

Accounts & Administration Division

In the lead up to the end of financial year, there was a significant increase in contract and temporary placements. The demand for skilled accounts receivable and payable and payroll officers has been high, with the number of experienced candidates dropping significantly. Many employers are reviewing their rates and either seeking more qualified persons, or alternatively employing graduates on lower rates while still expecting an ability to adjust to new environments and adapt quickly.

Additionally we have been overwhelmed with a number of highly experienced Personal Assistants, both from the Private and Professional sectors, who are seeking new challenges and wanting to advance into new fields. With this in mind, we have found that our proven methods of reverse marketing to clients, has assisted in placing these candidates in exciting new careers.

It is expected that by August, many of those seeking new roles will have fulfilled their commitments, and initiate their job search. Keeping this in mind, a large percentage of current contractors, who have been filling vital roles during this busy period will also be finishing contracts and looking to find permanent placements or new contracts within their chosen fields.

'...we have found that our proven methods of reverse marketing to clients, has assisted in placing these candidates in exciting new careers.'

We, at Eden Ritchie, recognise the importance of both the employer and candidates expectations, and endeavour to locate the ideal candidate in each role, be it contract or permanent. Naturally the skill set is vital, however we believe that other factors such as location, work environment and culture play an equally significant part in the success of all placements.

With this in mind, we have made it our practice to learn all we can about the local market, and future developments within each industry, and develop strong working relationships with employers, ensuring a sound understanding of their needs. This in turn ensures a high level of both employer and candidate satisfaction, and continued success and growth for the team here at ERR.

Accounting Division

As the lowest employment rate in Australia's history becomes a reality, recent trends have shown a rise in skill shortages across the Accounting Division. Assistant Accountants, with 2-3 years experience are definitely in high demand and this is where the shortages are having the biggest impact.

'Assistant Accountants, with 2-3 years experience are definitely in high demand...'

We have also witnessed an increase in the arrival of degree qualified international candidates with 1-2 years overseas experience and minimal Australian experience. From a client point of view, local experience seems to be key requirement, both in the government and commercial sectors. As the end of financial year loomed, financial, audit and asset skills were highly sort after. Like we have experienced in the past, large ERP system experience, particularly Oracle and SAP has become a necessity, particularly for government roles.

Candidates, on the other hand are seeking increased hourly rates and salary packages as well as other benefits including flexible hours, bonuses, on-site parking and salary sacrificing. We are working closely with employers to look at alternative recruiting methods to assist them in this current market.

