

Press release

Date: 19.01.09

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Recent Changes in recruitment market due to economic slowdown

The first effects of the economic slowdown are visible also on the recruitment market. The main factors which amplify this situation are uncertainty and lack of communication inside the companies. Employees fear for their jobs and for their company's future and act in panic.

The recruitment market for mid & top level employees has registered 3 main changes:

1. lack of talent is still a problem
2. more candidates applying for job vacancies
3. the recruitment process is more complex and needs more direct search

The current market conditions directly influence the recruitment process which is more nervous due to the general panic among the employees & employers. Now more than ever companies are in need of talent, who can drive them to success. Companies which have been affected by the economic crisis are reducing costs & budgets by cutting down on human capital but also are looking on ways how to maintain their market share and even to increase their position. This is why they need to focus more on finding & retaining their talents.

Good employees or "talents" who are in a safe position at their actual job, are not so open to changes, in the actual market conditions, because they are afraid of the near future and how this could affect their employer. Therefore the recruitment process gets more complex, to reach such candidates and also to convince them to change their job will not be easy. Direct search services will be more used in order to reach the "talents".

On the other hand, employers and agencies are receiving more applicants to their job vacancies, due to the panic created among employees who fear for their position and are looking for a way out, a new opportunity. In most of the cases they apply for positions which don't fit their profile and so recruiters have more work on preselecting the candidates, making sure their references are in order and also most important :” why they are applying for the job?” Companies can not afford now, with less recruitment budgets, to hire people which are not the right ones.

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