



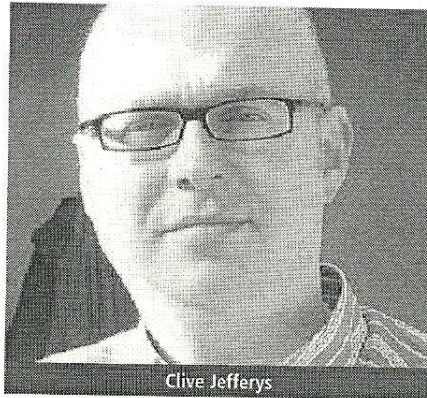
# COMMS DEALER ONLINE

## COMMS PEOPLE

# Job market boom

COMMS industry recruiter JMA Network registered over 12,000 telecoms industry people looking for new jobs during the first eight weeks of the year, and interview activity has more than doubled following this remarkable uplift. But even though activity has intensified the actual closing of the best people for the job is no easier, according to JMA's Managing Director Clive Jefferys. He commented: "A large number of people have decided to look for new positions, giving employers their best shot of attracting new staff in two years. But there are strings attached."

While this uplift is welcome news, demand for higher salaries is leading to counter-offers causing widespread confusion across the hiring scene, claims Jefferys. "While our offer rate has gone up dramatically, so has the non-starter rate, making expert negotiation and closing absolutely key to the hiring process. Unfortunately, many employers think offers will automatically close," he commented.



Clive Jefferys

"Allowing long start dates before people join is a fatal mistake, leaving many candidates open to counter-offers as they work out their notice periods. The relationship between client and agency needs to get closer."

**Avnet holsters**      **Chess returns**