

# State of the Market

## Business Improvement Division

Eden Ritchie recently sponsored the SOBIN (Senior Officers Business Improvements Network) conference for the first time which, judging by the feedback afterwards, was a success. This August we will be sponsoring this year's PMOZ (Project Management Australian Conference) on the Gold Coast, where we will also be having a trade stand. This is an opportunity we have been looking forward to, especially as the Business Improvements division gathers in strength.

Recently we have been dealing with more technical roles, mainly centering around the amount of web based projects currently going on in Brisbane. This means there is a current demand for candidates with skills such as Java, DreamWeaver and ColdFusion. As we have now entered into the new financial year, numerous projects are about to be instigated which should see a swing towards more analytical, process and planning roles becoming available. This normally means an influx of Business Analyst and Project Officer vacancies, as well as anything connected with pre-feasibility studies.

"Whether I was the winner of the award or not, just being nominated for the award by somebody whose opinion matters a great deal to me (my Branch Manager) helped me feel that my efforts and pride in my work was acknowledged and definitely worthwhile. Winning was an added bonus and it was lovely to be congratulated and told that I deserved the award by people within my workplace who I never realised noticed what I did in my job. It has helped other Team Members in my workplace go that extra mile in the hope that they will be nominated next year."

**Claire Egan, 2007 winner ER Star Awards**



**Claire Egan and Natalie Hughes from Brisbane Water**

On the government front, the focus on the SAP roll-out has moved into the Departments as several go-live dates emerge on the horizon, bringing the need for more niche roles, such as ERP Trainers, Data Analysts and Change Managers. The focus has now shifted from the shared services and into the Departments themselves.

## Qualified Accounting Division

Finding and keeping good people is one of the major concerns for employers. On a daily basis employers are facing the dilemma whether to recruit new staff and how to retain the existing. The shortages of qualified accountants today is increasing and employers are required to modify their expectations towards the candidates.

One of the best things they can do is to invest in their current work force, by advancing the incumbent staff's skills (whether via training opportunities, career progression or flexible work arrangements). If they are required to recruit new staff members, the main thing to keep in mind would be to move quickly in the decision making process. Candidates are having a great number of opportunities to choose from at the moment and what might seem to be an attractive offer today, can become something of "second best" tomorrow. Whilst including a combination of fixed pay and incentives is one way to attract employees, it's important for employers to remember that effective training and ongoing communication is one of the key factors to attract the right candidate.

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The shortage of high calibre candidates has created a very competitive market for the potential employers. Passively looking candidates are electing to stay in their current roles until the perfect permanent position materialises. Financial Controllers and Management Accountants with strong skills in large ERP systems are in high demand.

**Correction from our last newsletter:** Last edition in the article about our Star Awards we got our Narelle's crossed! Narelle Smithwick as mentioned in the article should have been Narelle Packer. We apologise for this and for any confusion this may have caused.