

MARKET UPDATE

ROBERT WALTERS

www.robertwalters.co.uk



AT A GLANCE Q1 HUMAN RESOURCES RECRUITMENT



**"FIRMS INCREASE
INVESTMENT IN
HUMAN
RESOURCES AS
MARKET
SENTIMENT
IMPROVES".**

FINANCIAL SERVICES

Quarter one saw a significant improvement in vacancy flows after headcount restrictions were eased in the second half of last year. Professionals with learning and development and talent skills were more confident about moving to new jobs and many were ready for a new challenge after remaining with their existing employer throughout the economic crisis. Keeping and attracting talent became a higher priority in quarter one and companies were once again able to invest in their HR departments to make sure they were well placed to do this.

Contract Recruitment

The contract market remained busy throughout quarter one and, although the ratio of contract to permanent roles was less pronounced than in 2009, contract vacancy numbers remained higher. There was a marked improvement in sentiment but firms were still careful with their HR budgets as the recovery was still in its early stages.

Salary Levels

Last year, many HR professionals were prepared to take a drop in salary after they were made redundant (in some cases by as much as 25%) while those who remained in position saw their salaries frozen. Quarter one marked a change in sentiment with candidates expecting to get back on track with their salary and seeking roles that would enable them to match their ambition.

Although the market continued to be client-driven throughout quarter one, we did see the beginnings of change. Companies recognised that they needed to pay to get top talent on board and were open to consulting

about what candidates wanted and what the market was prepared to pay. While some professionals refused to move unless it was accompanied by an increase in salary, a number were happy to make a lateral move if they could see long-term benefits, and in some cases were even prepared to take a drop in salary.

Graduate Recruitment

Those who specialised in graduate recruitment experienced difficult market conditions in 2009, but companies started to recruit for these professionals once again from the beginning of the year. The increase in graduate recruitment roles resulted in tough competition to secure top talent as many of those with the best skill sets were still in work. Top tier candidates who were prepared to move were able to pick and choose where they wanted to go.

Outlook

The biggest challenge for HR leaders will be maintaining delivery of HR functions as many organisations are operating their HR departments on reduced budgets. This may result in an increased outsourcing of the HR function and use of shared service centres where HR shared service functions managers will be expected to deliver a top level of service within tight budgets.

Karlien Kloppers - HR Financial Services

COMMERCE & INDUSTRY

Levels of activity remained flat at the start of 2010, with the exception of employee relations specialists who were still in high demand due to their ability to advise on and manage redundancies and restructuring. However, headcount freezes that had been in place throughout 2009 were in the main lifted. There was increased confidence in a number of sectors; retail and technology, which had been busy throughout 2009 continued to recruit in quarter one.

Retail firms sought both employee relations specialists and HR generalists with relevant sector experience, while we saw strong demand from technology-based clients adopting a business partner model for professionals with relevant skill sets. The mixed picture of recruitment within the media sector that emerged in 2009 continued in quarter one. Larger media organisations were more active in the recruitment market than smaller firms, many of which still had headcount restrictions in place, although

there were signs that this was beginning to change. Senior level roles continued to be relatively scarce and organisations chose to hire junior level roles to cope with any increased workload.

Kate Francis - HR Commerce & Industry



SALARY SURVEY

ABOUT ROBERT WALTERS

Robert Walters is a leading global recruitment consultancy, specialising in placing high calibre professionals into permanent, contract and temporary positions at all management levels.

In the UK the Group specialises in:

- Accounting
- Financing
- Banking
- Risk & Compliance
- IT
- Legal
- Sales & Marketing
- HR
- Secretarial & Support

HUMAN RESOURCES, FINANCIAL SERVICES

Role	Permanent Salary Per Annum £UK	Contract Rate Per Day (PAYE) £UK
HR Director	£90 - 180k	£400 - 800
Head of Compensation and Benefits	£90 - 140k	£400 - 650
Head of HR	£80 - 120k	£450 - 600
Head of Training and Development	£80 - 110k	£400 - 550
Head of Recruitment	£70 - 100k	£350 - 500
HR Manager (10+ yrs' exp)	£60 - 90k	£250 - 450
Compensation and Benefits Manager	£55 - 85k	£300 - 500
HR Business Partner	£50 - 90k	£300 - 500
Training and Development Manager	£50 - 80k	£250 - 450
HR Manager (5+ yrs' exp)	£50 - 60k	£250 - 350
Recruitment Manager	£45 - 75k	£200 - 400
HR Officer/Advisor	£30 - 45k	£150 - 200
Compensation and Benefits Officer/Advisor	£28 - 40k	£150 - 200
Recruitment Officer/Advisor	£28 - 35k	£120 - 180
HR Administrator/Assistant	£20 - 30k	£100 - 150
Training and Development Officer/Advisor	£25 - 35k	£130 - 180

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified.

HUMAN RESOURCES, COMMERCE & INDUSTRY

Role	Permanent Salary Per Annum £UK	Contract Rate Per Day (PAYE) £UK
HR Director	£80 - 200k	£400 - 850
Head of HR	£70 - 120k	£400 - 800
Head of Compensation and Benefits	£70 - 110k	£350 - 500
Organisation/Change Manager	£50 - 95k	£350 - 800
HR Business Partner	£50 - 85k	£250 - 600
Head of Recruitment	£50 - 85k	£300 - 700
HR Manager (10+ yrs' exp)	£50 - 85k	£250 - 400
Compensation and Benefits Manager	£45 - 80k	£250 - 400
Recruitment Manager	£45 - 70k	£200 - 400
HR Manager (5+ yrs' exp)	£40 - 65k	£200 - 350
Training Manager	£40 - 65k	£200 - 350
HR Advisor	£30 - 40k	£120 - 200
Training Officer	£25 - 35k	£120 - 150
HR Officer	£25 - 35k	£110 - 160
HR Administrator	£20 - 25k	£80 - 140

NB: Figures are basic salaries exclusive of benefits/bonuses unless otherwise specified



CAN WE HELP?

Please get in touch if you'd like to discuss your recruitment needs.

Commerce and Industry

Kate Francis
020 7509 8200
kate.francis@robertwalters.com

Financial Services

Karlien Kloppers
020 7509 8955
karlien.klopper@robertwalters.com

ROBERT WALTERS INITIATIVES

ROBERT WALTERS NAMED BEST INTERNATIONAL RECRUITMENT CONSULTANCY

The Recruiter Awards for Excellence named Robert Walters as the leading international recruiter at its ceremony at Grosvenor Hotel on April 15th.

The judges highlighted 'the outstanding contribution' made by Robert Walters with the implementation and development of our Asian Job Index and for our commitment to actively tracking and managing the careers of professionals worldwide through our International Career Management function.

OUR SPECIALIST APPROACH

Our HR division recruits from HR director to HR assistant level on both a permanent and contract basis. We provide a full range of recruitment services to FTSE listed, multinational and newly quoted companies as well as owner managed businesses.

REQUEST YOUR COPY: 2010 SALARY SURVEY

Our 2010 Global Salary Survey covers salaries and market trends across the globe. To request a copy call one of the team or alternatively, download the survey online at:

www.robertwalters.com/salarysurveyrequest

