

market update



UK & Australian Domestic Markets

The recruitment marketplace has changed in the last 3-6 months without a doubt. But a close inspection of trends, employer attitudes and activity reveals that it is by no means "doom and gloom," but more of a shift of emphasis within the marketplace.

The biggest change that Resources Group has observed is an absence of "speculative" interviews. In recent years, many employers would recruit in anticipation of future business volumes, or would often embark on exploratory discussions, particularly at the more senior levels for ventures such as the development of a new market sector or offering. This has all but stopped and employers are currently only interviewing staff if they really need to fill a vacancy, either as a replacement or where the business proposition is strong, well thought through and budgeted.

This is good news for the individual as it means that those vacancies that are currently available are based on sound consideration and are perhaps far less "risky" than in a more speculative marketplace. Both our London and Australian offices have noted this shift in their domestic markets and, encouragingly, many employers are appearing cautiously optimistic about the 2nd and 3rd quarters for 2009. There is a "wait and see" attitude out there and from past experience, hesitation in one quarter usually increases the number of vacancies and recruitment activity in succeeding months as decisions subsequently go "live".

However, there are still many markets which are under-resourced and very active. Healthcare and social are two cases in point, where good, experienced staff at most levels are needed with vacancies regularly coming through from agencies and clients alike.

In other sectors, the main demand is at Research Executive to Research Manager levels, with many companies still looking for good, talented project and client Managers. At the more senior echelons, the market has admittedly become much more focussed and as a result there are far fewer "speculative" or undefined vacancies, giving way to specific replacement positions.

As for applicants, the same effects can be seen on this side of the recruitment equation where many people are either moving because they need to, or because they definitely want to. People are not "dipping their toe" or "window shopping" as may have been the case a couple of years ago, but are moving for specific reasons, be it personal or otherwise.

There is therefore a benefit on both sides of the fence for both employers and applicants: although the number of interviews may be lower than this time last year, employers are interviewing individuals who are definitely looking to move and are unlikely to waste their time, while for individuals the vacancies they are considering are well thought through, budgeted and "sound".



... and Worldwide

The shift of emphasis with employers looking in earnest for specific, well-defined vacancies is apparent at international levels.

Admittedly, some locations are somewhat "over subscribed", such as Sydney, Singapore and New York, but this has always been the case as they are popular destinations for applicants from around the world. Nevertheless in those locations talent is still sought after, particularly at the more senior and specialised levels. For instance there seems to be a never-ending need for good Qualitative researchers around the world, while the same goes for senior Quantitative specialists who can demonstrate strong account management skills in areas including brand/advertising or loyalty research.

Elsewhere, vacancies are coming through from a number of "hotspots", including Eastern Europe (Czech Republic, Hungary, Poland and Russia) and the Middle East/North Africa (UAE, Saudi, Egypt and Morocco). Many employers in Asia Pacific remain optimistic and Resources Group is receiving a steady stream of vacancies from China, Thailand, Singapore, Korea and Vietnam.

Interestingly, India is also showing a strong need for staff. Traditionally a market which has been well supplied locally, Resources Group is receiving more vacancies than ever in Delhi and Mumbai, requiring those with international experience to complement teams which perhaps reflects a greater international/multi-country workload being managed from these locations.

win a purple iPod Nano!

Prize Draw

Following the success of the prize draw at the Insight Show in November 2008, Resources Group is running another draw to win an iPod Nano. The draw is open to UK applicants and clients until 29th April; to enter, please visit our website www.resourcesgroup.com



About Resources Group

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Established in 1988, Resources Group is the leading specialist recruitment consultancy in the fields of market research, information and analysis. Our teams in London and Melbourne recruit at national and international levels across all specialisations, from quantitative researchers to qualitative specialists & planners, field & operations, data processing, marketing information and analytics.

Over the years Resources Group has helped literally thousands of individuals, from Research Exec to Chief Exec, and hundreds of employers (agency and clientside). To find out more about our services, please visit our website www.resourcesgroup.com or call one of the team in our London or Melbourne offices.