

## Head Office

### A Word from the Group General Manager

This month we celebrate the start of another new year in the Chinese calendar. It is a time to "spring clean" our homes and offices, to take stock and look forward to the year ahead.

I write this in one of the coldest February weeks we have had for a long time. In China the country is suffering severe disruption to transport, power supplies and food distribution. Yet somehow mankind perseveres and works on through the crisis. Imagine, however, how your business would survive without your most important asset, your people. Fortunately Gemini is here to help should you find yourself short staffed.

In this issue you will find reference to executive recruitment, details of our temporary staffing solutions, and our newly established Interim Management Solutions. Whatever your staffing needs, give Gemini a call. We can't change the weather, but we can improve the outlook.

Finally we wish all our readers a very successful year of the Rat.

**Kung Hei Fat Choi!**

**Graham Price**

### Gemini Personnel & Gemini Executive - Hong Kong

Gemini Executive is the executive search and selection arm of Gemini Personnel. Gemini Executive serves clients seeking high calibre candidates for senior management positions in Hong Kong and the Asia Pacific Rim.

Gemini has particular strengths in placing executive level candidates in Greater China and South East Asia, and it is not uncommon for clients to also seek the help of GE for overseas postings in the subcontinent, Madagascar, Africa and South America.

The Executive team is made up of experienced consultants, who focus on specialized practices:

Financial Services  
Professional Services  
Merchandising – Garments & Sundries  
Fast Moving Consumer Goods  
Industrial Manufacturing  
Electronics  
Hospitality & Entertainment  
IT & Telecommunications  
Construction & Property Services  
Logistics

Gemini Executive uses a mix of search techniques including targeted executive search, or "headhunting", and in order to maximize the range of candidates, utilize Gemini's extensive database and advertise on Gemini's website, on line and in the print media. By exploring all these avenues of a search, and especially when timescales are tight Gemini, ensures that the right person for the position is found in the shortest time possible frame.

For more information about Gemini's Executive Division and the services it provides, please contact the Gemini Executive Manager: Ms Helen Law at [helenl@gemini.com.hk](mailto:helenl@gemini.com.hk)



## A Gemini Executive Consultant's Tale...



Our client, a market leader in optic devices, has been leveraging distribution channels in the Asia Pacific region over the last 50 years. To better manage the distributors and customers, our client decides to create a strategic position - Sales Director for the Asia operation. Through personal referral, the VP Sales approached us by email in September 2007. As usual, I carefully studied client's website to understand their business and products. Having a schematic picture of the job requirements in my mind, I met with the VP Sales in HK. Purpose of the meeting is important for me

to further confirm my understanding of client's requirements and expectation from the jobholder. This is very crucial in candidate search. I concluded 3 critical requirements – strong distribution management skill, relevant technical knowledge, multi-language skills. To catch up client's schedule for the CES (Consumer Electronics Show) in the States in January 2008, I only had one month's time to shortlist all candidates for first interview, having said that I was also busy at other assignments.

Based on our strong proprietary candidate database and industry connection, I identified and finally short-listed 4 applicants for client interview in end of October. Our client conducted second interview in mid November and confirmed the offer by end of November. As our client has no presence in HK, Gemini is also appointed to manage the payroll service for the candidate.



The candidate attended an orientation program in beginning of January and then rushed to the CES immediately. When I met him recently to see how he's doing, he complained "Gemini got him a busy job!" and gave me a cheeky grin.

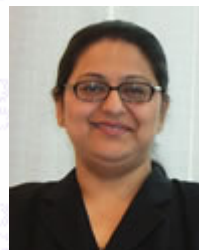
For jobs in the electronics and logistics sectors contact Anita Mok at [anitam@gemini.com.hk](mailto:anitam@gemini.com.hk)

## Industry Focus - Hospitality



The hospitality industry in Asia, especially in Hong Kong and nearby area, is going through an exciting period of development with numerous hotels, restaurants, entertainment options & other dining avenues rapidly opening. Hong Kong already has impressive attributes as an innovative, cosmopolitan and leading hotel & food & beverage destination in Asia. It has a number of strong classic internationally known brands already. The area is now going to be able to offer new, trendy and stylish hospitality and entertainment options to people living here and the visiting tourists and businessmen.

One of the greatest challenges that industry in the area is facing and will continue to face, is the dearth of skilled hospitality professionals, at all levels who have the willingness to serve and go that extra mile. This is where you need a partner who understands your requirements and business objectives and is willing to work with you as a team. Gemini offers you exactly that. With consultants specializing in different industry segments and different levels, we promise to deliver quality staff solutions for our clients. With an extensive candidate database of qualified and experienced candidates combined with conducting direct searches and advertising on Gemini's web site and in print media, our partners are sure to receive a professional and swift service and are able to reach out to qualified candidates that would ordinarily be unattainable.



Let Gemini assist your company's development with our rich expertise in seeking out & hiring the ideal hands for each market.

For further information on the hospitality industry contact Pooja Rajmohan at [poojar@gemini.com.hk](mailto:poojar@gemini.com.hk)

## Need Extra Help and Cover over the New Year or Easter Holidays?

Many staff take leave during the lunar New Year to be with their family and take trips out of HK or to visit relatives in China over holiday weekends. This leaves most organisations with less manpower resources.

Gemini Temp Centre can find you short term staff who can cover from one week to a month. Our temp team has 4 experienced consultants who work fast and efficiently to find staff at very short notice. So if you are looking for people to cover for short term, pick up the phone and call the temp centre on 2525 7326. You will be glad that you did!

## Latest Salary Survey

Up to date information on Gemini, including our latest salary surveys, terms and conditions, and contact details are all available on our web site at [www.gemini.com.hk](http://www.gemini.com.hk).

## J.M. Gemini – China

It's been an interesting start to the year for the J.M. Gemini team here in China. We've seen sunshine and warm weather at our annual conference in Sanya, and then the extreme of the worst snow storms in 50 years for China, right across Beijing, Shanghai and down in Guangzhou (30th Jan, China Daily). While this hasn't affected our recruitment efforts, it has certainly put a lot of people under pressure trying to travel home for their Chinese New Year Holidays.

Please note – all China branches will be closed for the official Chinese New Year Period from Wednesday 6th February reopening on Wednesday 13th February. We will have staff in the office on Saturday 2nd and Sunday 3rd of February.

Wishing you all a very prosperous Chinese New Year – as we welcome in the year of the rat.

## IMS Networking Event

On Thursday 24th January, the IMS team in Shanghai held the first IMS Candidate Networking event. Twelve of our Interim Manager candidates attended the evening at Mesa & Manifesto for an introductory evening of casual drinks and snacks. It was an opportunity for each of them to meet other like-minded individuals who have a long-term business interest in Shanghai and China.



Our interim managers have a background of continued success with extensive experience in their fields, handling complex projects and operating businesses in the China marketplace. They are available at any time to provide an experienced executive manager to take over the management of anything from a department to a major company.

The inaugural event was a great success. Coming events look likely to consist of a mind-swap, and even a wine-tasting function.

If you would like to know more about the IMS business, please email us – [ims@jmgemini.com](mailto:ims@jmgemini.com).



Deep in discussion –  
From L to R:  
Mick McGeehan,  
Cath van Wijngaarden,  
Barry Houlston,  
Martin Geiger;



Two of our Interim Managers enjoying the opportunity to network - Craig Bachner & Michael Rosenthal;

## J.M. Gemini Annual Meeting, Royal Garden Hotel, Da Dong Hai, Sanya

Recently, the staff of J.M. Gemini held their annual conference down at the lovely Da Dong Hai Beach, on the south of Hainan Island.

The 3 day conference consisted of reviewing previous year's performance and discussing the opportunities that lie ahead for the coming year. New policies and KPI's have been set in place to ensure that 2008 will be our most successful yet!

All the staff from our Shanghai, Beijing and Guangzhou offices were also lucky enough to enjoy some beautiful weather, and time was set aside for some team building activities on the beach! It was fabulous to feel the warmth of the sun, and a welcome relief from the snow and cold back home.



Pictured here are our staffs that have achieved a mammoth 10 years plus service with J.M. Gemini Shanghai. Congratulations to you all on such wonderful dedication to our ongoing success. From L to R: Xiao Zhang, Xiao Yao, Theresa Fan, Cherry Wu, JingJing Qian, and Mick McGeehan.



Some of the action with the team-building activities On Da Dong Hai beach – look at the determination in their faces!



Jane Zhang with some of the Shanghai Team, enjoying the Thermal springs at Sanya.

### China's New Labour Laws

New labour laws were introduced in China at the beginning of January this year which will make it harder to fire workers and make it difficult to utilise casual employees in the same way the labour force previously has. In the past, temporary staffs have made up something like 80% of manufacturing workforce and 50% of IT workers.

The law was introduced in an effort to protect employees that were being exploited. But it is yet to be seen whether enforcement of these new laws will be strictly adhered to. Factory owners may continue to get away with under-paying their workers while they squander the profits, and the flipside to these increased costs for employers is that will in-turn mean higher-priced goods for the overseas market. From May this year, a new labour dispute law will make it easier for workers to raise their grievances, and allow them to claim on incidents that occurred up to a year ago. Yet with the implementation of these new laws, it now means that more permanent contracts will end up being written on impermeable terms, including welfare insurance payments and improved benefits. Wages have already been forecast to rise 10-15% this year alone, and so employers must brace themselves for a burden that will also vary according to location and industry.

(Source: FTChinese.com)

### RHK Legal Corporate Advisors – a Preferred Service Provider in PRC

RHK Legal can provide general advice and assistance on a range of options for businesses in Shanghai and across China.

We will be working with RHK Legal together with some other service providers to source clients for our Interim Management Services.

RHK Legal is a service provider across the following areas:



- Establishment of representative offices, setting up joint ventures, wholly foreign-owned companies or other forms of business in China.
- Banking and Insurance legal compliance and regulatory advice.
- Mergers and acquisitions.
- Shipping, logistics and supply chain.
- Banking, finance and credit finance documentation.
- Technology transfer agreements.
- Food and Beverage and Licensing.
- Franchising Agreements.
- Sale of goods, sole source and supply, distribution and agency agreements. Intellectual property (registration of trademarks and patents) technology and IP licensing and assignment agreements.
- Labour and employment advice.
- Bilingual contractual documentation preparation (English & Chinese) and translation services.
- Legal due diligence and contractual negotiations.

RHK Legal is a preferred service provider in PRC legal and corporate advisors.

**Contact:**

RHK Legal

[www.rhklegal.cn](http://www.rhklegal.cn)

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**Announcements**

**Apologies** - to Annie An at the Beijing branch, J.M. Gemini.

In our last newsletter, we meant to congratulate her on the birth of her baby, not Annie Yang! Congratulations again and we look forward to seeing Annie An back in the office in March!

**Gemini - Thailand**

**Employment: new mega-projects underway**

The new government has made no secret of returning to the populist policies in force prior to the military coup of 2006. A key priority will be to speed up again the infrastructure mega projects e.g. the further extension of the Bangkok Skytrain, development of new industrial estates with substantial investment benefits.

We see an immediate impact for the recruitment market with a higher demand for infrastructure related engineering jobs. As this was already a segment where demand surpassed high quality local talent, a stream of new opportunities for expats will become available by the second quarter of this year.

A second target group for local and international companies, will be the high level business developers with good connections in government circles and support industries (telecom, energy, water..)

In the B2B segment, we see established companies broadening their product offering to extended services and setting up new teams in support of these efforts: demand for sales, logistics and service specialists has been extremely high since the end of last year, often outpacing the mobility of the right talent.

At Gemini we have recently assisted companies to find the right players in support of their new ventures in infrastructure, strategic business development and aftermarket services and more (bancassurance, logistics, advertising, industrial equipment, pharmaceuticals...).

*At the same time we are very keen on receiving applications of qualified expats in support of the coming mega projects!*

### **Thailand in tune with the Year of the Rat?**

It doesn't matter if they are truck drivers or behind the wheel of a Mercedes Benz. Once they are on the road from Pathum Thani to Suphan Buri, they know where to stop.

Along the side of that road are about 100 small bamboo shelters selling roasted paddy rodents, or pig rats. These small businesses have been growing rapidly to cater to the high demand from clients, regardless of their incomes.

On our New Year travel, we personally savored the delicacies from a road side stall, and they come highly recommended (tastes like spicy chicken but with less fat), as long as they are well enough cooked.

If not, make sure to be in driving distance from the sanitary installations.

### **For more information on Gemini in Thailand...**

Please call our hotline: 2525 7782 in Hong Kong, 02 650 8977 in Thailand or log on to the Thailand website: <http://www.geminipersonnel.com> for more details.

**Jos Bosmans**

## **Asian Human Resources Group (AHRG)**



Gemini Personnel is a member of the Asian Human Resources Group (AHRG).

AHRG is a unique grouping of firms in multiple locations that are properly licensed to do business in their respective territories and have a network of affiliates and consultants. Member firms currently comprise:

[JM Gemini Limited](#)  
[Gemini Personnel Limited](#)  
[Gemini Thailand](#)  
[Organisation Search Limited](#)

AHRG companies currently have offices in Beijing, Shanghai, Guangzhou, Shenzhen, Hong Kong, Kowloon and Bangkok, with affiliates in Singapore, Seoul and other Asian cities.

For further information see [www.AHRG.biz](http://www.AHRG.biz)

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## **Take A Break!**

### **On Marriage**

#### **HOW DO YOU DECIDE WHO TO MARRY?**

You've got to find somebody who likes the same stuff. Like, if you like sports, she should like it that you like sports, and she should keep the chips and dip coming. (Alan, age 10)

No person really decides before they grow up who they're going to marry. God decides it a long time before, and you get to find out later who you're stuck with. (Kristen, age 10)

#### **WHAT IS THE RIGHT AGE TO GET MARRIED?**

Twenty-three is the best age because you know the person FOREVER by then. (Camille, age 10)

No age is good to get married at. You've got to be a fool to get married. (Freddie, age 6)

#### **HOW CAN A STRANGER TELL IF TWO PEOPLE ARE MARRIED?**

You might have to guess, based on whether they seem to be yelling at the same kids. (Derrick, age 8)

#### **WHAT DO YOU THINK YOUR MUM AND DAD HAVE IN COMMON?**

Both don't want any more kids. (Lori, age 8)

#### **WHAT DO MOST PEOPLE DO ON A DATE?**

Dates are for having fun, and people should use them to get to know each other. Even boys have something to say if you listen long enough. (Lynnette, age 8)

On the first date, they just tell each other lies and that usually gets them interested enough to go for a second date. (Martin, age 10)

#### **IS IT BETTER TO BE SINGLE OR MARRIED?**

It's better for girls to be single but not for boys. Boys need someone to clean up after them. (Anita, age 9)

**And the Favourite is.....**

#### **HOW WOULD YOU MAKE A MARRIAGE WORK?**

Tell your wife that she looks pretty, even if she looks like a truck. (Ricky, age 10)

#### **Obituary of the late Mr.. Common Sense**

'Today we mourn the passing of a beloved old friend, Common Sense, who has been with us for many years. No one knows for sure how old he was, since his birth records were long ago lost in bureaucratic red tape. He will be remembered as having cultivated such valuable lessons as: Knowing when to come in out of the rain; why the early bird gets the worm; Life isn't always fair; and maybe it was my fault. Common Sense lived by simple, sound financial policies (don't spend more than you can earn) and reliable strategies (adults, not children, are in charge). His health began to deteriorate rapidly when well-intentioned but overbearing regulations were set in place. Reports of a 6-year-old boy charged with sexual harassment for kissing a classmate; teens suspended from school for using mouthwash after lunch; and a teacher fired for reprimanding an unruly student, only worsened his condition. Common Sense lost ground when parents attacked teachers for doing the job that they themselves had failed to do in disciplining their unruly children. It declined even further when schools were required to get parental consent to administer sun lotion or an Elastoplast to a student; but could not inform parents when a student became pregnant and wanted to have an abortion. Common Sense lost the will to live as the Ten Commandments became contraband; churches became businesses; and criminals received better treatment than their victims. Common Sense took a beating when you couldn't defend yourself from a burglar in your own home and the burglar could sue you for assault. Common Sense finally gave up the will to live, after a woman failed to realize that a steaming cup of coffee was hot. She spilled a little in her lap, and was promptly awarded a huge settlement. Common Sense was preceded in death by his parents, Truth and Trust; his wife, Discretion; his daughter, Responsibility; and his son, Reason. He is survived by his 4 stepbrothers; I Know My Rights, I Want It Now, Someone Else Is To Blame, and I'm A Victim. Not many attended his funeral because so few realized he was gone. If you still remember him, pass this on. If not, join the majority and do nothing.

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