

RECRUITMENT FOCUS

SUPPLY CHAIN
& PROCUREMENT



IF THE RISING COST OF FUEL IS FORCING YOU TO REVIEW YOUR TRANSPORTATION OPTIONS, RELAX, YOU'RE NOT ALONE...

A recent Hudson survey of supply chain and procurement employers revealed the rising cost of fuel has forced a significant number of companies to review their current transport methods and look for alternative options wherever possible.

One-in-three (33%) employers said their business is reviewing its travel planning strategy, while more than one-in-four (26%) said they are looking to reduce business travel and 18% are investigating alternate transport methods.

According to Hudson Supply Chain & Procurement the fact that employers are reviewing their operations carefully to ensure they are running as efficiently as possible is positive.

As transport costs continue to rise, the worst thing employers can do is to bury their head in the sand and carry on with business as usual. Smart businesses are implementing a structure that is cost effective and ensures they get the most out of their transport budget.

Based on nationwide research, Recruitment Focus provides information on the employment market, specific to a range of professions.

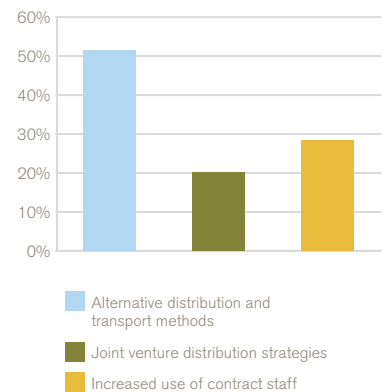
Results included in the current issue of Recruitment Focus are based on survey responses from 183 employers, who were personally surveyed by Hudson Supply Chain & Procurement recruitment professionals.

This issue of Recruitment Focus looks at how the rising cost of fuel is impacting business and provides tips for supply chain and procurement hiring managers looking to recruit in these uncertain times.

LONG-TERM VIEW

The research shows supply chain and procurement employers are interested in finding long-term solutions, highlighting alternative distribution and transport methods as well as joint-venture warehousing and distribution strategies as some of the most popular options.

The research suggests that alternative distribution and transport methods such as minimising shipping distances, consolidating shipments and optimising routing which are currently being investigated and implemented by a number of businesses within the industry will become more common place in the future.



RECRUITING IN UNCERTAIN TIMES

Given the level of uncertainty in global economies at present, it is expected that the cost pressures impacting the supply chain process will continue for some time. As a result employers will continue to review all costs across their business and keep a close eye on expenditure.

If you find you are in a position where you need to recruit during this period it is imperative, now more than ever, that you get the fundamentals right:

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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, location and the name of the company in your job ads.¹
- 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.

Knowing your audience:

Take the time to understand the motivators that drive supply chain and procurement 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.

Talking 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 Supply Chain & Procurement delivers specialised services for attracting and selecting the most talented supply chain and procurement professionals available.

Specialising in the sectors of Consumer, Healthcare, Transport/Third Party Logistics, Industrial, Financial & Professional Services, Energy & Resources and IT&T, our consultants possess the depth of expertise to truly understand the needs of our clients and candidates.

Our Supply Chain & Procurement consultants have industry experience and/or tertiary qualifications in supply chain, procurement or a related field.

We keep abreast of the ever-changing trends and dynamics of the market by actively participating in industry groups including LAA, APICS and CIPSA. This knowledge and experience gives us the edge to deliver the most responsive, professional and high-quality service in the market.

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

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¹ Hudson 20:20 Series: Candidate Buying Behaviour, March 2008