



HIRING TRENDS: JULY - SEPTEMBER 2009



A word from the CEO

Welcome to the first edition of Profusion's Hiring Trends. This summary of recruitment activity will be published on a quarterly basis as a means of reviewing current market trends and demands within Banking and Wealth Management. We welcome your feedback on our first issue and how we can continue to add value through this analysis over the coming quarters.

Wealth Management

Permanent Recruitment

Across Wealth Management 80% of hiring activity for Q1 FY10 was generated within the following areas:

- Advice - 55%
- Distribution/Sales/Marketing - 25%

"The market hot-spot continues to be Advice with dealer groups among the first to commence re-hiring. All of the major banks are focused on increasing their advice offering and senior financial planners with established books are in strong demand. In turn, the larger product manufacturers now have a justifiable need to increase the size of their front office teams within product, sales and marketing."

- Ashton Bilbie, Specialist Wealth Management

Banking

Permanent Recruitment

Within the Banking sector the greatest volume of hiring activity has occurred across the following:

- Business /Corporate Banking - 30%
- Financial Markets - 30%
- Retail Banking - 20%
- Operations/Administration - 17%

"Recruitment within Business and Corporate Banking continues to be highly selective as businesses look to build capability through the strategic acquisition of high-performing and industry known sector specialists from their competitors."

- David Cardile, Specialist Banking

Contracting

Hiring activity for Q1 FY10 was particularly strong across the following key non-revenue production roles:

- Accounting & Finance - 27%
- Marketing - 20%
- Project Management - 15%

"Contract roles were hit hard during the downturn but demand has now returned to levels not seen since pre-June 2008. We expect to see a continued increase in contracting project roles sitting within Finance, IT and business".

- David Ashton, Specialist Professional Services

Executive Search

Recruitment trends in Executive Search are mirroring those in permanent recruitment:

- Advice - 33%
- Distribution/Sales/Marketing - 50%

"Senior roles within Sales and Advice have recovered strongly over the past three to six months and we are starting to see a steady increase in the number of senior roles within Asset Management and Investment Banking. Indicators suggest that demand will continue throughout 2010."

- Simone Mears, Specialist Executive Management

Further Information