

MARKET UPDATE

OVERVIEW

The first half of 2016 has seen more challenging recruitment conditions than expected. Uncertainty prior to the EU referendum was felt in a couple of areas, particularly in the temporary and interim job market where the number of roles declined in Q2. Financial services employers also held back from hiring ahead of the referendum.

In contrast, permanent recruitment has seen a steady increase in tax roles, as businesses react to the new tax environment. Having in-house tax professionals gives companies the opportunity to be proactive in developing an understanding of the impact changing tax legislation can have on them, as opposed to simply reacting to major events such as BEPs, CRS and FATCA.

We expect a stronger end to the year as market conditions stabilise. This in turn should lead to a significant increase in temporary recruitment to pick up the projects that were placed on hold in H1.

KEY HIRING TRENDS

The start of 2016 saw a similar trend to that of 2014 and 2015, where media focus on tax policy drove a move towards more compliance and risk focused tax roles. However there has been a slight realignment of what this has meant on the ground in H1 2016.

While compliance still drives the thought process of hiring managers, we have seen a definite move towards review and compliance project management, rather than the hands-on computation work.

This means that candidates should be aware of the need for project management experience, managing internal finance teams and in-country advisors while continuously looking to make the overall process more efficient. This is the direction in which the advisory market will continue to move while aggressive tax structures are taboo.

CANDIDATE MARKET

The niche nature of the tax profession still means that this remains a candidate-driven market. Due to lower hiring levels during the recession there is a lack of manager level (as deemed by the Big Four accounting firms) candidates across the market.

In consequence, clients are being driven to look at different options, either more senior professionals or, more often, junior professionals with growth potential. The effect this has had on the market in general is a decrease in salaries at the senior end.

In addition to this, candidates with high exposure to UK corporate tax compliance and reporting have an edge given the current focus on tax transparency.

Those candidates that have an interest in tax research and financial services tax operations, particularly understanding the impact of legislation, are still in high demand outside the traditional corporate tax space.

SALARIES

The need for more hands-on compliance skills is driving salaries up for newly-qualified and mid-management level candidates.

On the other hand, due to a lack of "traditional" advisory work, the senior end of the tax job market is experiencing a significant decrease in remuneration. The reason for this is simple; over the years complex tax advisory roles did pay much higher than those focused on compliance, but the dynamic is shifting to put compliance tax specialists in a stronger position.



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Rob McKay, Manager at Robert Walters.

AT A GLANCE

RECRUITMENT TRENDS

TALENT SHORTAGES

72% of employers have been affected by talent shortages

MANAGING SKILLS SHORTAGES

Which of the following recruitment strategies have you adopted to manage candidate shortages?



ENGAGING WOMEN RETURNING TO THE WORKFORCE



RETAINING MILLENNIAL PROFESSIONALS

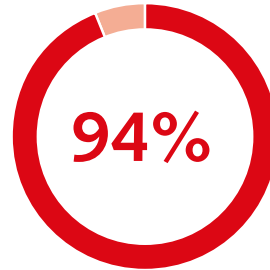
What keeps Millennials engaged at work?



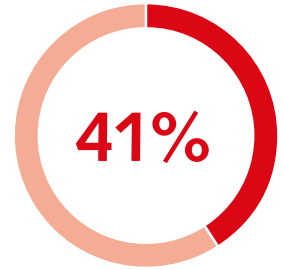
HIRING INTENTIONS



PASSIVE JOBSEEKERS



94% of professionals are open to a job approach even when not actively looking



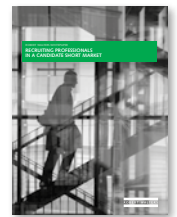
However, only 41% of employers have a plan in place to attract passive jobseekers

MARKET LEADING INTELLIGENCE

The Robert Walters Salary Survey is the most comprehensive review of global recruitment trends and salary levels available. It's ideal for benchmarking your team's salaries, your organisation's salaries and your own, making determining pay and bonus reviews significantly easier.



Our recruitment insight series of whitepapers provides industry leading research to help employers manage their recruitment strategies and address key talent management issues. To receive a copy of any of our market leading intelligence please contact us on the details below.



To discuss your recruitment requirements, please contact:



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