

## TREND SETTING



In 2009 we made a bold move, given the economic climate at the time, and relocated to much larger office premises. Like every business in Aberdeen, we knew that external factors entirely outwith our control would impact our growth plans but we firmly believed in our strategy and now, following a stable 18 months, the gradual rise in business confidence is being reflected in a very tangible way – through increased job flow and placements across our divisions.

Companies have gone through an intense period of introspection, planning for every eventuality; reducing expenses and improving efficiencies. As a result, interesting hiring trends are emerging in Aberdeen. Cost and capital management remain top priorities for businesses, reflected in growing demand for experienced finance professionals in industry. Accountancy practice firms are optimistic about achieving growth this year on the basis of increased activity around tax planning, corporate finance, audit and public sector advisory work.

In Engineering, the enduring skills shortage will be exacerbated by the loss of junior employees and the reduced graduate uptake over the past 2 years. Mirroring the anticipated trend reported in the Aberdeen & Grampian Chamber of Commerce Oil & Gas Survey published in May, our Engineering division is experiencing an increase in permanent placements compared to temp/contract roles, reflecting, in part, the pressure on costs.

Although still a market rich in candidates there is also increasing optimism in the legal profession. In particular, there is demand for experienced oil and gas specialist lawyers.

There's good news for graduates with opportunities arising at the junior end of the market and with a renewed focus on retaining key employees, when hiring in the mid – senior level, companies are taking time to consider their hiring strategy, often putting candidates through rigorous interview procedures in order to determine their long term commitment to a role.

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