

Recruitment offers go to the highest level

The main news in Telecoms recruitment at the moment is the sheer scale of activity compared to last January. Paradoxically we are seeing job advertising, candidate availability and actual interview results significantly up, like for like on a year ago. It's a weird world where the economy as a whole looks to be flat-lining, yet our sector appears so far to be bucking the trend. In the wider news, the big story is the coming squeeze of the UK benefits culture. A cap to benefit claims per family is being lauded as a means to force people to find work, or is it a spending driven cut that lowers support of the most vulnerable? I'll leave the politics of this to others, but we appear to be witnessing a clear step change in our society.

What I can tell you is that this climate is driving both Telecoms employers and jobseekers to get moving. Unlike previous years, our sales year started bang on 3rd January, with instant and continued high activity ever since.

I believe that a lot of companies have set their sights on what they want for 2012, and know what staff they need to drive forward. Equally, candidates are back on the market in strength after the Christmas shutdown, with their ambitions firmly set already.

So the best practical advice I can offer is to look at every option, and take every one seriously. I lost a sure-fire placement of a Data salesman last week, all set up for a final interview and offer with my client, but my candidate was nabbed the day before. The other company unexpectedly did a first, second and third interview in one session, wheeling in their CEO to close it.

As my candidate said "If a CEO fixes you in the eye and asks if you want to join HIS organisation, it's virtually impossible to deny him an immediate answer. If you don't grab it firmly and positively on the spot, you'll lose it!"

It's a shame that I didn't place that chap, but we have other candidates for my client's role, and it underscores nicely that recruitment is a NOW business, and that's the golden rule!

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