

CONSTRUCTION RECRUITMENT



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EMERGING TRENDS IN A RALLYING JOBS MARKET

Government stimulus work helped rally Australia's shrinking construction jobs market last year, and with confidence now returning to the broader market salary pressure is one trend likely to return this year, says Shane Little, Regional Director of Hays Construction.

2009 was a tumultuous year for the construction industry. Private funding for projects dried up, redundancies were rife and a lack of credit meant construction opportunities were low.

But the Federal Government's stimulus package, which funded upgrades to most schools across Australia, created thousands of fixed-term jobs. Candidates who were out of work were quickly employed by either the large managing contractors or smaller builders, some of who secured ongoing work to help keep them afloat.

But while job numbers were rising, salary levels seemed idle. Employment budgets at smaller builders and low project margins did not allow for increases in employee costs. In addition, the strong flow of candidates removed salary pressure, and candidates lowered their salary expectations in order to secure a role.

The exception was managing contractors, which employed hundreds of candidates to supervise and manage multiple projects under their control. These contractors boosted salaries above the typical market rate in order to secure the highest calibre candidates.

But by the first quarter of 2010, the number of highly skilled candidates had reduced in line with the market's steady recovery. Today the market is verging on candidate tight, especially in some areas such as the commercial and defence building sectors and the corporate fit-out market which, traditionally, has a shortage of experienced senior professionals.

While BER projects are expected to wind up later this year, the private sector recovery should kick in. Rising housing demand, strengthening infrastructure and rail markets, and the national broadband roll out should all play their part in maintaining vacancy activity. Certainly some hesitation still exists from developers, but overall confidence seems to be returning. This will ensure the demand for staff stays steady.

This is likely to also place pressure back on salaries over the coming year as employers win work and use salary to attract and retain top talent, although this trend will take time to be evident across the board.

Another likely change to the recruitment landscape will come from jobseekers as they objectively examine job vacancies in far more detail than they did during the GFC. The first signs of this are already evident as candidates become more focused on their career. They will now evaluate a vacancy to make sure it provides the progression they want. They are asking for more information about a job's responsibilities to work out if it is a step up, or at least a step in the right direction. They want to know if

clear career paths are offered. They're also reaching out to their networks to see what others say about the company.

Another change likely to impact the market over the coming year will be a quickened recruitment process. Given the last 18 months, employers today are very selective in the candidates considered and so take much longer to make a decision and present an offer. But as the first instances of multiple offers take place, employers who do not quicken their recruiting process - particularly when recruiting in areas that are candidate-tight - will be the first to miss out on the best quality candidates.

To help secure high calibre candidates, employers can reduce the interview to offer timeframe, and if possible conduct comprehensive one-stage interviews.

For recruiting expertise, contact Hays Construction in Sydney on 02 9249 2260 or email evan.jones@hays.com.au

BUILDING RELATIONSHIPS

Solid foundations are essential in the construction industry and Design & Build Recruitment knows that building relationships on a good footing is essential for long term success.

From the beginning Design & Build has stayed true to its vision by making the perfect match for both its business clients and career seekers. Instead of the one size fits all approach, Design & Build prides itself on finding its clients the best person for the job, and building long lasting relationships that are the hallmark of its success.

With a focus on the core areas of construction, architecture and engineering, Design & Build has set itself apart from its competitors so its clients are confident they get the best person for a job, whether it's a short term contract or a long term career.

The company's proven methodology in matching clients and career seekers has seen it grow from a small enterprise in 2004 to being named by Business Review Weekly and FEMA as a 'Fast Starter' and one of the best independent recruitment specialists in the Australian market.

Despite a downturn in the industry during 2009, the construction industry is now moving forward. With projects once again on the move and clients looking for a multitude of positions to be filled, Design & Build is matching this progression in the industry with several key hires and the recent opening of a Sydney office with plans afoot for Brisbane.

Asked about Design & Build's growth plans, Managing Director, Neil Colquhoun said "with the strength returning to the construction and engineering sectors in the Australian market and the population growth predicted for Australia as a nation, we decided to expand on our traditional Melbourne power-base and that 2010 was the year for Design & Build to push forward with the aim of becoming a national provider of high quality construction and engineering professionals."

He went on to add that "securing the services of Chris Bell, formerly Operations Director for global construction recruitment specialists Hill McGlynn, really gave us the impetus and the additional skill-set to go out to the market with something truly different to offer to our clients and candidates."

As a growing business itself, Design & Build understands that finding the right staff is crucial for ongoing success. So instead of just finding someone to fill a vacancy, the Design & Build approach is about finding someone who not only fits the job requirements, but the company culture as well.

Using an extensive database, candidate network and consistent feedback, Design & Build gives its business clients a leading edge over the competition whether you're building an office tower in Melbourne or delivering a major infrastructure project in New South Wales.



And it's not just the top tier businesses that benefit from Design & Build's experience in the industry. The team at Design & Build cover a broad range of commercial and residential builders, engineering consultancies, project management consultancies, property developers, quantity surveyors and architectural practices working throughout Australia with coverage in to the Middle East, Asia and the United Kingdom.

And for those professionals looking for their next career move, it's this network of clients that is most valuable.

Whether you're looking for a contract role or the chance to build a long-term career with a company that's right for you, Design & Build's consultants have the skills and experience to help you reach your goals.

With a finger on the pulse of the industry, Design & Build can help you navigate the opportunities in the market. And with consultants who understand the industry better than anyone, you're assured of finding the perfect placement.

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IN-FUSION

Spice Up Your Business

MANAGEMENT



SERIOUSLY DIFFERENT – MAKE MONEY AGAIN!

If you'd like to devote more time to your company's core business, and less time to bureaucracy, try an IN-Fusion of skill. IN-Fusion Management offer something different, a range of innovative human resource and business improvement solutions that bring you what you need, when you need it, delivered with passion, simplicity and honesty.

Established just over 12 months ago, IN-Fusion is an exponentially growing enterprise that is already a mid-sized organisation, which continues to undergo strong and rapid growth. The business is established on what the founder, Kirk Devers, considers to be the issues confronting the labour hire, contracting & recruitment sector's reputation i.e. quality, pricing, transparency and honesty. This perspective, taken from his own experiences as a senior business leader with a number of "Blue Chip" global organisations, was the impetus for Kirk to set-up IN-Fusion to operate on the basis of this simple philosophy as its core. The other bonus, Kirk and his team all have substantial life experience that means they talk the same language, are down to earth (absolutely no pretentiousness) and enjoy having fun doing what they do best – help their clients to save time, money and resources.

IN-Fusion gives you:

1. Honesty
2. Quality
3. Open Book, Fair & Transparent Pricing – It's not about being Greedy!
4. Business & Industry Credibility – Great Knowledge Base & Serious Expertise.
5. Importantly – Fun to deal with, Great Sense of Humour and Passionate about what they do.

Underpinning their approach is a wealth of expertise across many industry sectors in Industrial Relations, Workers Compensation, OH&S Compliance and Best Practice, all used to help their clients and prospects deal with a range of challenging issues often left in the "too hard basket". They can help to ease the pain of doing business, sharing their knowledge and the

resources and contacts available to them to make a difference; without the constant expectation of billing you for this type of support and service.

Check out their website for one of the most transparent, comprehensive and content relevant within the industry and feel free to contact them at your leisure; absolutely obligation free. www.in-fusion.com.au

Free Your Business – Remove the Hostage!

In any business there are two main expense items: material inputs and labour. But being an employer is a complex and costly proposition, with a multitude of detail to manage along with the people aspect - wages and on-costs like WorkCover, Payroll Tax, Superannuation, Inco-Link, Co-Invest, Leave entitlements and Fringe Benefits, for example. As a business owner, leader or manager in any industry, of course you are constantly looking for ways to reduce costs, demonstrate diligent corporate compliance and deal with ever changing client goal posts, timelines and deadlines, and at some stage turn a profit.

With the sheer volume of legislation, risk exposure and ever increasing on-costs, it has become a job in itself keeping your house in order. Surely there is an easier and safer way to make it work?

This is where IN-Fusion can assist. Diverse Life and Work experiences dealing constantly with the "Too Hard Basket" has enabled them to develop the capacity to think outside the square and create new and innovative ways to help their clients save money, ensure compliance and provide flexible solutions in dealing with and managing one of your greatest costs - labour.

No longer do you have to pay market charge rates, as a variety of alternatives can be explored to suit the needs of your business, whether you are a Construction Company, Sub-Contractor or even a Developer.

IN-Fusion can show you how to make money in ways you thought were no longer possible – without compromising the working relationships of



the Unions. This liberates your time to increase the focus on company projects and increasing profit margins without needing to manage and mitigate the risks associated with direct employment.

You've got better things to do!

In addition to their suite of new, flexible and cost effective resource solutions; another dimension to IN-Fusion's capability and service offering to the market is the otherwise time consuming tasks of payroll and accounting administration services. If your business is manifesting major projects, the ledger-keeping side of things can actually hinder increased company productivity.

IN-Fusion's experts can take care of paying people and all the associated paperwork and record keeping, putting an end to potentially costly distractions, and giving complete assurance that clients, employees and unions all stay onside. Furthermore, not keeping up with industry EBA changes or late contribution payments can mean penalties – another costly financial administration task an effective business should be enabled to avoid.

IN-Fusion can assist with streamlining your personnel management systems through managing accruals, setting up all payments, managing terminations and even providing funding options. For more information associated with their proprietary and intellectual property in this arena, contact either Steven Lawrence – Sales Manager Construction & Property Development or Kirk Devers – Managing Director for an obligation free fact finding discussion (03) 8762 0300.

Good People – We Know Plenty & Can Find Them!

It's amazing how quickly the market twists and turns going through its cyclical ups and downs. Right now, it has become an employee's market post the GFC again with a positive yet conservative move forward in the local economy. A lot of companies shed "Dead Wood" in response to the GFC to minimise exposure and overheads during this lean period of negative growth.

As a result of this "clean out" and subsequent increase in activity and projects, finding good people is again a challenge for most businesses if they are not prepared to "buy-in" the experience. Some employers think they avoid risk by not taking on emerging talent.

The secret to finding good people is not their qualifications or their experience, it is actually their attitude and behaviours, because anyone can do anything if they have the right mindset. IN-Fusion's approach is about recognizing this and empowering people to learn and be inspired – not controlled and micro-managed. When comparing talent to what they call "More of the same" – there is a significant increase to outcomes being delivered above expectations in a little over a 12 month correlation period.

IN-Fusion Management will find you the people you want and along the way challenge your thinking about who you think you need. The other dimension to successful recruitment is not overselling the role, managing expectations of all parties, being honest and aligning the core values demonstrated by both the client and candidate alike i.e. match-making on the basis of Culture. It really can be that simple, when you are given effective advice and appropriate human resources to work with.

With access to millions of candidates at all levels through their extensive databases and a pro-active approach to sourcing, Kirk and his team are confident they can provide most companies with the skilled people they need, and in a very fast time frame. More often than not they can meet any 24 hour turnaround challenge on some pretty complicated skill sets and disciplines, especially those rare individuals who thrive on resolving what might be termed 'interesting situations'. Responsiveness is critical and in the rare case they can't deliver, they'll actually tell you so - honestly.

For more information on this and a range of our other products and services, please visit their website at www.in-fusion.com.au or call 1800 JOBS 4 U

RECRUITING THE FUTURE OF OUR DESIGN & CONSTRUCT INDUSTRY

Design & Construct are a leading recruitment consultancy who operate on a national basis, offering unique and tailored recruitment solutions to the Construction, Engineering and Architectural sectors.

Established in 2004 Design & Construct have already grown to be one of the most recognised specialist recruiters in the industry. Furthermore, they are members of the Recruitment and Consulting Services Association (RCSA) the Civil Contractors Federation (CCF) and Master Builders Association (MBA)

With an extensive database and a range of international, national and regional main contractors, specialist sub contractors, architectural practices, surveying practices and construction consultancies throughout Australia, they are an obvious first choice when it comes to hiring or finding a role in the construction, engineering & architectural industries.

Given the fact they offer a unique 12-month* replacement guarantee on all permanent placements made, it is no surprise that 94% of company revenue stems from repeat business and successful long-term client and candidate relationships.

With Design & Construct's dedicated and skilled consultants continuing to lead the way in regards to their industry experience and the range of career advice services offered, it is without a doubt they will continue to remain at the forefront of the construction, engineering and architecture recruitment.

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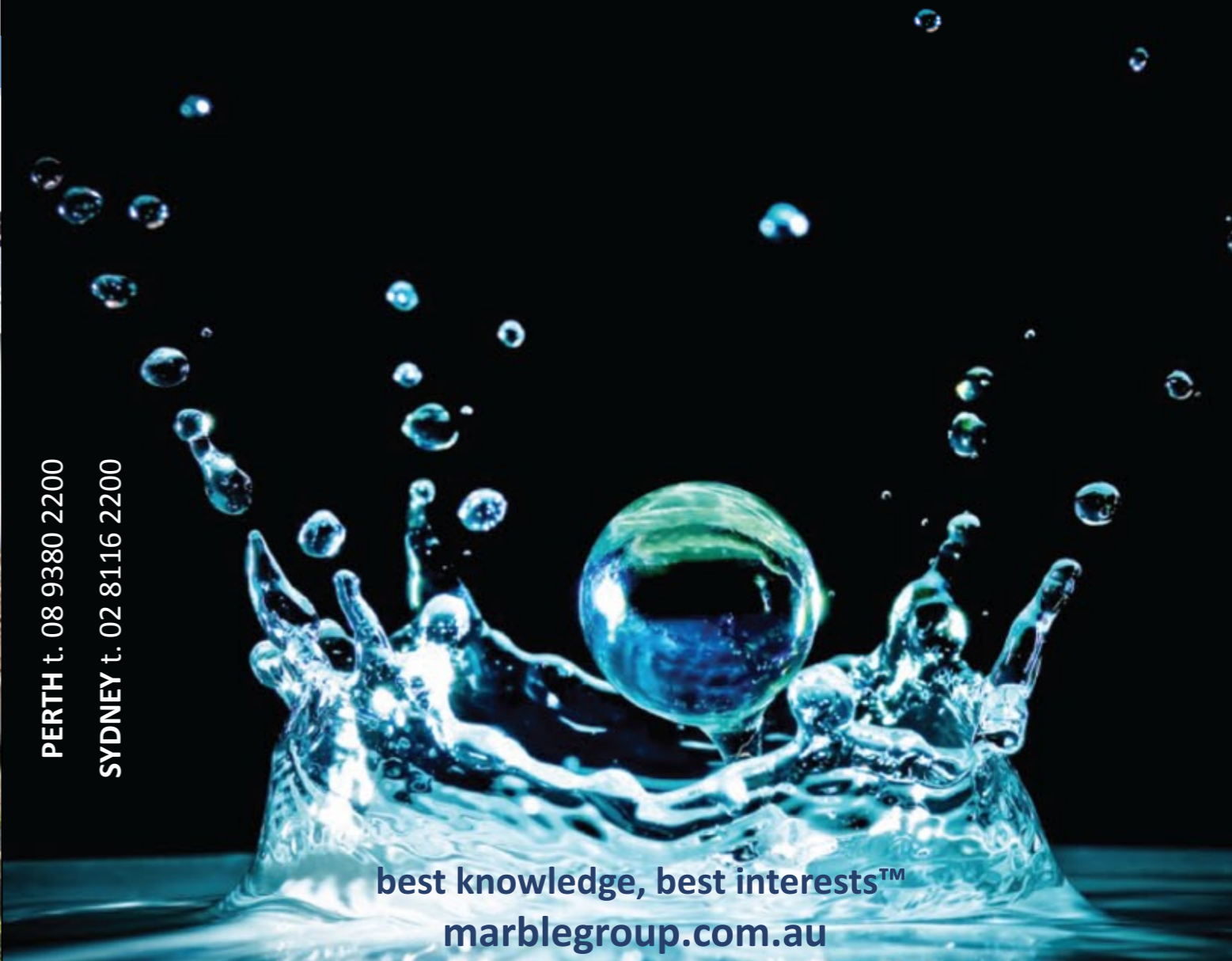
We deliver talent.

Every Hire Makes a Difference

Who Is Your Recruitment Partner?

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