

RECRUITMENT FOCUS

ACCOUNTING & FINANCE

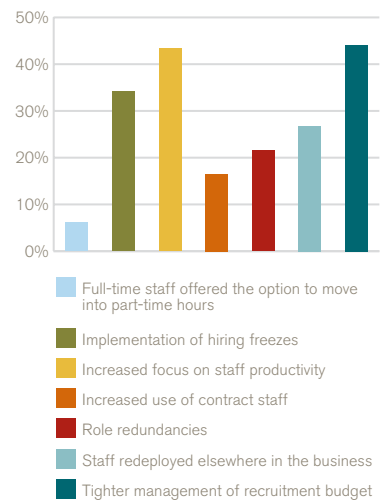


IS THE CURRENT ECONOMIC CLIMATE FORCING YOU TO RETHINK YOUR APPROACH TO RECRUITMENT?

IF IT IS, RELAX, YOU'RE NOT ALONE, IN FACT YOU MIGHT EVEN BE AHEAD OF THE GAME.

A recent Hudson survey of accounting and finance employers has revealed one-in-five believes their ability to attract and retain quality people is being impacted negatively by the current economic climate.

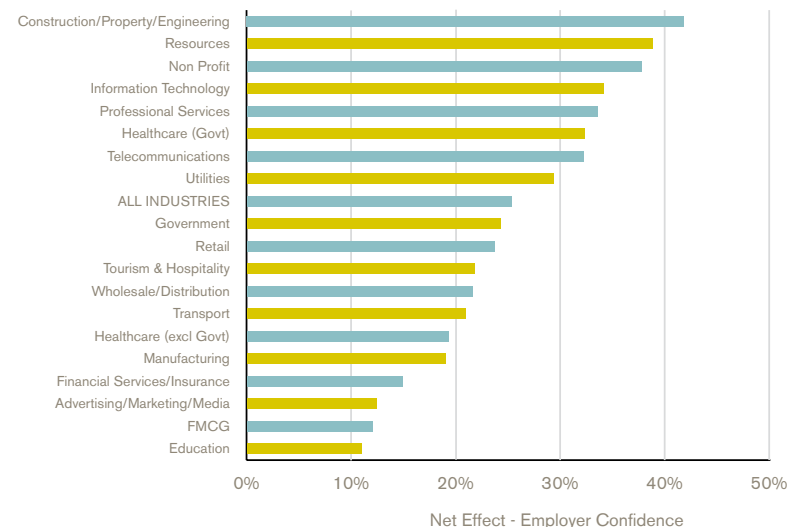
As a result, many employers are rethinking their talent management strategies, with 44% focusing on tighter management of their recruitment budget and 43% choosing to improve productivity among existing staff.



EMPLOYMENT LANDSCAPE

These findings are in keeping with Hudson's most recent *Hudson Report: Employment Expectations*¹ figures, released in early October, which showed a 14 percentage point decline in the number of employers looking to hire new staff during this quarter, compared to the start of this year.

Broken down by sector, employer confidence* varies:



The recent saturation of news on the global economy is testament to the concern with which Australians and New Zealanders view the present economic climate. As business and consumer confidence dips, employers are becoming more cautious in their hiring and taking a more measured approach.

Based on nationwide research, Recruitment Focus provides hiring managers with specialised information relating to their team.

Results included in the current issue of Recruitment Focus are based on survey responses from 1527 employers, who were personally surveyed by Hudson accounting and finance recruitment professionals.

This issue of Recruitment Focus looks at how accounting and finance hiring managers are being impacted by the current economic climate, what steps they are taking to minimise the impact, and what skill sets are most difficult to find in today's uncertain market.

¹ Hudson Report Employment Expectations Australia, Oct – Dec 2008

* The net effect employer confidence figure is calculated by subtracting the percentage of employers that expect to decrease permanent staff levels during a given quarter from the percentage of employers that expect to increase permanent staff levels during the same quarter.

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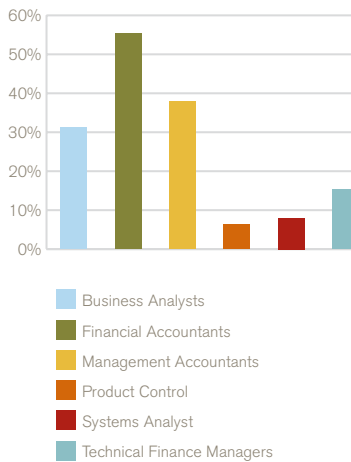


TALENT SHORTAGE STILL BITING

The research revealed close to 40% of accounting and finance employers are still finding it difficult to source candidates with the appropriate skills - so it's fair to say the talent shortage is still biting.

Hardest to find skills include:

- L Financial accounting
- L Management accounting
- L Business analyst



RECRUITING IN UNCERTAIN TIMES

In tougher times, smart employers are making sure that they are getting the most out of their recruitment budget. For those recruiting, it's important to get the fundamentals right:

Tips on attracting the best candidates:

To make sure your job advertisements attract the best people:

- L Clearly articulate relevant details about the role including salary range, training and career development opportunities and the name of the company in your job ads.²
- L Outline what your company is like to work for - use current employees as champions during the interview process.
- L And most importantly...highlight why the people you want to attract, should want to work for you.

² Hudson 20:20 Series: Candidate Buying Behaviour, March 2008

Selecting the right candidates:

The cost of losing an employee is estimated at between 70 - 150% of the individual's salary, so it's important from a financial perspective to get it right:

- L Utilise a combination of assessment methodologies, such as interviews, psych assessments, aptitude testing and work simulation testing to ensure you get all the information you need to make a decision.
- L Introduce the candidate to the team so you can gauge if they will fit culturally.

TIPS FOR SUCCESSFUL RECRUITING

Know your audience: Take the time to understand the motivators that drive accounting and finance professionals and tailor the recruitment process to suit the individual.

Communication is key: Honesty, transparency, consistency and flexibility are aspects of the recruitment and employment process that are highly sought after. Employers who deliver in these areas will differentiate themselves from their competitors.

Talk to the experts: Talk to a recruitment expert who understands your market. A good recruitment consultant will help you gain insight into what other similar sized organisations are doing and help you assess and benchmark your recruitment process against your competitors.

ABOUT US

Through teams of specialist consultants, supported by our strength and reputation, Hudson Accounting & Finance delivers practical recruitment solutions developed specifically to meet the needs of your market and industry. The vast majority of our consultants are either qualified accountants, hold a finance qualification or have worked as finance professionals themselves, providing an added dimension to our consultancy.

We have over 100 specialist recruitment consultants in Hudson Accounting & Finance, placing over 1,900 accounting and finance roles each year. That means we are one of the leading agencies in Australia helping accounting and finance professionals find their ideal role.

To find out more about Hudson, visit us online at www.hudson.com

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