



HIRING TRENDS: OCTOBER - DECEMBER 2009



A word from the CEO

Hiring remained strong in Quarter 4 2009 on the back of increased activity in Quarter 3. Confidence in market conditions had a positive affect on employment trends. Employers moved quickly to replace key roles and we saw a strong shift back to the external market to source talent.

Financial Services

Permanent Recruitment

Advice remains the strongest area in Financial Services, contributing to over half of the hiring activity for the quarter:

- Advice – 51%
- Asset Management – 27%
- Super / Platforms – 9%

“There’s been a number of head office roles and a lot of financial planning and paraplaning roles, but interestingly, there seems to be a real focus on education at the moment, with a number of dealer groups recruiting for training and learning and development roles”.

- Ashton Bilbie, Director

Banking

Permanent Recruitment

Business, Corporate and Institutional Banking generated the greatest hiring volume in the quarter:

- Business, Corporate and Institutional Banking - 41%
- Operations/Administration – 18%
- Financial Markets – 12%
- Retail Banking – 8%

“Banking saw a marked increase in activity, compared to the first half of 2009. We noticed a substantial increase in Operations and Finance within Retail and Investment Banking. There was a strong demand for Project Managers, Business Analysts and middle management and while the demand for Analysts/Back Office staff improved, it was moving at a slower pace”.

- Jason Bohringer, Specialist

Temporary & Contract

A concentration of hiring activity was seen in the Financial Services sector:

- Asset Management – 34%
- Advice – 18%
- Super / Platforms – 18%

“We were surprised by the very strong demand for temporary and contract labour in the Financial Services sector. Demand far outweighed activity in Banking. It was very positive to see an increase in activity within Asset Management after a very quiet 18 months”.

- Steve Ash, Specialist

Executive Search

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

- Asset Management – 25%
- Advice – 18%
- Insurance – 18%
- Super / Platforms – 12%

“Financial Services remained strong but there was a drop off in demand in the Banking sector. Investment Banking, in anticipation of head count being released in the new year is typically buoyant at the back end of the calendar year. In 2009 there was little or no preemptive hiring in this sector”.

- Nick Hazlett, Specialist

Further Information