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Chadwicks *in focus*

TOP CANDIDATES STILL IN CONTROL - EMPLOYERS NEED TO MOVE FAST!

A flow on effect from rounds of redundancies over the last 12 months has left many Australian businesses understaffed, with a large percentage of employers now recruiting new staff, either permanent or temporary, to fill eliminated roles, within six months of their downsizing program. Vacancies are still in abundance, giving quality candidates the luxury of job selection. Our top candidates are receiving multiple offers and those employers who are moving too slowly are missing out on their next best employee. One candidate on our books received a massive 5 offers! Now is

actually a great time to recruit if you have the space. With application levels at an all time high, all of the hard work can be done by us. You just get the top candidates, without having to process the time wasters with irrelevant experience or have the process take you away from your core duties. Don't hesitate. There are still great opportunities out there for elite candidates, so make sure you are the first one to get them. We have detailed the types of candidates who are in demand in our Market Watch section. If you have a need, don't delay. Give us a call and we'll get them to you ASAP!



Are you really cutting costs? Agency VS In-house

With the current economic instability, many companies are making the mistake of pulling their recruitment in house. Without the assistance of a recruitment agency, management and senior employees who are given the task of hiring a new staff member are now trying to focus on their own work, whilst dealing with the masses of applications from jobseekers. Whilst Finance Departments may suggest that Recruitment is an additional service that can be cut in times of hardship, the best way to cut costs, is not by creating more work for yourself, but to look at how to reduce costs on services or

suppliers that if removed, aren't going to have a detrimental effect on your business. The costs of recruiting in-house still remain (even in a 'global crisis'), it's just not obvious on the balance sheet. If the office needed painting would you get the MD to do it? Surely that would save costs on hiring a painter. Of course not, the expense is in taking the MD away from doing his job. So why should he also have to endure the time consuming recruitment process? Trust us, recruitment is a very time consuming activity. Let's face it, we make full time jobs out of it!

FASHION EXPOSED



The team from our Fashion Division attended the Sydney Fashion Exposed Exhibition and mingled with our existing fashion clientele, as well as new players in the industry. It was a great event with new designers from all over Australia showing their latest collections and upcoming trends. Our top new designer to watch is Anna Campbell from Melbourne. At only 21, she's definitely a designer to watch. We were well recognised at the event, with our fabulous team promoting our Top 50 Fashion Candidates. If you missed out, give us a call on 02 9957 4599 and we'll get our list over to you!

MARKET WATCH

Now is the time to catch yourself a Marlin! Good candidates are flooding the market now more than ever. Here is an insight into who is on the market and who is in demand...

Sales/Business Development Staff: Heavily in demand and in abundance. Great candidates across most industries with strong experience; advertising/media, real estate/property, wholesale fashion. **Executive Assistants/PAs:** Experienced and highly skilled EA's and PA's on the books, some with full accounting experience. Great deals to be made! **Fashion:** Great selection of production, sales, design and support level candidates with strong fashion industry experience. **Real Estate:** Quality salespeople, both residential and commercial, Property Managers and support level staff are all in high demand & we have a great selection of available candidates on the books. **Administration Staff:** From junior to senior level, strong, stable and skilled administrators. Not overly in demand at the moment, so employers have a good selection and can bargain to get the right fitting candidate.

MEET YOUR CONSULTANT

How long have you worked at Chadwick Personnel? I started working with Chadwicks in 1998. It's a great company with strong ethics and values and I am very proud to be a long standing member of the team.

What is the best thing about working at Chadwicks? I have some amazing clients, many of which I have dealt with for close to ten years. The Director and team are all wonderful and the office environment is really fun, which makes coming to work each day a real pleasure. It's so rewarding assisting companies to reach their business goals by supplying them with top staff.

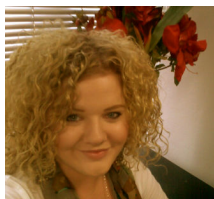
If you were to live in another country, where would you be?

Definitely not Mexico at the moment! I have a lot of friends & relatives based in the UK, so England would probably be a logical choice. I also wanted to live in Vanuatu for a time.

Generation Y or X - Who are the best workers? We have staff in our office from both generations and each have their own good qualities. It's hard to generalise. It's really down to the individual.

How are you going to spend your K. Rudd cash injection? Three F's - Fashion, Family and Floorboards...

Best tip for employers in this market? The market is candidate dense, so using a recruitment agency is a great way to avoid screening an overwhelming abundance of applications. (no hidden agenda here!) Also, if you see a candidate you like, make an offer and fast. High quality candidates are being snatched up quickly!



JULIE STOW
Senior Consultant &
Fashion Division
Manager

THAT'S EXACTLY WHAT YOU DIDN'T WANT TO HEAR... BUT WE DID!

We hear a lot of funny comments working in recruitment and we certainly need a good sense of humour to get us through the day! One of the biggest benefits of using a recruitment agency is that you don't have to spend your time screening unsuitable candidates. On average, we only interview approximately 10% of candidates who apply for our advertised roles, about half of which are actually put forward to our clients.

Being experts in the field, we have the ability to manage this process quickly and effectively, without missing out on the good candidates or waste time on those deemed unsuitable. The screening process goes beyond experience and qualifications. We dig deep into the candidates' minds so we can find the perfect fit for our clients. Here are a few comments from candidates who didn't quite make the grade;

"I left my previous role partly because they changed the staff coffee from Moccona to Nescafe. I just think that my employer should provide the best for their staff."

"Will they provide training? Because I'm very slow at picking things up..."

"I'll have to cancel my interview, my boss just died, so it looks like I'll be getting a promotion! Damn shame..."

"I will only consider a position offering 75% or more of the company's profit, as commission."

"I have always wanted to be a receptionist, but I don't really want a position where I have to speak to people on the phone."

Luckily, the team at Chadwick Personnel conduct the selection process, so you don't have to!

Employer Branding - *Don't let your rep take a downturn*

With redundancies and retrenchments in the forefront of employers' and employees' minds, it is essential for companies to manage the process effectively and consider the effect on retained staff carefully, to ensure that the employer brand is not damaged when the market recovers. Generally speaking, the companies with the best reputations attract the best talent.

Take Google for example; they provide their staff with amazing working conditions, pay and flexibility and have the best talent breaking down their door to get in, because their reputation far exceeds their competitors'.

Those companies who have had to be the bearers of bad news and have delivered it poorly, without any further support, face a backlash that could damage their employer brand significantly. It is incredibly beneficial to be considered an employer of choice, not only to source the best talent, but to also boost the marketability of your products and services. Something so simple can have a knock on and ongoing effect across your entire business and your reputation in the marketplace.

Many companies have taken the downturn as an opportunity to cut 'dead wood', however you must also consider the effect it has on your remaining employees. They see their colleagues and friends disappear from the office, salary reviews and promotions put on hold and employee benefits cut. Most of the time their work load will also increase to cope with the loss of another staff member, so it's very important to ensure the remaining staff feel valued and don't jump ship when something better comes along. Don't forget, there are other opportunities out there that they may turn to because they are concerned with stability and longevity in their current role.

Employers need to keep their staff informed, let them understand what is happening and how you are going to turn things around for the future. For those you have to let go, support them with outplacement services, resume updating and getting your recruiter to help them find alternate employment. It will help make the bad taste of redundancy more palatable. Your Chadwick Personnel Consultant will be able to assist with further information on these strategies.

Chadwicks

in focus

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