

# The early business catches the best candidate

**T**ypically coming into December is the quiet time for hiring staff. However, those in executive recruitment are positively reporting a solid volume of work. This could be contributed to many different factors that make the next four weeks an important time for taking action where new employees are concerned.

There is a definite window right now to begin the search for new talent, according to Julia Stones, a principal with Sheffield, a consultancy which predominantly works on mid to senior level executive roles throughout New Zealand as well as offering multi-faceted human resource consulting.

"The question is that nobody knows how long New Zealand will shut down for this year over the holidays. People may come back earlier than they would normally - there is still a degree of caution in the market about recruiting new people. However from our perspective, we

are pretty busy with executive recruitment at the moment."

Peter McLaren, a specialist recruiter from one of Wellington's long established and leading management consultancy firms, McLaren Associates Limited, is also reporting a busy time and is extremely positive about the job market.

"We are currently operating within the motor vehicle industry, not for profit, education, health and Industry Training Organisation market sectors which are buoyant.

Many organisations are taking stock of themselves and we are optimistic that over the next 12 months

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*— Julia Stones, Sheffield.*

as New Zealand is coming out of the 'recession', senior management and high calibre technical people will find themselves in a better position for career opportunities," McLaren reports.

When thinking about the possibility of new staff,



*JULIA STONES*, a principal with Sheffield.

some businesses are still unconvinced that hiring management and staff at this point is the right step forward. However McLaren Associates Limited believes by having a strategic business plan in place, organisations will be better positioned to capitalise on market opportunities by getting the ball rolling now.

"There is a psyche in New Zealand to hit the ground running in the New Year and there are a lot of advantages to getting new staff on board to start in January/February 2010."

So a lot of factors point towards taking action this

side of Christmas when it comes to the staff you need for 2010. Especially if you want to get the right staff and in certain areas of senior management/leadership roles, that could take longer than many expect, according to Stones.

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*PETER MCLAREN* of McLaren Associates Limited.

the right person into a senior role. However, if businesses have identified a need for a particular resource and have a clear view of the skills and experience needed, there isn't a good reason to wait to recruit for that role."

McLaren Associates is also seeing a shortage of people in particular fields, so in order to get the best staff when growing a business in 2010 action is needed as soon as possible.

"There is a shortage of really good candidates in the fundraising, marketing, HR and engineering fields as well as top management."

Stones says workforce planning (planning ahead for the people you need for the year) is a critical success factor that is relatively new in New Zealand but organisations need to make sure they adopt this concept to ensure the delivery of business success.

"Bearing in mind a particular feature of the recruitment landscape this year was that some people in senior roles now have three month notice periods, it is never too early to start the search for the right person."