

MARKET UPDATE

ROBERT WALTERS



AT A GLANCE Q1 MIDLANDS RECRUITMENT



**“RECRUITMENT
ACTIVITY
INCREASES
ACROSS THE
REGION.”**

COMMERCE & INDUSTRY – FINANCE

Larger firms in the Midlands led the increase in hiring activity and from the start of quarter one there were higher vacancy flows. The greatest demand was for part-qualified and newly-qualified professionals with up to two years PQE (£25- 45k salary levels).

The retail sector was particularly busy with several major high street names launching significant recruitment campaigns in quarter one. Newly-qualified professionals were in particularly high demand, although some senior positions also came to market and more finance director vacancies were seen at small and medium-sized enterprises than in 2009. Cost control was still in evidence in some sectors, particularly from utility companies and hospitals/public sector. Accountants who were able to work with non-finance departments were the most highly sought-after.

Financial Services

Recruitment activity was significantly higher in quarter one compared to the end of 2009 as organisations made use of new budgets. We saw a greater number of roles coming to market across the board as businesses with

significant new headcount budgets in higher cost locations such as London and New York looked to migrate jobs to lower cost areas.

Restructuring within the financial services sector to achieve cost savings resulted in a number of new roles in the West Midlands (which is already recognised as a major centre for insurers) and we witnessed a shortage of professionals with technical accounting skills and experience in the insurance sector.

Candidates in Demand

2009 saw a large number of redundancies in financial services which resulted in an increased willingness on the part of candidates to relocate. However, quarter one saw a move away from this trend. The employment markets in London started to pick up and we noticed that some professionals were less willing to consider roles away from their current or preferred locations. Actuaries continued to be in demand and we anticipate that there will be a shortage of internal auditors throughout the year and beyond.

INFORMATION TECHNOLOGY

Quarter one saw vacancy flows increase steadily across all IT and technology sectors, in particular there was high demand for support and infrastructure professionals as companies looked to consolidate their existing systems and support legacy infrastructures.

There was a noticeable increase in senior-level roles coming to market, particularly in change management, from the banking and finance and professional services sectors as organisations were keen to increase in-house expertise in assessing the impact of change on their business models as economic conditions continued to improve.

Candidates in Demand

Candidates in highest demand were those with information management (MI) skills such as SAS and Cognos business intelligence as companies scrutinised return on investment. Capacity management also saw a major upturn in quarter one as organisations anticipated continued improvement in market conditions. Top tier candidates with excellent capacity management skills could expect a premium in this niche market as processes and systems capacities were analysed to ensure stability during this period of growth.

LEGAL

The start of quarter one saw a slight increase in confidence as law firms demonstrated a greater appetite to recruit talented individuals. Much of the recruitment activity focused on professionals who were able to generate revenue through an existing book of business. The volume of associate and assistant level hires increased but hiring standards remained very high. The private client sector experienced more activity, with senior associate and associate-level professionals in demand, with a number of medium sized firms hiring at the 5-10 years' PQE level. We witnessed some corporate restructuring teams hiring and

a number of junior lawyers who had originally been trained by firms but not retained now being re-hired to cope with greater volumes of restructuring work.

Many organisations appear to be maximising their revenue streams before the end of the tax year and holding off adding additional resource. If confidence continues to improve we may see more senior assistants and associates being recruited within firms and in-house.



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



CAN WE HELP?

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

Finance, Permanent

John Fallon

0121 698 2349
john.fallon@robertwalters.com

HR

Jo Wake

0121 698 2304
jo.wake@robertwalters.com

IT

Matt Spencer-Jones

0121 698 2314
matthew.spencerjones@robertwalters.com

Legal

Richard Bailey

0121 698 2173
richard.bailey@robertwalters.com

HUMAN RESOURCES

Quarter one saw an encouraging increase in recruitment activity compared to 2009 with companies appearing to display more confidence in the market. We also witnessed increased interest from HR professionals who had previously put their career aspirations on hold as they felt uncertain about the economic situation. Typically last year saw those candidates who had survived redundancy programmes demonstrating a high degree of loyalty to their employers, but in quarter one they were sufficiently confident to return to the job market to start looking for a new role.

There was continued demand for generalist HR Managers and HR Business Partners and an increase in demand for HR professionals with specialist expertise in talent management, change management and learning and development. Companies recognised that they needed to ensure they had a more robust talent management framework in place to capitalise on potential opportunities offered by improving market conditions.

Role	Permanent Salary Per Annum £UK	Contract Rate Per Hour (PAYE) £UK
ACCOUNTANCY & FINANCE		
Finance Director	£55 - 120k+	£30 - 60+
Financial Controller	£45 - 80k	£25 - 60+
Head of Audit	£75k+	£38+
Finance Manager	£40 - 60k	£20 - 30+
Internal Audit/Risk	£40 - 75k	£25 - 40
Project Accountant	£30 - 45k	£15 - 25
Systems Accountant	£30 - 45k	£15 - 25
Financial Accountant	£30 - 50k	£15 - 30
Management Accountant	£30 - 50k	£15 - 30
Financial Analyst	£25 - 40k	£14 - 20
Finalist CIMA/ACCA	£27 - 35k	£14 - 20

LEGAL

Private Practice

7+ yrs' PQE	£45k+	£25+
4 - 6 yrs' PQE	£36 - 70k	£19 - 45+
1 - 3 yrs' PQE	£27 - 48k	£14 - 28+
Newly-qualified	£26 - 41k	£12 - 20+
Paralegal	£18 - 30k	£10 - 20+

In-House

7+ yrs' PQE	£50k+	£25+
4 - 6 yrs' PQE	£37 - 70k	£19 - 45+
1 - 3 yrs' PQE	£23 - 49k	£14 - 28+
Newly-qualified	£21 - 40k	£12 - 20+
Paralegal	£15 - 25k	£10 - 20+

HUMAN RESOURCES

Contract Rate Per Day (PAYE) £UK

HR Director	£75 - 120k	£600 - 1000
Head of Compensation & Benefits	£60 - 90k	£400 - 600
Organisational Development	£50 - 75k	£400 - 600
Head of Training & Development	£60 - 80k	£400 - 600
Recruitment Director	£60 - 80k	£400 - 600
HR Manager (10+ yrs' PQE)	£50 - 60k	£300 - 500
HR Manager (5+ yrs' PQE)	£40 - 45k	£200 - 400
Compensation & Benefits Manager	£50 - 60k	£300 - 500
Recruitment Manager	£35 - 50k	£200 - 400
Training Manager	£35 - 45k	£200 - 400
Compensation & Benefits Analyst	£30 - 35k	£200 - 300
HR Advisor	£28 - 32k	£125 - 175
Graduate Recruiter	£25 - 30k	£125 - 175
Training Officer	£25 - 30k	£125 - 175
HR Officer	£25 - 30k	£125 - 175
HR Administrator	£16 - 22k	£80 - 120

INFORMATION TECHNOLOGY

Contract Rate Per Day (PAYE) £UK

Head of IT	£80 - 130k	£550 - 750
Head of Architecture/Infrastructure	£75 - 110k	£600 - 750
IT Director	£80 - 100k	£600 - 750
Application Development Manager	£70 - 90k	£500 - 650
Programme Manager	£70 - 85k	£550 - 650
Project Manager	£50 - 70k	£400 - 600
Technical Architect	£60 - 85k	£450 - 550
Senior Business Analyst	£45 - 50k	£350 - 400
Business Analyst	£40 - 65k	£400 - 600
IT Auditor/Sarbanes-Oxley	£50 - 60k	£350 - 500
PMO Coordinator	£30 - 40k	£250 - 350
Test Manager	£45 - 55k	£450 - 600
Test Analyst	£30 - 40k	£250 - 350
Service Delivery Manager	£55 - 75k	£400 - 550
C#/ASP.Net/Java/J2EE Developer	£35 - 50k	£300 - 400
Java/2EE Developer	£35 - 50k	£300 - 375
Data Analyst	£35 - 45k	£250 - 350