



## Market Trends

Eximius Finance have been analysing the finance sector's market trends in October.

Below is some of the information and market trends that we have observed. If you would like any more information - please get in touch with one of our consultants.

**Eximius Finance - Contract**  
**Tel: 0203 003 5529**



### Activity Amongst Our Competitors

- The market is quiet at the moment. As from our last market report, September is used by many organisations to temporarily place a hold on all recruitment, and assess which of all desirable hires can be driven forward in line with year-end budgets. All resultantly categorised 'critical hires' are then re-opened toward the end of September and the market will see a spike in recruitment that curtails into the beginning of October. This trend wasn't seen in 2009 or 2008 simply because there was so little hiring either side of this point, but the September pause and October spike was more pronounced in 2006 and 2007. As any hiring decisions made at this point are driven by expected year end profits once these critical hires have been made, there is generally little expectation for further requirement until after year end. See the few possible exceptions below.
- In 2010 the number of hires deemed as critical in September / October has been low, especially when viewed in comparison to the previous nine months of 2010. This is because at the start of the year, optimism about the strength of market recovery post the collapse of the credit market meant many organisations recruited aggressively. In the market this drove up day rates (see September report). Half year results in many organisations however have not been as strong as expected and this has been reflected in subsequent hiring in H2 2010. Assessing budgets in September left many organisations behind expected profits and the majority of hiring in October 2010 has been limited to merely the most critical requirements.
- Due to a clear desire to receive bonuses, market movement between October and January is very limited on the perm side, and thus the majority of any movement in the market does fall into a contract remit. This is driven by temporary covers for maternity leaves and all last minute requirements for year-end.



## Trends Within the Candidate Market

- Many candidates were hired in April and May 2010. This means that October is a critical month for the individuals brought in on 6 month contracts, and the search for their next role.
- The Christmas period has a variety of effects on candidates:
  - \* Holiday restrictions on contractors mean that if they are tied into contracts it can be very hard to take time off over Christmas and New Year. Some candidates want to therefore be out of a contract so they can have this time off. This generally suits as market movements in the Jan/Feb post bonus season mean that securing a new role is usually feasible shortly into the New Year.
  - \* Other candidates clearly want and need to make sure that they have secured a contract that extends across the Christmas and year-end period. As from above October is a critical time of year for these candidates and if nothing has been secured by November then recruitment trends predict that they are significantly less likely to secure a role for this period.

## Types of roles being recruited and in demand

- Critical controlling candidates used to ensure year-end processes are completed to the levels required are as always in demand, and regulation brought in post credit market collapse means that requirements in this area are as competitive as ever. Despite this however there is little trend in the requirements seen in the client market.

## Types of roles that are difficult to source

- On the product side the number of organisations that run commodity desks means that this is proving the hardest to source for currently.
- With contractors, getting a candidate that can perform in niche senior roles can be hard. It is a requirement for these candidates to hit the ground running, but clients have to understand that for niche roles this is particularly difficult to source for and at times an exact skill set has to be exchanged for all round strength and the speed of availability. HR functions can speed recruitment processes by advising clients of these restrictions and making sure that clients understand the balance between their requirements.

## Any Movement On Rates

- As in our September market report rates are still stabilising as we run toward year-end. The competition to secure candidates in H1 drove rates above market competition value, but the natural stabilising effect has been compounded by poor H1 results, meaning, in an attempt to hit budget, all but critical hires is increasingly uncommon.
- Rates are lower than 6 months ago when many candidates were offered their current contract. This is creating a reluctance to move unless required. Many candidates in long term roles are focused on ensuring that they are moving at the highest point in the market (predicted at the moment for February/March 2011) so as they can command the most competitive day rates.