

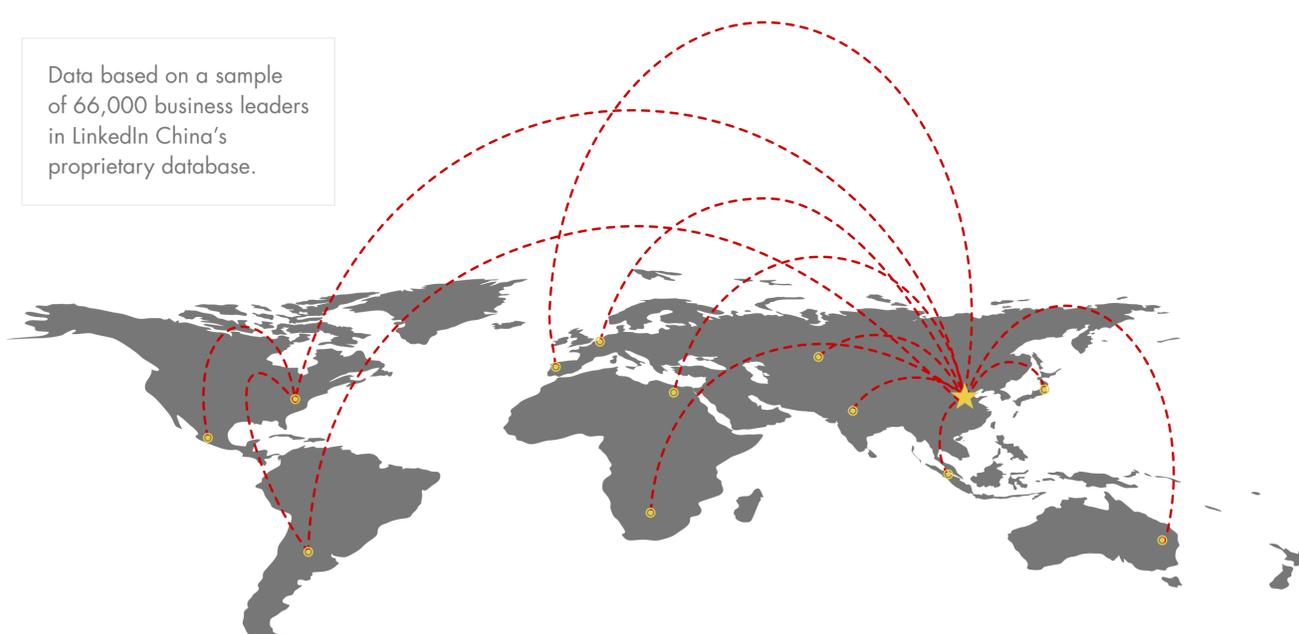
Three Trends in China's War for Talent

The rapid growth of local companies is upending career paths in China.

Local companies are winning more talent

Roughly **40% of leaders** who began a new job at a local company over the past five years **transitioned there from a multinational corporation**.

Data based on a sample of 66,000 business leaders in LinkedIn China's proprietary database.

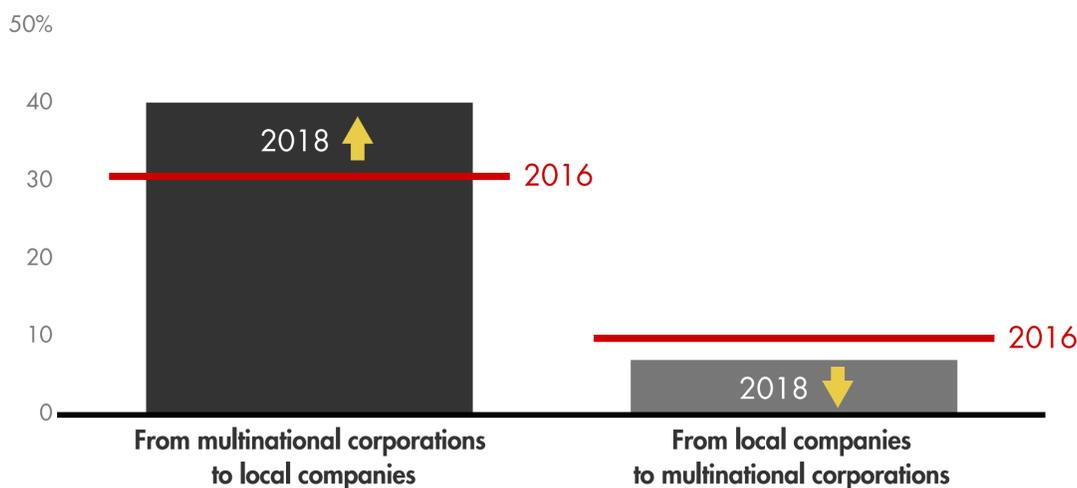


This is **up from around 30% two years ago**. The trend is even more pronounced among young leaders, specifically those **under 35 years old**.

Leaders with global experience are in demand

As local companies expand, efforts to recruit talent with a global mindset will intensify.

Percentage of business leaders who crossed between multinational corporations and local companies



Source: LinkedIn China membership data (n=66,000)

Nearly **6% of multinational corporation leaders** have global experience, compared with only **2% of local company leaders**.

Rising tech firms are shaping China's business landscape

These "tech stars," which have seen explosive growth and a higher number of leadership changes, share these characteristics:



Younger leaders

Nine out of 10 leaders are younger than 45, and more than one-third of the leadership is younger than 35.



Based in Beijing

Forty percent of rising tech star leaders are based in China's capital, two times the total sample of leaders.



More global exposure

Nearly 20% of rising tech star leaders have a global education, compared with only 15% at other local companies.



Industry-based talent pools

More than 70% of rising tech star leaders made career transitions within the same industry.

Business leaders are rethinking the traditional career path



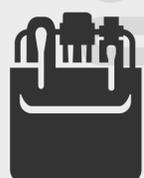
Chinese business leaders continue to change jobs at a frequent pace

Half of the job changes in this study occurred over the past three years. Among job changers, 45% also changed industries.



Local business leaders are more specialized

Less than 10% of leaders at Chinese companies have experience in more than four functional areas. Nearly 50% have experience in only one area.



STEM grads are in leadership roles across industries

In China and India, 19% of business leaders have training in fields related to science, technology, engineering and mathematics, compared with only 13% in Singapore and 6% in Australia.

Read more:



Insights for Talent Seekers in China
www.bain.com/2018-china-leadership-report