

Trends in the Market

by Mike Hayes

I would love to say that we have seen the worst of these tough economic conditions, but the road to recovery to where we were 10 months ago will be slow. The market has levelled and we are moving toward more positive territory in some market sectors including power, water, infrastructure, and oil and gas. As a result of this growth, there is a need for additional professional engineers, presenting another problem for many clients: where to find new resources.

The Australian market suffered in the economic downturn through retrenchments and redundancies of professional engineers. This means that many engineers are available and actively looking for work. The challenge for clients is to attract the most suitable and qualified candidates for the position they need to fill. This will come down to how well the client can screen candidates and identify their core skills, relevant experience and overall fit for the company.

Using an external provider of recruitment services can be cost effective when the consultancy has appropriate industry knowledge and experience. Professional knowledge and resources are required to implement strategies that target individuals who can make a difference to the client's bottom line. More importantly, motivating and committing candidates to accept and sign a letter of employment. This successful outcome is achieved through an engaging, open and transparent partnership with all parties involved.

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