

3rd Quarter 2015

MARKET EYE

With Q3 in the rear view mirror and end of year approaching, Q4 looks set to promise high activity. Here at Blacksquare we are seeing positive demand for Risk professionals to work in Technology Governance roles across Asia-Pacific. Specifically recent demand has been for Risk professionals with a Technical foundation built in career history. In addition, requirement to effectively communicate and influence remains a high priority in our client engagements.

Broadly across all industry sectors we are receiving positive year-end signs for hiring in the area's of Cyber Security & Risk. The trend remains firm within our Banking clients but also sectors outside show new signs of investment. At a time when "everyone is a target" improving companies Security & Risk posture is high on business agenda along with ability to answer; do we have appropriate preparation for response after incident..?

Now with year-end bonus consideration upon us, moving into Q4, Permanent hiring continues to drive demand across Blacksquare's Search Practice. We do not expect this demand to change but we anticipate increase in Consulting engagement for Security Project resource to deliver business change OR implementation of niche Security Technology.

In summary;

- Active Year end hiring for Technology Governance & Risk professionals
- Technical foundation and effective communication skills sit high on Client priority
- Newly created roles in Cyber Threat & Intelligence
- Blacksquare's Search Practice sees positive hiring demand

We welcome you to contact us for further market information or confidential discussion at info@blacksquare.co.com OR follow us on Twitter at **blacksq_apac** for real-time market insight.