

RECRUITMENT FOCUS

HUMAN RESOURCES

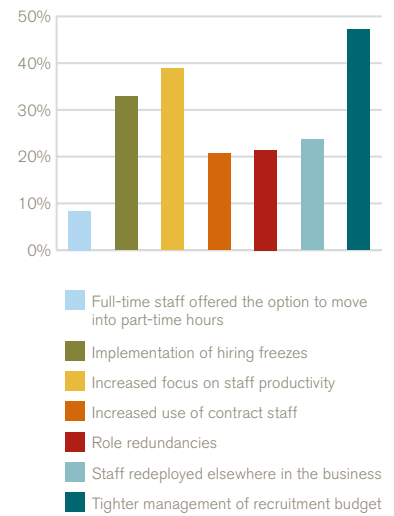


IS THE CURRENT ECONOMIC CLIMATE FORCING YOU TO RETHINK YOUR APPROACH TO RECRUITMENT?

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

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

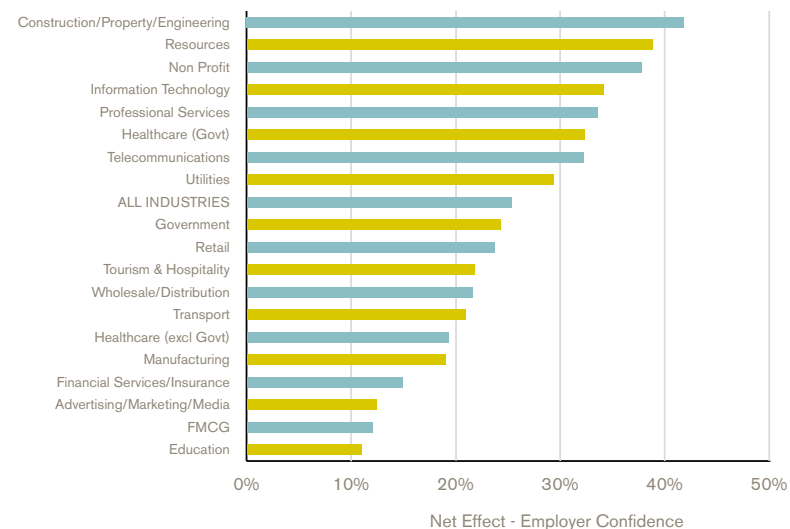
As a result, many employers are rethinking their talent management strategies, with 47% focusing on tighter management of their recruitment budget and 39% choosing to improve productivity among existing staff.



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:



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 5,580 employers, who were personally surveyed by Hudson's recruitment professionals.

This issue of Recruitment Focus looks at how employers 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.

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.

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.

RECRUITMENT FOCUS

HUMAN RESOURCES



TALENT SHORTAGE STILL BITING

The research revealed close to 44% of 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.

Employers highlighted the following as the most difficult to find skills:

- L Financial accounting
- L Senior project management
- L HR generalist
- L General administration

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, the company name and any training or career progression opportunities 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.

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 professionals in your industry 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

Hudson Human Resources helps clients across a range of industries to attract and select the very best HR talent in the marketplace.

Hudson has pioneered specialised HR recruitment in Australia through focusing on consistent quality in the permanent and contracting fields. Our consultants are true specialists, bringing a range of skills and backgrounds that allow them to fully understand and match the needs of clients and candidates within the HR profession.

With specialist HR recruitment consultants operating across Australia and New Zealand, and offices in all major centres, we are ideally suited to meet the needs of employers, large and small, wherever the location.

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

Adelaide	+61 8 8223 8800
Auckland	+64 9 977 9800
Baulkham Hills	+61 2 8233 2780
Brisbane	+61 7 3258 8333
Canberra	+61 2 6229 1555
Christchurch	+64 3 379 9000
Melbourne	+61 3 9623 6666
Mount Waverley	+61 3 9535 8222
Newcastle	+61 2 4927 2220
North Sydney	+61 2 8233 4333
Parramatta	+61 2 8836 0222
Perth	+61 8 9323 0222
Sydney	+61 2 8233 2222
Wellington	+64 4 473 4073

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