MARKET TRENDS & SALARY REPORT

1H 2014 JAPAN

ambition

WELCOME

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INTRODUCTION

The Tokyo employment market has shown strong growth throughout the second half of 2013 which we expect to carry through to 2014.

This has been driven by an economic recovery in Japan, improvements in the global economy and to the results of some of the structural reforms we have seen as part of "Abenomics".

The government's willingness to weaken the yen to increase the competitiveness of Japanese manufacturing exports has had the side benefit of making Japan a better location for foreign companies to invest in and with inflation slowly beginning to rise we can expect investments to continue flowing into the country.

This market improvement has driven significant demand in two of the key areas which Ambition Japan covers: Finance & Accounting and IT roles. In the recession that followed the "Lehman Shock", hiring within these two areas was a lower priority. Looking to simply maintain status quo, businesses focussed more on sales activities to enhance profitability. But with business sentiment much more positive, companies are now more willing to invest in these areas and are looking to roll out new systems and restart projects which have been on hold during the recession.

These improvements in the employment market will continue to make Japan a highly competitive market for sought after talent – bi-lingual individuals with professional qualifications and experience either overseas or dealing with offshore management/headquarters.

As such we would expect to see salary inflation return to the Japanese employment market in 2014, with job seekers being able to expect salary increases of around 10% when changing jobs.

Firms looking to expand their headcount in Tokyo will face significant challenges. Successful firms will be the ones who, not only focus on potential financial rewards, but those who can also can clearly demonstrate a track record of growth, a vision and business plan for the Japanese market and a commitment to the wellbeing of their employees.

Finally, if you need specific market or salary advice or assistance with recruitment within your business, please feel free to contact us.

We look forward to working with you on your career or organisation's recruitment needs.

Best Wishes for 2014

Sam Griffiths
Managing Director, Japan

Finance & Accounting Professionals

Commerce & Industry

Job Title	Experience	Annual salary range (YEN)
Audit / Internal Control		
Head of Audit	12 - 15	12 - 17 million
Senior Audit Manager	8 - 10	8 - 12 million
Internal Audit Manager	5 - 8	7 - 9 million
Internal Auditor	3 - 5	5 - 8 million
Financial Accounting		
CFO	15+	14 - 20 million
Finance Director	12 - 15	12 - 15 million
Regional Financial Controller	10+	11 - 15 million
Financial Controller	8 - 10	8 - 12 million
Finance / Accounting Manager	6 - 10	7 - 9 million
Financial Accountant	3 - 6	5 - 7 million
Accounts Payable / Accounts Receivable Accountant	Up to 8 years	4 - 6 million
Management Accounting		
Manager - Management Accounting	8 - 10	7 - 10 million
Senior Management Accountant	5 - 8	6 - 8 million
Management Accountant	3 - 5	5 - 7 million
Planning & Analysis		
Head of Planning & Analysis	10 - 12	9 - 12 million
Financial Planning & Analysis	8 - 10	7 - 10 million
Senior Financial Analyst	6 - 8	6 - 8 million
Financial Analyst	3 - 6	5 - 7 million
Tax		
Vice President / Head of Tax	12+	12 - 16 million
Tax Manager	8 - 10	8 - 12 million
Tax Accountant / Senior Accountant	3 - 7	6 - 9 million
Treasury		
Head of Treasury	10 - 12	8 -12 million
Treasury Manager	7 - 10	7 - 9 million
Treasury Accountant	3 - 6	6 - 8 million

Technology

Commerce & Industry Professionals

Job Title	Experience	Annual salary range (YEN)
Business Change		
IT Director	10+	200K - 300K
Program Manager	8+	160K - 240K
PM	5 - 8	80K - 140K
Business Analyst	5 - 8	70K - 110K
Application Development		
Solutions Architect	8 - 12	100K - 160K
Development Manager	8 - 12	100K - 140K
C++ / Java / .Net	5 - 10	60K - 120K
RDBMS developer/DBA	5 - 8	50K - 100K
Infrastructure		
Infrastructure Director	10+	160K - 220K
Infrastructure Manager	8+	100K - 160K
Solutions Director / Head of Presales	8+	150K - 250K
Solutions Architect / Presales	5+	80K - 180K
Systems Administrator	5+	60K - 110K
Network Administrator	5+	60K - 90K
Network or Systems Engineer / 3rd line Support	5+	60K - 100K
Capacity Planning Engineer	5+	60K - 80K
Capacity Planning Manager	6 - 8	70K - 120K
IT Security Director	8+	120K - 200K
IT Security Manager	6 - 10	80K - 120K
IT Security Analyst	5+	60K - 100K
Helpdesk / Desktop Support	3 - 7	40K - 70K
Helpdesk Team Lead / Manager	5 - 8	80K - 120K

Notes to salary tables:

1. Titles and levels vary from organisation to organisation..
2. The salary ranges given are only approximate guides. For tailored salary advice, please contact us directly.
3. 12 month base salaries are assumed.
4. All other benefits and bonuses are in addition to these figures.
5. Bonus ranges can vary significantly from company to company and will be influenced by market conditions, business and individual performances. Bonus ranges from 1 month at the low end to 100%+ at the upper.
6. Holiday entitlements range from 12 - 25 days with senior executives not usually receiving less than 18 days. Less than 15 is very rare and 20 days is becoming the norm.
7. Healthcare policies are standard.
8. Pension plans vary with some companies offering greater than the standard contribution. Top up schemes can increase employer contribution levels as much as 15-20 percent of the base salary for senior executives.

ABOUT AMBITION

Ambition is a leading global boutique recruitment business listed on the Australian Securities Exchange. With coverage across Hong Kong, Singapore, Sydney, Japan, Malaysia, Melbourne, Brisbane, Perth and London we specialise within the areas of Banking & Financial Services, Finance & Accounting, Sales & Marketing, Supply Chain & Logistics, and Technology.

We are best known for specialisation with in-depth knowledge and expertise, well-established networks and deep relationships.

What makes us different

We believe our size is a significant differentiator in the recruitment industry. We are big enough to undertake large scale projects for our clients, yet small enough to retain the soul and personality of a smaller company.

We work relentlessly to reinforce our purpose and culture and believe passionately that no one in the company is too small to make a difference.

As a global boutique recruitment business, our offices are extremely closely connected. Our management structure is geared towards facilitating communication between offices and our processes and technology go further to support this connection. Ultimately, this means we are well placed to source the hardest to find candidates and to extend client relationships to our international office network.

For more information, please visit www.ambitiongroup.co.jp

Get Social

Ambition are committed to driving innovation and have a strong social media presence allowing us to interact and engage through videos, whitepapers, surveys, webinars, trends and blogs via LinkedIn, Twitter, YouTube and Facebook.

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BUILDING BETTER FUTURES.

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Ambition Group Japan K. K
Level 7, Toranomon 40 MT Building, 5-13-1 Toranomon
Minato-Ku, Tokyo 105-0001
Phone: +81 (0)3 4577 7900 Fax: +81 (0)3 4577 7949

www.ambitiongroup.co.jp