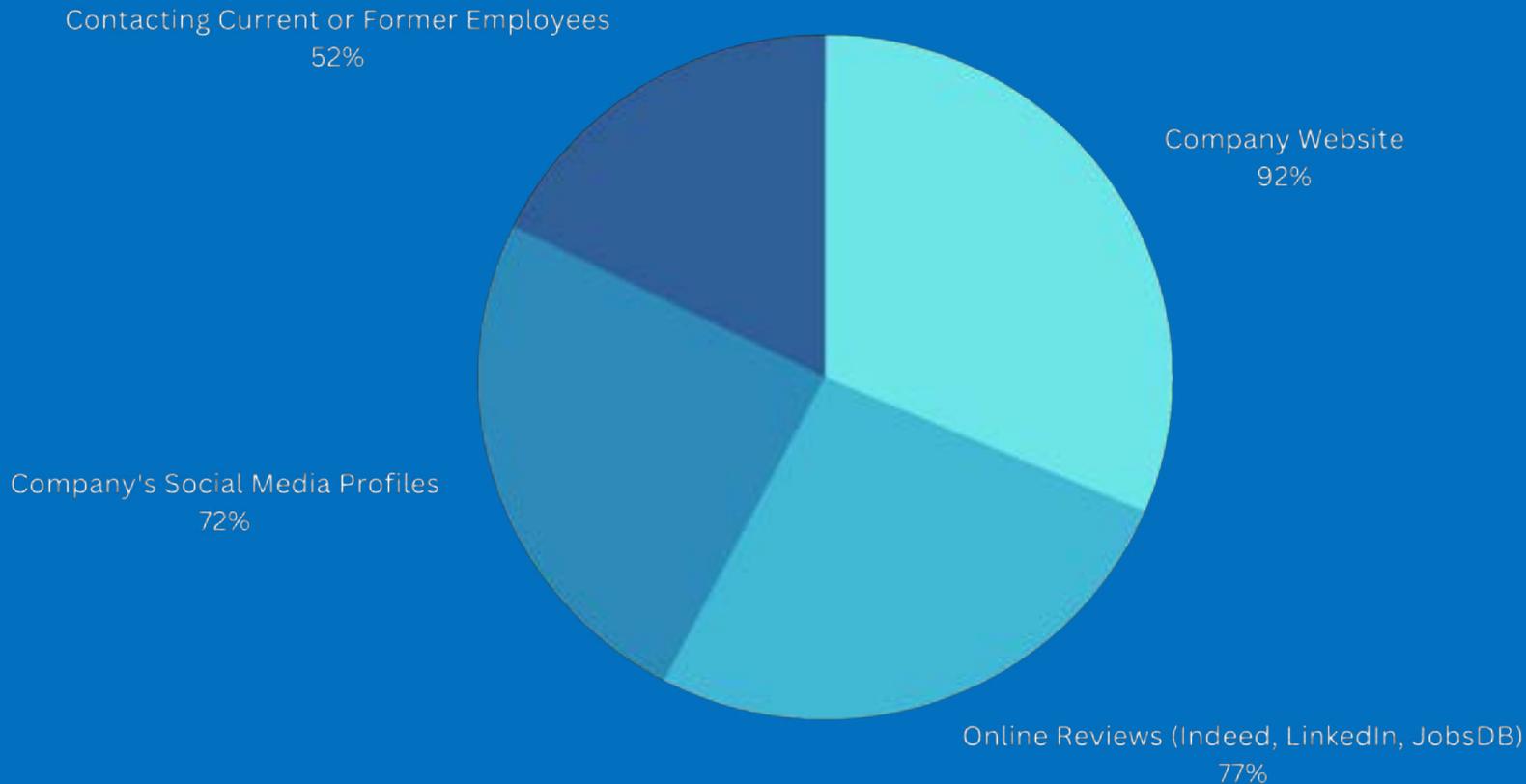
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## How and Where Candidates look for more Info on the Company they Apply for



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## What do Applicants want in their Dream Job?



4 out of 5  
Look for a Permanent Contract

79%  
Consider Environmental, Social,  
and Corporate Governance (ESG)  
an important factor when  
choosing a job

44%  
Prefer working in a Middle-Sized  
Company

- Improved promotion and career opportunities than in big companies
- More training / development opportunities

66%  
Look for Part / Full-Time Remote  
Jobs

- Ideal remote work schedule 2 days per week from home



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## Extra Benefits that most attract Candidates



Training and Career  
Development



Private Healthcare for  
the Employee and  
Family



Financial Advantages



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## Top Qualities a Manager should have



Leadership



Good Communicator



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## Challenge: Tiresome Recruitment Process

A lengthy recruitment process can be a significant problem for both employer and job seeker. The longer it takes to fill a vacancy, the more likely it is that the vacancy will remain open for too long and result in lost productivity for the employer. For job seekers, the frustration of waiting weeks or even months for an employer's decision can add to their feelings of stress and anxiety.

## Recommended Solution:

Ensure that the requirements of the position are clearly defined. Think about the essential skills and qualities that successful candidates will need, then narrow down your list of prospects. Finally, delegate responsibility for finding and hiring a candidate to trusted colleagues or members of your human resources team. By taking these steps, you can shorten the recruiting process and make it more efficient.





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## Challenge: Rapid Salary Increase

The burgeoning tech sector has made the country a hotbed for IT jobs, with salaries rising rapidly. This is due in part to the country's booming economy and its growing reputation as a hub for technology and innovation. In some cases, employers find it difficult to remain competitive against the growing demands of IT experts.

## Recommended Solution:

The is a popular destination for technology companies that offer valuable benefits to attract and retain employees. For example, some firms offer flexible working arrangements to help employees balance work and family responsibilities. Others offer fitness memberships and other wellness benefits to help employees stay healthy and productive. These types of benefits are now commonplace, which is resulting in many companies competing for top talent even in a competitive market.





## Challenge: Skills Gap / Labor Shortage

A serious challenge facing the technology sector is a shortage of qualified candidates. The demand for IT workers is high, and the pool of available talent is small. Consequently, many companies are forced to compete for a limited supply of skilled workers.

## Recommended Solution:

As a way to stay current and keep your company competitive, it is important to provide training and development opportunities for your staff. This allows them to acquire the skills necessary to meet the demands of the modern workplace. A competitive market requires this kind of investment on your part. Investing in your workforce will help ensure long-term success for any organization.



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Hong Kong, with the policy support of the central government and Hong Kong government SAR, is making strides towards being a global tech and innovation center. It is home to multiple research institutions, including biotechnology, artificial intelligence, smart city technology and financial technology. Hong Kong also has a large number of topnotch infrastructure projects to support research and development activities, including the Science Park and Cyberport. It also has several top-ranking universities. Hong Kong and Macau with nine cities in mainland China are being linked by the Greater Bay Area (GBA) initiative, it is an opportunity for Hong Kong's technology industry to explore a wider market.



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## General Management

	Years of Experience (HKD)					
	1-3	3-5	5-8	8-12	12-15	15+
Chief Technology Officer (CTO)					1.8M+	
Chief Information Officer (CIO)					1.8M+	
Head of IT (Regional)					1.2M+	
Head of IT				1M+	1M+	
Service Delivery Manager				650K	900K	
IT Manager				600K-800K		
Chief Information Security Officer (CISO)					1.5M+	

## Project Management

	Years of Experience (HKD)					
	1-3	3-5	5-8	8-12	12-15	15+
Program Manager				800K+	800K+	
Project Manager				600K-850K		
Business Analyst			420K-700K	420K-700K		
Project Management Officer				300K-420K		
Project Analyst			264K-336K			
Solution Architect				720k+		



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# Software and Application Development



	Years of Experience (HKD)					
	1-3	3-5	5-8	8-12	12-15	15+
Application Architect				720K-1.2M+		
Application Manager				660K-1.2M+		
Development Lead				720K-1.2M+		
System Analyst			600K—900K			
Analyst Programmer		360K+-600K				
Programmer	240K-360K					
Application Support		330K-600K				
UX / UI Specialist			480K-660K			
Mobile Application Architect				720K+		
Mobile Application Developer	240K-480K	480K-720K				
Trade Floor Support		480K-720K				

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## Infrastructure and Network

	Years of Experience (HKD)					
	1-3	3-5	5-8	8-12	12-15	15+
Network Specialist		336K-624K	540K-800K			
Storage Specialist		300K-540K	540K-660K			
Database Administrator		300K-480K	480K-660K			
Helpdesk Specialist		264K-384K	384K-576K			
System Administrator		300K-480K	480K-660K			
IT Audit / Security		420K-600K	600K-900K			

## Cloud Technology

	Years of Experience (HKD)					
	1-3	3-5	5-8	8-12	12-15	15+
Solution Architect				720K+	1.2M+	
Solution Consultant		360K-660K				
Product Manager			600K-900K			
Infrastructure Engineer			480K+-720K+			



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## Data Analytics

	Years of Experience (HKD)					
	1-3	3-5	5-8	8-12	12-15	15+
Data Architect		264K-384K	384K-576K			
Senior Data Scientist / Senior Machine Learning			480K+			
Data Scientist / Machine Learning Specialist			600k+-1.2M			
Senior Data Engineer			720K+			
Data Engineer		540K-720K+				
AI Specialist		540K-720K	720K+			
Senior Data Analyst			480K-600K			
Data Analyst		360K-480K				

## Blockchain

	Years of Experience (HKD)					
	1-3	3-5	5-8	8-12	12-15	15+
Solutions Architect				1.2M+		
Blockchain Developer		360K-720K				
Project Manager			720K+			
Web3 Application Development			720K+			
Application Ecosystem Management			540K+-720K			



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## Product Development / Management

	Years of Experience (HKD)					
	1-3	3-5	5-8	8-12	12-15	15+
Product Manager		360K-600K	480K+-1M+			
Product Analyst		360K-600K				
Product Engineer	360K-480K	480K+				

## Network and System Engineering

	Years of Experience (HKD)					
	1-3	3-5	5-8	8-12	12-15	15+
Network / System	240K-480K		480K-600K	540K+-1M+		

## Data Centre

	Years of Experience (HKD)					
	1-3	3-5	5-8	8-12	12-15	15+
Head of Operations					1M+	
Operations Manager			480K+			
Operations Engineer	240K-540K	240K-540K	540K+			
Product Manager			480K+			
Product Engineer		240K-540K	540K+			
Technical Officer	180K-550K	180K-550K	180K-550K			



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## Telecommunications / Connectivity

	Years of Experience (HKD)					15+
	1-3	3-5	5-8	8-12	12-15	
Service Delivery Manager			576K	840K+		
Core Network Engineer		360K-600K+				
Senior IP Network Engineer			540K	960K		
IP Network Engineer		360K-540K				
Wireless Engineer	240K	540K				

## Cybersecurity

	Years of Experience (HKD)					15+
	1-3	3-5	5-8	8-12	12-15	
Head / Director				1.2M-1.8M+		
Senior Manager				900K	1.2M	
Manager			700K	900K		
Assistant Manager			500K-700K			
Security Specialist		360K-600K				
Security Analyst	240K-480K					



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## Others

	Years of Experience (HKD)					15+
	1-3	3-5	5-8	8-12	12-15	
Technical Manager				800K-1.2M+		
Application Manager				720K-1M		
CRM / Data Analyst			480K-600K			
Information Architect			720K+			
SEO / SEM			420K-600K			
Digital Graphic Designer			360K-480K			

## Service and Solution Sales

	Years of Experience (HKD)					15+
	1-3	3-5	5-8	8-12	12-15	
Regional Sales Director						1.5M+
Sales Director					1.2M+	
Business Development Manager (Regional)				720K+		
Business Development Manager	240K+	500K	500K+			
Sales Manager	240K-360K	360K+				
Senior Account Manager	240K-360K					
Account Manager	240K-360K	360K-500K				



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# Pre-Sales

	Years of Experience (HKD)					
	1-3	3-5	5-8	8-12	12-15	15+
Regional Solution Architect				1M+		
Regional Consultant				720K+		
Solution Architect			720K+			
Solution Consultant	UP TO 400K	UP TO 600K	500K+			

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As the world enters a new era of technological development, digital technology has gained prominence as an indispensable component of future growth. The integration of emerging technologies like blockchain, artificial intelligence and the internet of things is further driving digital transformation forward for organizations across industries. The World Economic Forum estimates that by 2022, nearly 60 percent of global GDP will be digitized. In a recent survey by the Harvard Business Review, 72 percent of companies reported investing in digital transformation, up from 62 percent in 2020. Digital technology is recognized as a powerful force in the global economy.



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## Data

	Salary Range (CNY)	
	Min.	Max.
Data Scientist	¥700K+	¥1.3M
Data Architect	¥600K+	¥900K
Algorithm Engineer	¥500K+	¥900K
Business Intelligence	¥400K+	¥800K
Data Engineer	¥350K+	¥600K
Data Analyst	¥300K+	¥500K

## Development

	Salary Range (CNY)	
	Min.	Max.
Software Architect	¥650K+	¥1.2M
Senior Software Developer	¥650K+	¥800K
QA Engineer	¥300K+	¥500K
Embedded Engineer	¥300K+	¥500K

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## ERP

	Salary Range (CNY)	
	Min.	Max.
SAP Manager	¥600K+	¥900K
SAP Consultant	¥350K+	¥650K
Business Analyst	¥300K+	¥500K

## Infrastructure

	Salary Range (CNY)	
	Min.	Max.
Cloud Architect	¥600K+	¥900K
DevOps / SRE	¥300K+	¥700K
Infrastructure Manager	¥350K+	¥550K
Data Center Manager	¥400K+	¥600K

## Internet

	Salary Range (CNY)	
	Min.	Max.
Product Director	¥600K+	¥1.5M
Product Manager	¥500K+	¥1M
Mobile Developer	¥400K+	¥800K
UI / UX Designer	¥350K+	¥605K



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## Management

	Salary Range (CNY)	
	Min.	Max.
CTO / Regional IT Director	¥1.5M+	¥2.5M
CDO / Regional Digital Director	¥1.5M+	¥2.5M
Application IT Director	¥800K+	¥1.2M

## PMO

	Salary Range (CNY)	
	Min.	Max.
Project Management Officer	¥500K+	¥800K
Application Manager	¥500K+	¥800K
Commercial Systems Manager	¥600K+	¥800K
Service Manager	¥400K+	¥700K

## Security

	Salary Range (CNY)	
	1-3	12+
Information Security Director / CISO	¥800K+	¥2M
Information Security Architect	¥700K+	¥2M
Information Security Manager	¥600K+	¥900K
Information Security Analyst	¥400K+	¥600K



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## Sales

	Min.	Average	Max.
Head of Sales / Sales Director	¥50,000	¥60,000	¥70,000
Regional Sales Manager / GCC Sales Manager / Business Development Manager	¥30,000	¥40,000	¥50,000
Key Account Manager / National Account Manager	¥25,000	¥30,000	¥35,000

## Marketing

	Min.	Average	Max.
Chief Marketing Office	¥80,000	¥140,000	¥200,000
Marketing Director	¥40,000	¥60,000	¥80,000
Marketing Manager	¥25,000	¥32,500	¥40,000



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Singapore-based companies Shopee, StashAway, Crypto.com, and Tesla have all recently announced plans to lay off hundreds of workers. Rising interest rates and economic uncertainty have prompted many technology companies to shift their focus from growth to profitability, which may signal further job cuts in the region's tech industry. Southeast Asia-focused venture capital funds are continuing to raise and invest significant sums of money, but investors may turn more cautious and focus on companies that already have a track record of success.



## Cybersecurity

	Qualifications	Years of Experience (SGD)				
		1-3	3-5	5-8	8-12	12+
SOC Analyst / Senior SOC Analyst	Degree / Masters	3,000-5,000				
Cyber Security Engineer / Consultant	Degree	4,500+	8,500			
NOC Specialist	Degree	3,500+	5,000			
IT Audit Manager	Degree			6,000+	11,000	
Cyber Security Manager	Degree			7,000-12,300		
IT Security & Compliance Manager	Degree			7,000-12,000		

## Data Analysis

	Qualifications	Years of Experience (SGD)				
		1-3	3-5	5-8	8-12	12+
Data Analyst	Degree	4,500+		7,000		
Big Data Analyst	Degree		6,000+	8,000		
Big Data Engineer	Degree		7,000+	9,000		
Data Scientist / Senior Data Scientist	Degree		7,000+	12,000		
AI Developer	Degree	5,000+		10,000		



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## Management

	Qualifications	Years of Experience (SGD)				
		1-3	3-5	5-8	8-12	12+
Chief Technology Officer (CTO)	Degree / Masters					12,000-20,000
Chief Information Security Officer (CISO)	Degree / Masters					15,000-25,000
IT Senior Manager	Degree			10,000+	14,000	
IT Director	Degree					11,000-17,000
IT Manager / Assistant Manager	Degree		6,500+	10,000		

## Project Management

	Qualifications	Years of Experience (SGD)				
		1-3	3-5	5-8	8-12	12+
Project Administrator	Diploma / Degree	3,000+	4,500			
Project Executive / Senior Project Executive	Diploma / Degree	3,000+	5,000			
Business Analyst	Degree	4,000-6,000				
Senior Business Analyst	Degree		5,500+	5,500+	9,000	
Project Manager / Senior Project Manager	Degree			6,000+	6,000+	12,000
Service Delivery Manager	Degree	5,000-7,500				



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# Software Engineering



	Qualifications	Years of Experience (SGD)				
		1-3	3-5	5-8	8-12	12+
Software Engineer / Senior Software Engineer	Degree		6,000+	9,500		
Software Technical Lead	Degree			7,000-12,000		
Mobile Application Developer	Degree	3,800-8,000				
Senior Mobile Application Developer	Degree		6,000+	9,000		
Java / J2EE Software Engineer	Degree		6,000-9,000			
Senior Java / J2EE Software Engineer	Degree			8,000+	10,000	
Solution Architect	Degree			9,000+	13,000	
Application Support Analyst	Degree	5,000+	5,000+	6,500		
System Analyst / Senior System Analyst	Degree		4,500+	6,500		
UI / UX Designer	Degree		4,500-6,700			
UI / UX Lead Designer	Degree			7,000+	12,000	
QA Engineer / Senior QA Engineer	Degree			5,000+	8,000	
Web Designer	Diploma / Degree	3,000+	6,000			
Graphics Designer	Diploma / Degree	3,000+	6,000			
Senior Design Consultant	Diploma / Degree		4,200+	5,900		

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## Support

	Qualifications	Years of Experience (SGD)				
		1-3	3-5	5-8	8-12	12+
Helpdesk Support Engineer	Diploma / Degree	3,000-4,800				
Service Desk Engineer	Diploma / Degree	3,000-6,000				
IT Support Engineer / Executive	Diploma / Degree	3,000+	4,800			
Desktop Support Engineer	Diploma / Degree	3,000+	4,800			

## Systems & Network

	Qualifications	Years of Experience (SGD)				
		1-3	3-5	5-8	8-12	12+
System Administrator	Degree	4,000-6,000				
System Engineer	Diploma / Degree	3,800-6,500				
Senior System Engineer	Degree	3,800-8,000				
Cloud Engineer	Degree			6,500-8,000		
Network Engineer	Degree		3,800-6,500			
Senior Network Engineer	Degree			6,500-8,500		
Network Security Engineer	Degree		4,000+	9,200		
Linux Systems Administrator	Degree		4,500+	6,000		



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	Qualifications	Years of Experience (SGD)				
		1-3	3-5	5-8	8-12	12+
System & Network Lead	Degree			7,000-8,500		
Infrastructure Manager	Degree			6,500-9,000		
Infrastructure Solution Architect	Degree			8,000+	11,000	

## Sales

	Qualifications	Years of Experience (SGD)				
		1-3	3-5	5-8	8-12	12+
Product Executive / Senior Product Executive	Diploma / Degree	SGD2,700+	SGD5,200			
Product Manager	Diploma / Degree			5,500-8,000		
Sales Engineer	Diploma / Degree	3,000+	6,000			
IT Pre-Sales Consultant	Diploma / Degree			4,900+	9,600	

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As technology continues to dominate the world, the demand for skilled software developers is only likely to increase. The demand for skilled software developers is especially high in the Middle East. As businesses and organizations increasingly turn to technology to stay competitive, there is a growing need for skilled software developers. Software development skills are in high demand in the Middle East, as is your ability to develop software. By acquiring the skills and experience necessary for a job in this region, you can build a profitable career.



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## Management

	Salary Range (AED)	
	Min.	Max.
Chief Technology Officer (CTO)	50,000	120,000
Chief Information Officer (CIO)	70,000	130,000
Chief Information Security Officer (CISO)	60,000	110,000
IT Director	50,000	80,000
Head of IT	40,000	70,000
IT Manager	20,000	40,000

## Enterprise Applications

	Salary Range (AED)	
	Min.	Max.
Applications Director	40,000	80,000
Business Applications Manager	25,000	45,000
Technical / Functional Consultant	20,000	35,000
ERP Project Manager	20,000	45,000
ERP Consultant	20,000	25,000
ERP Business Analyst	18,000	25,000
ERP Support Analyst	10,000	14,000

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## Business Analysis & Project Management

	Salary Range (AED)	
	Min.	Max.
PMO Leadership (Head / Manager)	35,000	70,000
IT Business Partner	35,000	55,000
Programme Manager	35,000	80,000
Project Manager	25,000	60,000
Senior Business Analyst	30,000	50,000
Business Analyst	20,000	30,000

## Infrastructure and Network

	Salary Range (AED)	
	Min.	Max.
Infrastructure Head / Director	40,000	70,000
Infrastructure Manager	25,000	50,000
Infrastructure Engineer	20,000	35,000
Network Engineer	15,000	25,000
Infrastructure Specialist	20,000	35,000
Service Delivery Manager	30,000	50,000



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## Technical Services

	Salary Range (AED)	
	Min.	Max.
Technical Support Manager	20,000	40,000
IT Support Engineer	11,000	18,000
Application Support Analyst	13,000	22,000

## Cloud, DevOps, Architecture

	Salary Range (AED)	
	Min.	Max.
Head of Enterprise Architecture	50,000	80,000
DevOps Lead	30,000	45,000
DevOps Engineer	20,000	30,000
Solutions Architect	30,000	50,000
Site Reliability Engineer	18,000	25,000
Cloud Architect	30,000	60,000
Enterprise Architect	35,000	60,000

## Testing

	Salary Range (AED)	
	Min.	Max.
Test Manager	25,000	35,000
Test Lead	20,000	25,000
QA / Test Analyst	15,000	20,000



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## Software Development

	Salary Range (AED)	
	Min.	Max.
Head of Development	45,000	55,000
Development Manager	35,000	45,000
Lead Developer	25,000	35,000
Blockchain Developer	30,000	50,000
Backend Developer	18,000	27,000
Senior Backend Developer	25,000	40,000
Full Stack Developer	20,000	35,000
iOS Developer	18,000	25,000
Android Developer	18,000	25,000
Frontend Developer	12,000	22,000
Senior Frontend Developer	22,000	38,000
.Net Developer	15,000	28,000
Java Developer	15,000	28,000
Python Developer	20,000	35,000



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## Cybersecurity / Information Security

	Salary Range (AED)	
	Min.	Max.
Cybersecurity Architect	35,000	60,000
IT Security Manager	30,000	55,000
IT Security Engineer	20,000	40,000
Security Analyst	15,000	25,000
SOC Manager	25,000	38,000
SOC Engineer	12,000	20,000
Penetration Tester	18,000	40,000
Application Security Specialist	15,000	35,000
Security Consultant	25,000	60,000
Information Security Manager	25,000	45,000
Information Security Engineer	15,000	25,000
Governance, Risk & Compliance (GRC) Manager	25,000	40,000



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## Sales

	Min.	Average	Max.
Head of Sales / Sales Director	45,000	58,000	70,000
Regional Sales Manager / GCC Sales Manager / Business Development Manager	30,000	43,000	55,000
Key Account Manager / National Account Manager	17,000	26,000	35,000

## Marketing

	Min.	Average	Max.
Chief Marketing Officer	65,000	90,000	120,000
Head of Marketing / Marketing Director	45,000	60,000	75,000
Marketing Manager / Group Product Manager / Category Manager	30,000	45,000	55,000



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Silicon Valley Associates  
Recruitment

## How to Consistently Attract IT Talents

With the intense competition for skilled tech talent, a few companies are holding off their IT recruitment or given up on attracting IT Talents to their organization. According to a survey, most employers and IT recruiters in 2020 took up 69 days on average to fill a tech role.

One of Silicon Valley Associates Recruitment's clients, an accounting firm, just finished hiring through us for a range of difficult IT positions (such as application development, data analytics, cybersecurity, and cloud engineering). With a 48-day average completion, from job posting up to the onboarding date.



Attracting IT Talent to your company doesn't have to be so tough. We have reconnected with some of our long-standing clients who seem to attract top tech talent effortlessly and find out the secrets of organizations to building up an alluring IT recruiting process with shared tips and strategies on how to create consistent, inbound IT talents:

### 1. Always Be Hiring

'How to attract top tech talent to your company?', we asked the client. The CIO responds, "If an exceptional Engineer approaches HR, or an IT employee offers a great referral, we go ahead and hire them even when we don't have a role that we're shopping, We build roles around people; we don't put people in roles."

So, start acquiring exceptional talent even without an open position. Become a company that doesn't put people in roles unless they have a great fit.

### 2. Press the Hot Buttons

How do you attract IT talent? We asked another client. "People are looking to be part of something," the IT Department leader replies. "We may not pay the highest on an IT salary chart, but we have talent that's always reaching out because it's the overall package that attracts them — the pay, the benefits, the respect, the engagement, and feeling part of something big."

Based on a recent survey of our candidate network, SVA Recruitment can report back that many tech workers are still primarily looking for higher pay (61%), as they feel underpaid in their current jobs.



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Other frequent considerations include career advancement (47%), interesting work/projects (38%), and personal fulfillment, such as a purpose or mission.

Of the candidates who were not looking and felt they were already working in organizations run by great leaders and managers, particular retention factors included the chance to keep working with the latest technologies, a clear career path, values of excellence, and feeling respected and acknowledged.

### 3. Hire outstanding talent to attract more outstanding talents



“There are other creative ways to attract talent”. A recent client who hired a candidate through SVA Recruitment ended up with eight additional quality employees on their IT team as the original candidate we introduced ended up introducing all his best referrals.

“Mission, culture, and taking care of that employee helped sell us to many others in the market,” the client told us. So one successful hire of a great candidate can often lead to many more following and joining your organization.

### 4. Inclusive leaders attract diverse teams

The same hiring cycle we found also applies to diversity and inclusion in the workforce.

One of our clients back in 2019 set out and had a difficult time hiring their first female in the Tech team, as an IT Director no less, before an introduction by Silicon Valley Associates to the right candidate.

We checked back in this month to find that today, in 2021, about 40% of its IT workforce is now female!

“People like to see people who look like them, and that has made a difference” the IT Director commented.



The number of professionals looking for a more diverse workplace has in general doubled in the last year.

### 5. Consider contractors

Finally, some of the best talent gains by some of our clients were made through contract engagements. Some of them work out so well that they ask to stay after working with the group for a long time.



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# Strategies to Widen your IT Talent Pipeline

Companies are reassessing their recruitment tactics to be certain they get to candidates beyond the conventional approach of hiring.

The Tech Industry has been hiring new candidates typically through colleges and universities, roughly restricting the access to potential IT talent for reasons that not everyone is capable of attaining college, and most competent candidates have already bygone their college years.

With this limited range for recruitment, companies may be overlooking a lot of skilled and competent applicants who weren't being reached by the existing recruitment strategies imposed by these organizations.



Research by Harvard Business School reports Employers will often pay anywhere from 11% to 30% more for candidates with a college degree, yet

employers also report that “non-graduates with experience perform nearly or equally well on critical dimensions like time to reach full productivity, time to promotion, level of productivity, or amount of oversight required.”

An under-qualified applicant who's willing to learn and be trained on the job can have the same impact as an applicant with a college degree, with relevant programs, seminars, and workshops for understated youth with possibilities and opportunities in IT Industry.

Most times, there are also candidates who are more skilled and experienced who haven't been employed in a while, who can be trained more to fulfill existing business needs.

Here are some ways for your company can reevaluate your recruitment strategies that can reach a wider range of manpower, and make more opportunities for unnoticed candidates:

## 1. Internal Training Programs

Companies should not always hire new talents and expect that they meet the skillset your company is searching for. But if you would just look within at the diverse teams that your company already has, you will realize that you may have many skilled and experienced employees who are also keen to learn and develop new skills and capabilities through workshops, certifications, and other educational means. Consult and communicate with them first to see if anyone's willing to be trained so you can know who to transfer to IT.



Retraining your employees is a significant process to catch up on the breach in skills of your company's organization and value internal talent



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## 2. Apprenticeships

This program integrates actual work experience with exceptionally designed training, aimed at bringing in talented, young adults who aspire to work in the technology industry. Apprentices get to be paid during the work and training (“earn while they learn”), different from internships which only offer college credit. Apprenticeships are sponsored by companies, as they acquire more experience, their salary increases at the same time. This program opens the talent pool to candidates outside of the traditional hiring pipeline.

Candidates are typically enrolled in community college programs, or they might already have a four-year degree in a non-technical field and want to change career paths without taking on more debt in another four-year program.

Candidates in these programs are trained how to traverse corporate environments alongside the skills and knowledge that they should fulfill for their jobs. These kinds of programs can produce networking opportunities for candidates by mentoring those who have finished the program and arrange meetings with partners.

## 3. Returnships

Returnships are dedicated to giving opportunities to more experienced, senior workers who went on a career break and now looking to go back to the professional world.



These candidates may have substantial work background, but employers might overlook their resumes because of the employment interval, and new technologies and current skill trends may be overwhelming for them since those weren't job requirements a decade ago. Going back into the IT industry can be especially intimidating due to the pace of change. These programs validate the experiences that these candidates have- they just require extra months of seminars and training to get them worked up.

Here's how this works: Candidates will undergo a six-month program wherein they will have the training, seminar, mentorship, and real job experience. This might hopefully lead to an opportunity for a job offer once the training is complete.



In Asia, most of these programs involve women as they are the ones who need more time off to raise children and their families. This situation is more likely to increase in the coming years as this pandemic is increasing the number of people who are losing their jobs because of more duties and responsibilities required at home and at work, therefore many women are being forced to leave their jobs.



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Some returnship programs offered have the specific objective of helping women return back into the tech industry.

Candidates will begin one week of engaging training. Afterward, these candidates will start working full time with the positions they applied for, which involves project management, networking, engineering, technical project oversight, and the technology training team. The benefits of the returnship program are redefining conveyable skills and especially providing women the opportunity to return to the industry after taking a break from their careers.

#### 4. Specialized IT Recruiters & Head Hunters

You cannot find the best candidates usually because not all of them are looking for a new job. He or she is probably busy doing great work at a competitor and being well looked after by their employer. Specialized Recruiters and firms label these folks as 'passive talent'; and they may take a longer time to find.



Recruiters have the time and means to find this talent and are already likely communicating with those individuals about their external options if the need arises.

A specialized recruiter likely knows these candidates, how to contact them, and how to motivate them.

Recruiters find candidates that HR and hiring managers can't normally find themselves. And so they must be considered an important source for your company's strategic Talent Pipelining.

SVA Recruitment is ideally positioned to support the continual demand for IT talents in the tech companies and looking to hire in Hong Kong, Asia, and Worldwide. Please let us know if you would further advise on the above topic or your hiring needs



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## How to be a Prominent IT Leader? 5 Soft Skills You Must Develop

In our daily work as an IT Recruitment Agency in [Hong Kong](#), [Singapore](#), [Shanghai](#), [Japan](#), and [Dubai](#), speaking to and placing top candidates, Silicon Valley Associates Recruitment has found that the most remarkable IT leaders possess several common qualities. We advise our job seekers that developing these habits will help you achieve career success in the long run, whether you may be in Hong Kong, Singapore, Shanghai, Japan, and Dubai.

Any recruiter will tell you that the best way to ensure career stability and advantage is to have skills that are in high demand. When IT leaders become an asset to employers and the rest of the market, they are in a position to earn more money, have a greater impact on an organization's performance, and have more influence on decisions.

Becoming indispensable is absolutely an attainable goal. Several of our IT leaders at SVA Recruitment have proved these qualities can help you acquire the key attributes to become successful in the IT industry.

### 1. Be Perceptive

Many IT leaders can begin making decisions about the basic responsibilities of their jobs, such as setting policy and establishing IT governance almost early. Deputies can be counted on to manage certain organizational aspects and to provide leadership support.



While it's possible to develop many skills, innovation and a curious spirit are attributes that need intentional nurturing. A visionary leader of an organization should be forward-looking, evaluating technologies that can be deployed today and new products that may be ready in a few years in order to remain relevant. As technology is changing, the way that businesses function and grow is also changing. If a company does not embrace, test, retool, leverage, and get feedback from advanced concepts, it puts itself at risk of falling behind its competitors.

IT leaders of our company partners across Hong Kong, Singapore, Shanghai, Japan, and Dubai recommend that they assertively embrace technology. Select emerging technologies, invest in them, and partner with the industry to develop them into solutions for your business. Long-term benefits include lower technology costs, and automation path, reduced repetitive work, and happier employees who enjoy traveling at the forefront of your industry.



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## 2. Be Humble

IT professionals with insight and vision are a benefit to any organization, but it is humility that makes them different from a typical leader. Humility cannot be taught or learned from any training. As an IT leader, you can provide meaningful leadership to your team by supporting them as they find solutions to the organization's challenges.



A humble IT leader knows the value of his employees' contributions. Humility is non-transferable and trust is a two-way street. By trusting your employees, you earn their trust in return. A leader who is trusted by his or her team is more likely to become a mentor. Teams that work well together produce high-quality results, and leaders who earn the respect and trust of their teammates are indispensable.

Failure can provide the opportunity for humility, which can lead to success. Learning from past mistakes is an important part of the humility-building process. "Throughout your career, you will make mistakes and face challenges. Reflecting on these challenges can help you learn from your experiences and apply those lessons to better support your team as they encounter difficult problems.

## 3. Be Inquisitive

To be an effective IT leader, you must have strong technical skills and a grasp of the market. If an IT leader is also capable of advising business leaders on the ways to make technology a strategic asset, he or she is more likely to be seen as a valuable business partner.

More than just understanding the technical aspects of a problem, IT leaders should be able to view the situation from a business perspective as well. An IT leader should always strive to reach their objectives through best practices. It is vital that they acquire the ability to adjust their skills to fulfill the demands of a mutually beneficial partnership.



A successful business leader must constantly develop new skills to adapt to a changing technology industry. To develop their leadership skills, some IT professionals can benefit from learning how to be more curious and by applying those skills to their own jobs.

IT Leaders can ask open-ended questions to encourage more than a yes/no response from who they interact. Having more considerate conversations with stakeholders and partners can involve a great deal of time and energy, but it is an important part of the work that we do.



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To improve one's ability to harness the perspective of others, one must strive to be more inquisitive to have strong leadership skills.

#### 4. Be Compassionate

Empathy reveals to team members that you recognize the value of their work and want to see them succeed individually and as a team. It is through effective leadership that an employee can be assured that their leader cares about them. Showing compassion keeps groups functioning effectively and employees committed to their companies.



An IT leader can demonstrate empathy in the workplace in several ways. Realizing that human beings are essential to business is the first step to a successful business. Creating a bond with your team is also vital but make sure to set a boundary.

Meaningful human communication may prevent or solve problems before they occur. When engaging in challenging but necessary discussions, empathy should guide leaders throughout the process.

Many IT leaders we've worked with have found that by showing respect and appreciation for the effort of people in the workplace, they are able to motivate their teams to work harder and in a more trusting environment. said. Connections strengthen business growth by sparking creativity and innovation.



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