

Clientside Explosion!

by Deborah Lewis

"2007 has been the highest growth year for clientside appointments in our history" comments Deborah Lewis, Account Director and Head of the Clientside Insight Team at Resources Group.

"From February onwards this year there has been a consistently high demand across all sectors amongst our corporate clients. FMCG, telecoms and financial services have been particularly strong and have represented the majority of the vacancies that we have managed. Consumer services and travel and leisure have also shown excellent growth while overseas opportunities (particularly Europe) are on the up."

"The main demand is at the 'mid-range' level, typically in the £30,000-£50,000 bracket. Most senior opportunities tend to be between £60,000-£70,000 though international appointments, particularly those with a regional or global remit within a corporate headquarters, are now well into the £80,000-£100,000+ bracket."

"What is an interesting feature about the current clientside market place" comments Deborah "is that there now appears to be more flexibility towards 'agency-only' CVs."

"It could be argued that clientside market in the past was sometimes a bit of a 'closed shop', preferring to recruit those with similar backgrounds who have experience in implementing research."

"there is now far more diversity and choice on the clientside"

"There now however seems to be far more flexibility in many of the clientside job briefs that we are managing and this is probably due to two reasons: increased demand that outstrips supply and may prompt employers to be more flexible; and the increasing move towards a more strategic and value-added offering by agencies, meaning that many of those employed within agencies and consultancies are now able to provide the value-added and implementation expertise that was not always associated with agencies around 10 years ago."

Deborah concludes, "There is now far more diversity and choice on the clientside and this autumn is proving to be our busiest yet." For further details on the very latest clientside vacancies, visit www.resourcesgroup.com



Our 12th Appearance At The

The 2007 Insight Show will be at Earl's Court in London on 20th and 21st November. This year is our 12th year in attendance and, as always, Resources Group (formerly Personnel Resources) offers visitors and exhibitors a comfortable environment to discuss staffing or recruitment needs with one of our team of specialists or simply just to rest your feet with a drink!

insightshow
Research Innovation Advantage

We hope to see you at the exhibition at stand number 325 opposite the Café Bar, and if you require any complementary tickets please contact Kate Thomas or Annette Cormack on 020 7242 6321.



Considering An International Move?

by Julian Hadfield

*Fed up with the same old scene?
Hankering for something further afield?*

The growth of the market research industry around the world means that there has never been a better time for aspiring researchers at any level to further their careers overseas.

The process is quite simple. The first step is a detailed conversation with a Resources Group consultant to evaluate skills, competencies, preferred locations, and so on. Applicants are then matched to suitable vacancies and companies.

The next step is the interview with the employer. This can be held locally if it is with an international agency, for instance, which may have offices in the same country as the applicant. If this is not possible, telephone interviews are usually undertaken (typically up to 2 or 3) and sometimes videoconferencing.

The interview phase can last 2-4 weeks with up to 2 or 3 calls/video links. If there is mutual interest the employer may fly the applicant over for a face-to face meeting and local familiarisation; this is usually for applicants at around Associate Director and above. More junior applicants (particularly RE/SRE) are more often expected to make a decision without a familiarisation trip at the employer's expense.

Typically, the whole application process can take around 8-12 weeks from application to offer and individuals can find themselves enjoying a new job, in a new country, within just three or four months of the application date!

Resources Group has over 16 years' international recruitment experience with assignments managed in over 40 countries worldwide. Below is a quick "snapshot" of the current global recruitment market which we hope will help as a guide for those who are considering an international career move.

United Kingdom

Demand in the UK for experienced Researchers is greater than ever. Clientside opportunities are at all time high while agencies continue to show an insatiable need for researchers from SRE up to Director level. Demand sectors

within research agencies include consumer, healthcare and technology, across both quantitative and qualitative disciplines. Clientside opportunities often require local market experience, though applications outside the UK are welcome from those with current or some previous clientside experience. Applications are welcome across the EU and those applying from outside the UK should obtain a highly skilled migrant visa before any application is made.

Australia/New Zealand

Our Melbourne office has reported that demand is high, both agency and clientside, for researchers at all levels. Qualitative specialists and statistical analysis are also in particular demand, though agency and clientside opportunities are abundant from SRE/RM level and above in all other fields.

Applicants are advised to make themselves available as much as possible for interviews in person, ideally by booking a holiday in Australia/New Zealand as this greatly increases the chances of a successful outcome, though many companies are prepared to conduct the interview process by telephone and video conferencing. In Australia, Sydney accounts for around 50% of the vacancies with Melbourne around 40%, and the remainder between Perth and Adelaide. In New Zealand, the majority of vacancies are in Auckland though a significant number are also coming up in Wellington.

For Australia, applicants can apply for a four year Visa which should be fairly straightforward for those holding a job offer. Permanent residency Visas can take a little longer and are based on a points system (for further information please visit www.immi.gov.au)

Asia Pacific

There is a consistent need at most levels in all of the key centres around the region. Consumer, FMCG and telecoms make up the majority of roles, though there is a strong demand for other specialist areas such as Automotive and Healthcare.

China alone accounts for over 25% of vacancies in the region while Singapore and Hong Kong show consistent demand. Interestingly, some of the more "off-the-beaten-track" locations such as Vietnam, Fiji and Papua New Guinea have yielded a number of interesting vacancies, typically at around Research Manager/Associate Director level and above, while Malaysia and Indonesia have shown higher growth in vacancies this year than in 2007.

Local language skills are always valued, but fluent business-level English is a must. Salaries are usually paid in local currencies, often with low taxation which allows for a very good standard of living.

United States

Employers in the US are now inviting applications from overseas applicants (particularly qual - all sectors; quant - brand/advertising, healthcare, technology and automotive). The Visa process can be lengthy and applications must be made by March 2008 to qualify for the quota allocations in October 2008. Therefore, anyone considering a move to the US in 2008 should plan well ahead. Given that the application/interview process can take 8-12 weeks, applicants should therefore apply before Christmas 2007 or early in the New Year to qualify in time for the March 2008 cut-off.

Middle East

The Middle East is booming with more opportunities than ever. Dubai is by far the greatest source, but more and more vacancies are coming up in Saudi Arabia, Kuwait, Qatar and occasionally North Africa. Fluent Arabic would be advantageous, particularly for qualitative roles, but is not essential as long as applicant have fluent business-level English. Salaries are usually paid tax-free and in local currencies and compare well to salaries in Europe. Employers will usually undertake all Visa applications.

Africa

Western and South Africa are the main sources of vacancies. In West Africa, Nigeria is the most active for both quantitative and qualitative specialists while vacancies regularly occur in other locations such as Ghana, Cameroon and the Ivory Coast.

In South Africa, the majority of vacancies are in Johannesburg with a large minority (lower than 30%) in Cape Town. Both quantitative and qualitative specialist in any consumer sector are in high demand while in Cape Town there seems to be a greater need for qualitative researchers from SRE to Director level. Visas are usually organised by the employer and are fairly easy to obtain.

EU

Demand is high across the EU for research specialists at all levels and across all specialisations. Local language skills are usually essential and applicants should have fluency to business level.

For those applying from outside the EU, it is usually recommended that Visas be obtained in advance of any application. Only in certain circumstances, usually at the more senior levels, will employers undertake the lengthy and costly process of flights, interviews and Visa applications.

Eastern Europe

The economies in Eastern Europe are growing rapidly. Locations of particular activity include Poland, Czech Republic and Hungary. Fluent English is essential while local language skills are a distinct advantage. Visas are usually organised by the employer and are fairly easy to obtain across the region.

***"a new job, in a new country,
within just three or four months
of the application date!"***



URL And Email Upgrade

Resources Group has now acquired the full URL www.resourcesgroup.com (formerly www.resourcesgrp.com). Email addresses will also change with the consultant's first initial and surname (e.g. jhadfield@resourcesgroup.com), though previous email addresses and web links will still work for the next 12 months.

Our website is also managed in-house which enables us to advertise vacancies within minutes of receipt, coupled with an applicant registration system, 'My Resources' whereby people can receive the very latest jobs by email, newsletters and other bulletins.

For the very latest opportunities, information and advice, please visit our website - www.resourcesgroup.com

Appointments And Promotions



Annabelle



Jacqueline



Rebecca



Julian



Greer

A new face at Resources Group brings the total to 30!

Annabelle Windsor joins as a Resourcing Executive.

Jacqueline Lloyd has been promoted to Consultant in the Agency team focusing on PR & Communications clients.

Rebecca Hunter takes on broader UK responsibilities in the Agency team including key account management and recruiting up to and including Senior Director.

Julian Hadfield moves to focus on very senior vacancies in the UK and international appointments with additional responsibility for developing new markets and services.

Greer Benson has been promoted to Manager of the Melbourne office, responsible for Australia, New Zealand and Asia Pacific appointments up to Director level.

Jenna Green has been promoted to Senior Consultant, with responsibility for key agency accounts in the London area.

Catherine Stirling takes charge of Field & Operations appointments in addition to her Nationwide Research appointments remit.

There will be two new arrivals in the New Year!



Jenna



Catherine



Andrew



Deborah



Tamara



Samantha



Crystal



Liz



Charles



Kate



Nazareth



Annette



Giles



Aimee



Jodie



Simon



Steven



Salima



Nicola



Alice



Neil



Colette



Victoria



Tom



Alana

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