

CHINA CROSSROADS

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China's Expat Population: Demographic, Compensation, and Labor Market Trends

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The landscape for international professionals in China is shifting rapidly, driven by significant changes in both the global and local business environments. Join us for an engaging event where we'll examine the latest trends in foreign talent, localization, and the growing opportunities for foreign nationals — from driving APAC expansion to collaborating with leading Chinese enterprises. This talk will discuss (1) foreign population trends, i.e. how the demographics of foreign professionals in China — including nationalities, locations, education, and career focus — have evolved over recent years, (2) compensation shifts, i.e. the changing salary packages for foreign executives, with real-world examples from 2014 to 2024, and (3) labor market needs, i.e. the evolving profile requirements for senior foreign professionals, including age, language skills, and personality traits. Learn best practices and key considerations for localizing leadership teams, complete with a practical checklist.

[Melissa van der Geest](#) is a Dutch national with a degree in Textile Engineering and Management. After spending five years in China, working in the manufacturing industry in both Shanghai and Yiwu, Zhejiang, she joined Direct HR in 2021. In her role, she supports Benelux, DACH, and Scandinavian companies with mid- and senior-level recruitment, helping them navigate the complexities of the Chinese talent market. Melissa serves as a key contact for China-based international managers and their global headquarters, advising on HR strategies, talent acquisition, and localisation roll outs to ensure long-term business success in China.

[China Crossroads](#) hosts talks on all topics related to China, including business, foreign policy, and other areas as they relate to China, the idea being that China is both already a “crossroads” of the world and itself at a “crossroads” in terms of its future global influence. For more information, contact Frank Tsai at editor@shanghai-review.org.