

2016 | H1

Business Change & Transformation

MARKET INSIGHT



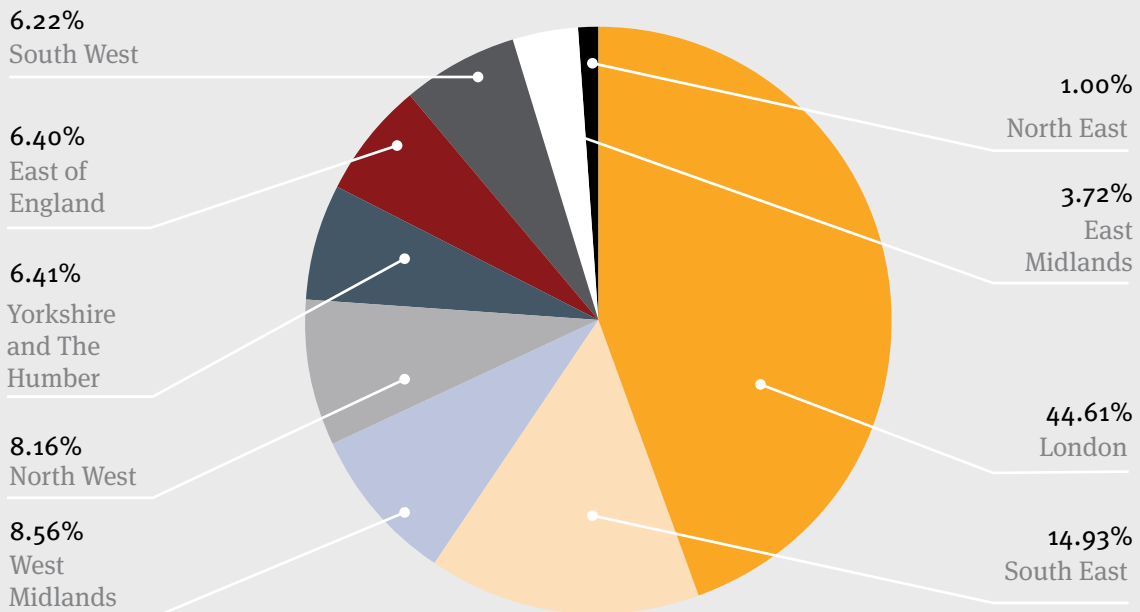
Business Change & Transformation

Whilst the first quarter of 2016 saw the year commence with vigour, translating to an influx of permanent opportunities, this slowed down in quarter 2 as we approached the EU referendum. However with the results now in, candidates can expect demand to regain momentum in H2, especially in the contract or interim space as companies assess what the changes mean for them and how to invest in the future.

The highest level of activity was seen around HR transformations (processes, effectiveness, new systems), as businesses look to add strategic value. We also saw a rise in the use of cloud based technology, as companies become increasingly tech savvy.

Candidates can expect demand to regain momentum in H2

LOCATION OF CHANGE & TRANSFORMATION ADVERTS – H1 2016



Sought-after skills

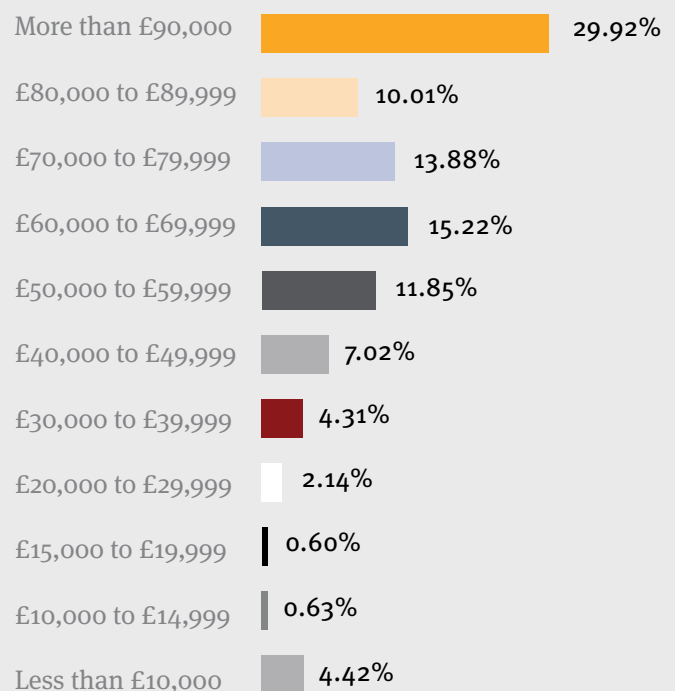
In skill-short competitive markets - or when looking for niche specialist experience - clients find the best people when they are able to leverage our insider market knowledge and the relationships we have with our candidates. For example, whilst the media and telecoms industry has long been known for its digital innovation, some of the largest recent digital programmes have occurred in financial services and utilities (especially gas and electric, for example smart metering and home hubs).

When looking for financial services product development knowledge, our clients would be wise to consider telecommunications industry experience, where they deliver new products to a wide market on an incredibly rapid cycle.

During H1, financial service firms have been relatively light on interim hires, putting a short term hold on daily rates in the midlands. Permanent salaries have fared better however as employers fight to retain permanent staff and adjust remuneration and packages accordingly. It is however worth noting that candidates are now viewing the hiring process as a customer journey: noting interview process, response rate, feedback, and how the business will work for them in the long term. In addition, packages as a whole – rather than salaries alone – are being taken into consideration, with an ever-increasing portion of job seekers attracted to flexible working environments. In this candidate-driven market, employers will need to not only reassess recruitment packages, but focus on the hiring process itself.

Employers fight to retain permanent staff, and adjust remuneration accordingly

SALARY DISTRIBUTION FOR CHANGE MANAGER ROLES IN LONDON



Sector trends

In terms of sectors, the utilities industry is experiencing a shake-up as customers will now be able to choose who they buy water from. We are expecting the face of the water industry to change as a result, similarly to how the energy and other utilities sectors have changed over the last few years. In fact there has already been an increase in this area with the most savvy companies utilising the skills from industries who have been through similar (but not exactly the same) changes, such as some other gas and electricity providers. Here our clients have already been able to capitalise on our extensive interim networks, and our work with competitor industry's, by hiring interim consultancy teams from us to deliver projects and pieces of work rather than providing individuals to fulfil roles.

In London's retail sector, mergers, acquisitions and buy-outs were the priority for H1, with both HR and ERP key areas of focus.

*We're
expecting
the face of
the water
industry to
change*

TOP 5 INDUSTRIES ADVERTISING CHANGE & TRANSFORMATION ROLES DURING H1 2016



31.09%

Financial & Insurance
Activities



10.87%

Manufacturing



10.10%

Professional, Scientific
& Technical Activities



31.09%

Administrative & Support
Service Activities



31.09%

Wholesale & Retail Trade; Repair of
Motor vehicles and Motorcycles

BREXIT - WHAT NEXT?

The UK voted in favour of a Brexit - severing its official economic and legal ties with the EU. Still very much in its early stages, it is impossible to predict how hiring trends will be affected going forward. However, among clients contacted by Badenoch & Clark, the outlook remains optimistic.

Hiring requirements in the short term are not expected to change - especially the hiring patterns of H1 - the only roles that could be affected are those that have an international remit. However, with the potential of article 50 not being submitted, there is still an air of positivity.

Contact us

Take the first step in a lasting partnership.
Contact us to discuss your career or business goals.

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