

8th Annual Business Continuity Compensation Report



Asia Pacific – April, 2009

Average Total Compensation by Region - FTE		
Region	Avg Comp 2007	Avg Comp 2008
Australia	127,018 AUD	141,631 AUD
Adelaide	96,000 AUD	106,000 AUD
Melbourne	158,333 AUD	161,667 AUD
Perth	102,500 AUD	104,500 AUD
Sydney	123,242 AUD	138,516 AUD
China	577,296 CNY	834,926 CNY
Hong Kong	628,278 CNY	809,139 CNY
India	1,802,387 INR	2,053,640 INR
Japan	9,413,750 JPY	9,610,000 JPY
Philippines	698,667 PHP	755,250 PHP
Singapore	140,065 SGD	145,991 SGD

Figure 1

BC Management, Inc. is pleased to release the third annual Business Continuity Compensation Report exclusively for Asia Pacific. Over 170 professionals throughout Asia, Japan, India, Australia and New Zealand completed the survey, which gathered data on 2007 and 2008 compensations. The data throughout this report highlights full-time, permanent employees (FTE) in Asia Pacific. Please note, the compensations throughout this report are average total compensation. Total compensation, as referenced in this report, includes base, bonuses and any commissions earned in 2007 and 2008. Other job related benefits, such as stock options and profit sharing are not included in this survey report. Figure 1 details average total compensation by region. Only regions with a significant response were included. Responses were also received from Indonesia, Pakistan, Thailand and New Zealand. The compensation in the tables throughout this report highlight full-time employees only. Compensations for independent contractors are not included. The remaining tables highlighting compensations include geographic regions with a significant number of responses only. For the most part this includes Australia, China, India, Japan, Malaysia, Philippines and Singapore.

Total Compensation by Job Title (FTE) - AP				
Region	Minimum	Average	Maximum	% of Resp
Australia				
Planner/Coord/ Admin	118,000 AUD	131,500 AUD	145,000 AUD	9%
Mgr/ AVP/ Project Mgr	79,000 AUD	137,513 AUD	220,000 AUD	35%
Consultant	100,000 AUD	127,346 AUD	154,692 AUD	9%
Chief Officer	165,000 AUD	192,500 AUD	220,000 AUD	9%
China				
Mgr/ AVP/ Project Mgr	250,000 CNY	566,900 CNY	1,080,000 CNY	50%
India				
Mgr/ AVP/ Project Mgr	444,000 INR	1,531,825 INR	2,700,000 INR	46%
VP/ Director	1,500,000 INR	2,579,800 INR	3,900,000 INR	10%
Japan				
Sales/ Marketing/ Product Mgmt	7,000,000 JPY	11,250,000 JPY	19,000,000 JPY	21%
Sr. Consultant	6,000,000 JPY	7,000,000 JPY	7,700,000 JPY	12%
VP/ Director	5,800,000 JPY	9,700,000 JPY	14,800,000 JPY	9%
Malaysia				
Planner/Coord/ Admin	45,000 MYR	60,200 MYR	75,400 MYR	23%
Mgr/ AVP/ Project Mgr	84,280 MYR	105,936 MYR	124,000 MYR	38%
Global Mgr	48,000 MYR	105,500 MYR	163,00 MYR	15%
Philippines				
Mgr/ AVP/ Project Mgr	50,000 PHP	984,000 PHP	1,918,000 PHP	29%
VP/ Director	18,500 PHP	914,250 PHP	1,810,000 PHP	29%
Singapore				
Planner/Coord/ Admin	38,400 SGD	76,133 SGD	132,000 SGD	9%
Mgr/ AVP/ Project Mgr	52,000 SGD	121,956 SGD	225,000 SGD	26%
VP/ Director	120,000 SGD	203,500 SGD	380,000 SGD	11%

Note—Percentages for the geographic regions above do not equal 100% since only those job titles with a significant response were included.



8th Annual Business Continuity Compensation Report

Asia Pacific – April, 2009

Certified Professionals Earning Potential

Total Compensation by # Certifications (FTE) - AP			
Region	Avg 2007	Avg 2008	% of Resp
Australia			
Not Certified	138,629 AUD	152,571 AUD	46%
1 Certification	120,612 AUD	129,598 AUD	27%
2+ Certifications	131,417 AUD	154,800 AUD	27%
China			
1 Certification	741,000 CNY	1,182,000 CNY	50%
India			
Not Certified	2,481,444 INR	2,780,333 INR	24%
1 Certification	1,212,778 INR	1,491,750 INR	24%
2+ Certifications	1,995,984 INR	2,239,111 INR	52%
Japan			
2+ Certifications	7,797,917 JPY	8,491,667 JPY	57%
Malaysia			
1 Certification	87,800 MYR	101,600 MYR	44%
Philippines			
Not Certified	633,000 PHP	667,875 PHP	67%
Singapore			
1 Certification	117,201 SGD	128,134 SGD	43%
2+ Certifications	131,752 SGD	397,036 SGD	46%

Note— Does not equal 100% since only significant responses were included. Figure 2

Figure 3 highlights the distribution of respondents by certification. It is interesting to note that more professionals have multiple certifications in Asia Pacific compared to the USA. The USA respondents indicated 46% for one certification and 19% for 2+ certifications. USA respondents also indicated three and four certifications at 6% and 3% respectively.

Figure 4 details the percentages of different certifications for those respondents who have obtained certification (s). The most prevalent certifications were the ITIL, CBCP and MBCI. The percentage of respondents by certification do not add up to 100% due to respondents obtaining multiple certifications as well as only those certifications with a significant response were included in this table.

Our survey results in Figure 2 highlight compensations based on number of certifications. The data indicated that a majority of professionals have earned a certification, with the exception of the Philippines. The majority of professionals from India and Japan have obtained multiple certifications, while Singapore has a slight majority of respondents obtaining multiple certifications.

There is an emerging trend of professionals receiving compensation increases as a result of obtaining a certification. According to our study results, 12% of all certified professionals in Asia Pacific enjoyed an increase in their compensation as a result of earning a certification. India surpassed this with 17% of respondents receiving an increase in their compensation as a result of earning a certification. The maximum compensation increase was 700,000 INR for the CISA certification. The minimum compensation increase was 50,000 INR for both the MBCI and ITIL certifications. The average compensation increase as a result of earning a certification was 216,667 INR.

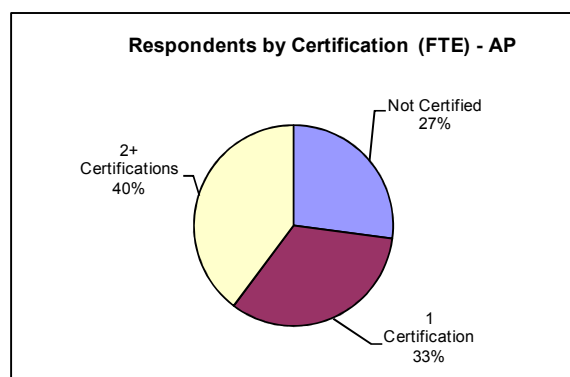


Figure 3

Total Compensation by Certification (FTE) - AP		
Region	Avg 2008	% of Resp
Australia		
MBCI – Member of BCI	140,858 AUD	26%
CPRM - Certified Practicing Risk Manager	162,750 AUD	11%
ITIL (Foundation)	129,000 AUD	11%
China		
CBCP – Certified Business Continuity Professional	475,278 CNY	30%
ITIL (Foundation)	406,917 CNY	20%
India		
CISA – Certified Information Systems Auditor	1,798,250 INR	26%
ITIL (Foundation)	1,967,778 INR	24%
MBCI – Member of BCI	3,499,000 INR	15%
CISM – Certified Information Security Manager	1,835,000 INR	13%
BCCP - BC Certified Planner	1,290,000 INR	11%
Japan		
CISSP – Certified Information Systems Security Professional	8,350,000 JPY	38%
ITIL (Foundation)	8,175,000 JPY	27%
PMP – Project Management Professional	10,933,333 JPY	15%
Singapore		
CBCP – Certified Business Continuity Professional	143,271 SGD	43%
MBCI – Member of BCI	150,667 SGD	21%
ABCP - Associate Business Continuity Professional	120,526 SGD	14%
ITIL (Foundation)	150,438 SGD	14%

Figure 4



8th Annual Business Continuity Compensation Report

Asia Pacific – April, 2009

Bonus Review

Figure 5 highlights the bonus received as a percentage of base salary for the job titles with sufficient number of responses. The study results indicated that 30% of the all respondents in Asia Pacific received a bonus in 2007 and 2008. India reported the greatest percentage of respondents receiving a bonus at 49% in 2007 and 47% in 2008. The data noted in Figure 5 only focused on those respondents who received bonuses. Percentages highlighted below do not add up to 100% due to these percentages comparing the amount of bonus received in relation to base salary for each individual job title.

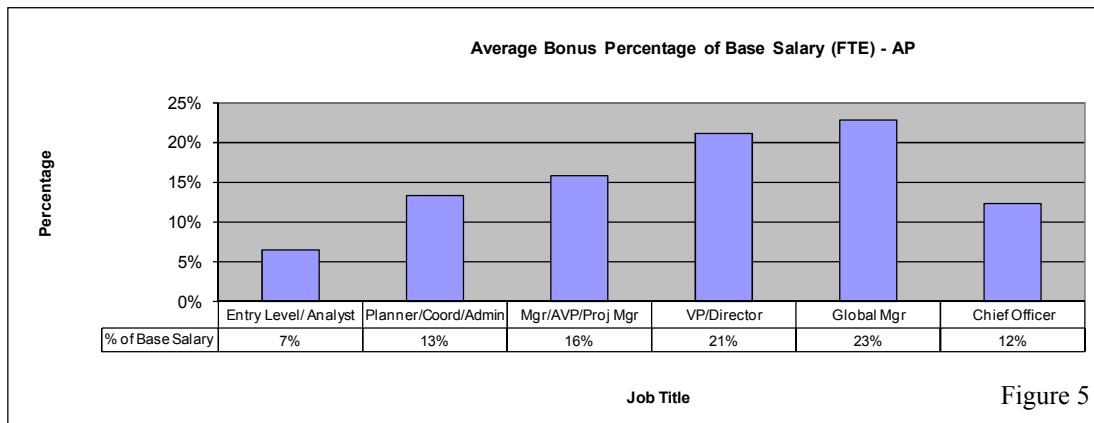


Figure 5

Bonus Compensation (FTE) - AP			
Year	Minimum	Average	Maximum
2007			
Australia	2,500 AUD	13,764 AUD	30,000 AUD
China	40,000 CNY	222,500 CNY	400,000 CNY
India	30,000 INR	320,981 INR	2,450,000 INR
Japan	100,000 JPY	1,905,357 JPY	4,500,000 JPY
Malaysia	6,000 MYR	19,964 MYR	30,000 MYR
Philippines	1,000 PHP	44,000 PHP	130,000 PHP
Singapore	5,000 SGD	31,833 SGD	150,000 SGD
2008			
Australia	3,200 AUD	18,572 AUD	35,000 AUD
China	33,000 CNY	477,375 CNY	1,734,000 CNY
India	30,000 INR	355,542 INR	2,750,000 INR
Japan	100,000 JPY	1,878,571 JPY	4,500,000 JPY
Malaysia	5,000 MYR	16,829 MYR	33,000 MYR
Philippines	2,000 PHP	46,000 PHP	137,000 PHP
Singapore	2,750 SGD	32,443 SGD	150,000 SGD

Figure 6 details the average total compensation by years of field experience. Field experience refers to specific experience within business continuity or related professions, such as disaster recovery, emergency management, crisis management and risk management.

Figure 7 highlights average total compensation by degree. In both figures only the categories with a sufficient response were included.

Total Compensation by Field Experience (FTE) - AP		
Region	Average	% of Resp
Australia		
1-3 Years	137,289 AUD	7%
4-6 Years	153,013 AUD	10%
7-10 Years	153,000 AUD	7%
China		
1-3 Years	558,237 CNY	18%
4-6 Years	431,579 CNY	11%
7-10 Years	433,315 CNY	9%
India		
1-3 Years	1,414,504 INR	21%
4-6 Years	2,436,231 INR	13%
Japan		
1-3 Years	10,787,500 JPY	13%
4-6 Years	9,175,472 JPY	14%
Malaysia		
1-3 Years	77,668 MYR	18%
4-6 Years	89,800 MYR	8%
Philippines		
1-3 Years	1,147,913 PHP	19%
7-10 Years	1,089,278 PHP	15%
Singapore		
1-3 Years	112,821 SGD	11%
4-6 Years	174,434 SGD	13%

Total Compensation by Degree (FTE) - AP		
Region	Avg 2008	% of Resp
Australia		
High School	143,846 AUD	12%
Associate	158,050 AUD	24%
Bachelor	130,844 AUD	53%
Master	150,250 AUD	12%
China		
Bachelor	1,217,000 CNY	56%
Master	513,333 CNY	33%
Doctorate	553,833 CNY	11%
India		
Associate	1,925,000 INR	11%
Bachelor	1,803,000 INR	47%
Master	2,486,781 INR	42%
Japan		
Bachelor	10,057,143 JPY	72%
Master	8,975,000 JPY	20%
Malaysia		
High School	116,000 MYR	18%
Bachelor	76,360 MYR	55%
Master	89,000 MYR	27%
Philippines		
Bachelor	968,250 PHP	33%
Master	217,500 PHP	33%
Doctorate	1,080,000 PHP	33%
Singapore		
Bachelor	103,227 SGD	56%
Master	179,873 SGD	33%

Figure 6

Figure 7



8th Annual Business Continuity Compensation Report

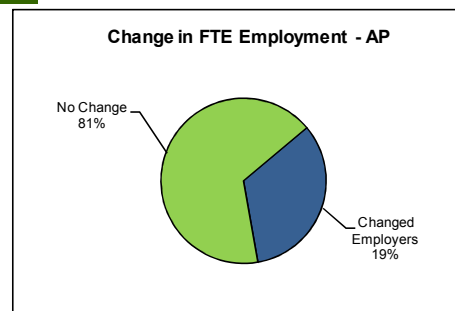
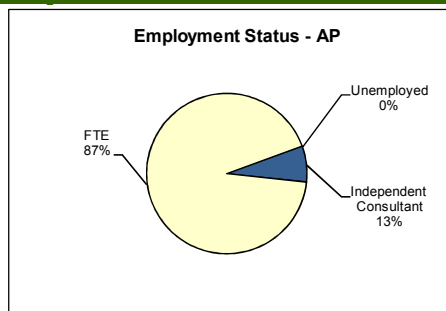
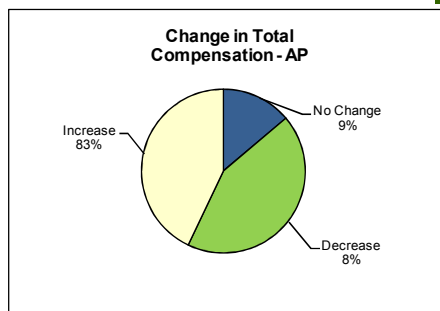
Asia Pacific – April, 2009

Study Methodology & Statistics

BC Management's 8th Annual Business Continuity Compensation study received over 2,500 participants in over 50 countries. The study received 171 respondents from the Asia Pacific region, which included 158 full-time, permanently employed professionals, 12 independent contractors and 1 part-time, permanently employed professional. Duplicate responses, missing salary data and unintelligible data were eliminated.

The data used in these results was collected between February and April 17 of 2009 via an on-line survey by WorldAPP Key Survey, an independent survey company. The survey was dispersed internationally among multiple associations and organizations involved in the business continuity community. Respondents were given the option of keeping their identity confidential.

Respondent Characteristics



This report concentrates on the respondents received from Asia Pacific. A majority of those respondents were from India (50). A large response was also received from Singapore (29), Japan (29), Australia (23), Malaysia (14), China (10) and the Philippines (7).

The percentages in the distribution of respondent tables do not add up to 100% because not all categories were included due to the number of respondents.

Distribution of Respondents by Job Title - AP	
Job Title	Percentage
Entry-Level/Analyst	1.6%
Planner/Coord/ Admin	7.1%
Mgr/AVP/Proj Mgr	31.2%
VP/Director	10.9%
Global Mgr	3.3%
Chief Officer	3.3%
FTE Consultant	6.0%
FTE Sr. Consultant	4.9%
FTE Mgmt Consultant/Project Manager	1.6%
FTE Sr. Mgr/Director	1.6%
FTE Practice Leader/Principal	1.1%
FTE Global Practice Leader	0.6%
FTE Principal/ President	0.6%
Sales/Marketing/Product Mgmt	5.5%
Other	20.8%

Distribution of Respondents by Field - AP	
Field	Percentage
Audit	6%
Business Continuity (Business Focus)	13%
Change Management	4%
Compliance	6%
Crisis Management	9%
Disaster Recovery (IT Focus)	8%
Emergency Management	7%
Facilities Management	3%
Health/Safety - Environmental	2%
Health/Safety - Occupational	2%
High Availability/ Operational Resilience	4%
Information Technology	4%
Project Management	7%
Records Management	2%
Risk Management - Enterprise	6%
Risk Management - Insurance	2%
Risk Management - Operational	5%
Security - Information	5%
Security - Physical	3%
Other	2%

Total Compensation by Work Experience (FTE) - AP		
Region	Avg 2008	% of Resp
Australia		
11-15 Years	151,533 AUD	17%
16-20 Years	150,500 AUD	17%
21-25 Years	185,000 AUD	20%
26-30 Years	138,200 AUD	15%
31-35 Years	116,149 AUD	13%
36-40 Years	164,000 AUD	18%
China		
11-15 Years	710,000 CNY	13%
16-20 Years	3,666,000 CNY	67%
India		
1-5 Years	1,280,139 INR	13%
6-10 Years	1,168,611 INR	12%
11-15 Years	3,056,636 INR	30%
16-20 Years	2,452,714 INR	24%
21-25 Years	2,119,000 INR	21%
Japan		
1-5 Years	10,025,000 JPY	19%
6-10 Years	8,683,333 JPY	17%
11-15 Years	9,500,000 JPY	18%
21-25 Years	9,250,000 JPY	18%
36-40 Years	14,000,000 JPY	27%
Malaysia		
1-5 Years	48,000 MYR	12%
6-10 Years	84,180 MYR	21%
16-20 Years	143,500 MYR	36%
26-30 Years	120,000 MYR	30%
Philippines		
11-15 Years	984,000 PHP	31%
21-25 Years	1,810,000 PHP	57%
26-30 Years	367,500 PHP	12%
Singapore		
11-15 Years	177,551 SGD	19%
16-20 Years	130,250 SGD	14%
21-25 Years	223,200 SGD	23%
26-30 Years	111,500 SGD	12%
31-35 Years	134,500 SGD	14%

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