
Introduction

The key to success: use others' experience

The truth is not that the cleverest people in the world come from Shanghai, but that the cleverest people in the world come TO Shanghai.

Attributed to former Shanghai Mayor Xu Kuangdi

International job seekers in Shanghai have very diverse profiles. Some follow their partner to Shanghai, some are already working here and want to change jobs, and some just want to start a new life in this attractive city. Some speak great Mandarin and some do not speak it at all. Whatever your profile, this book can really help you.

According to our research, the average job search in Shanghai lasts around three to six months. For the participants in our survey, the shortest job search in Shanghai was 1 ½ days, the longest took up to 18 months. The good news is that the job searchers we interviewed all found a job in the end!

The objective of this guide is to boost your job search expertise in Shanghai, so you can secure the best possible job in the shortest time.

We present the best practice for job searching in Shanghai, gathered through:

- 6 years experience in Shanghai, supporting international job seekers
- Interviews with job search specialists, executive search companies, outplacement consultants and chambers of commerce representatives
- A survey of more than 200 foreigners who have successfully secured jobs in Shanghai.

We can encapsulate our discoveries in one sentence: to be a successful international job seeker in Shanghai is about having the right mindset, the right strategies and the right tools.

The first key is to get as much information on the market as possible and to ask yourself what added value you can bring.

The second key is to be humble towards the requested salary and position, in order to get some experience working in Shanghai.

And the third key is to keep in mind that Chinese are very competitive, and they are at home!

Marie Gobin Milan, National Human Resources
Director, French Chamber of Commerce in China.

The education level of foreigners working in Shanghai is extremely high. Sun Hande, Director of the Shanghai Administrative Center for Employment of Foreigners (SACEF), estimated that more than 90% of foreigners working in Shanghai had university or post-graduate

degrees. He also mentioned that 70% of the foreigners employed in Shanghai were in management positions and 15% worked as specialist engineers, which leaves only 15% for all the other job profiles.

Are you up to the challenge of starting a new career in Shanghai? Here is how we will support you.

The first part of this guide will help you target the right companies and the right jobs. The second part is about using the best strategies to contact your potential recruiters in Shanghai. The objective of the third part is to adapt standard tools and procedures to the Shanghai job market, and the fourth part provides you with interesting alternatives to the standard job market.

Every international job seeker in Shanghai has a very specific profile, from new graduates starting their first big job search to senior managers willing to change companies. There are experienced job seekers who regularly change jobs, as well as professionals who have spent several years in the same company. All our readers have different levels of expertise in job searching, and some will find specific chapters more suited to their needs than others.

You can use this guide as you would a cafeteria line. Pick out all the resources you need and leave what you already know. Do not hesitate to get back to us with your feedback, and enjoy your journey towards your new career in Shanghai!