

RECRUITMENT FOCUS

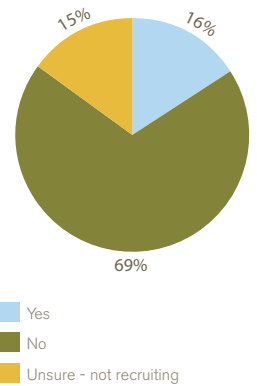
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IF THE CURRENT ECONOMIC CLIMATE HASN'T FORCED YOU TO RETHINK YOUR APPROACH TO RECRUITMENT, CHANCES ARE THE TALENT SHORTAGE WILL...

A recent Hudson survey shows IT&T employers don't believe the current economic climate is severely impacting their ability to attract and retain quality people.

The research shows that while current economic uncertainty is driving employers of accounting, finance, sales, marketing, HR and communication professionals to rethink their talent management strategies, 69% of IT&T employers say they are not being affected.



The findings are in keeping with Hudson's most recent *Hudson Report: Employment Expectations*¹ figures, released in early October, which show employers in the IT&T sector to be among the most confident in the lead up to Christmas.

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 1056 employers, who were personally surveyed by Hudson IT&T recruitment professionals.

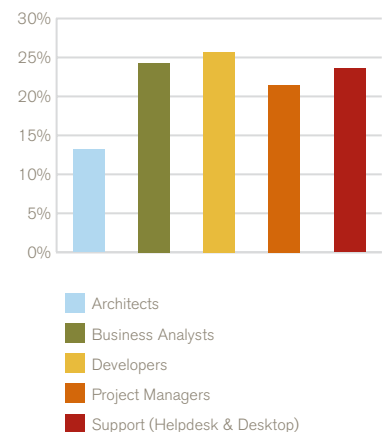
This issue of Recruitment Focus looks at how IT&T hiring managers are being impacted by the current economic climate, what steps they can take to minimise the impact, and what skill sets are most difficult to find in today's uncertain market.

TALENT SHORTAGE STILL BITING

The Recruitment Focus research shows 42% of IT&T employers continue to find sourcing candidates with appropriate skills difficult - so it's fair to say the talent shortage is still biting.

Hardest to find skills include:

- ┌ Developers
- ┌ Business analysts
- ┌ Desktop/Helpdesk support



RECRUITING IN A TALENT SHORT MARKET

In such a competitive and talent short market, Hudson's advice to employers is make sure you get the most out of your recruitment budget by focusing on getting the fundamentals right every time:

Attracting the best candidates:

To make sure your job advertisements attract the best people:

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

¹ Hudson Report Employment Expectations Australia, Oct – Dec 2008

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

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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 IT&T 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

Hudson IT&T provides it's clients with unparalleled access to Australia's top IT&T talent, enabling superior business performance and transformation. Hudson's size means we have the flexibility and scalability to meet your specific recruitment needs, be it a single role or an entire recruitment project.

Our specialist consultants 'live and breathe' IT&T talent solutions, enabling them to deliver quality outcomes quickly and add value in a broader business context time and time again.

The key to our success is our people. We have 150 specialist IT&T consultants across Australia and New Zealand, working within dedicated industry teams to meet the needs of clients and candidates.

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

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| Adelaide | +61 8 8223 8800 |
| Auckland | +64 9 977 9800 |
| Baulkham Hills | +61 2 8233 2780 |
| Brisbane | +61 7 3258 8333 |
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| Christchurch | +64 3 379 9000 |
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| Sydney | +61 2 8233 2222 |
| Wellington | +64 4 473 4073 |

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