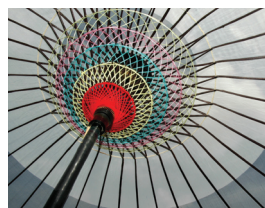


# MARKET UPDATE

ROBERT WALTERS



## AT A GLANCE Q2 – SOUTH AFRICA



**“WE SAW  
WIDESPREAD  
DEMAND TO  
RECRUIT ACROSS  
NEARLY ALL  
INDUSTRY  
SECTORS.”**

### BANKING & FINANCIAL SERVICES

We saw higher levels of recruitment in June than we did in April and May and witnessed organisations recruit across a variety of areas.

#### In-Demand Areas

During quarter two, we saw a rise in the number of technical roles that came to market, primarily due to firms focusing on professionals with core technical accounting skills. Most notably there was increased focus on the front office – in particular, more jobs were available in the commodities space and candidates with a mining background or some exposure to mining were particularly sought-after. Risk professionals with good investment banking experience were also in demand.

As we saw in the previous quarter, employment equity candidates with these skill sets generally were highly sought-after.

Although some financial control roles came to market, we saw less of these than in quarter one. Interestingly, we observed increased demand in the insurance and financial adviser space, in particular, brokers and financial planners were highly sought-after during the quarter.

Competition for the best talent remained intense, with the most high-calibre candidates able to choose from a number of potential opportunities. Professionals looking to move roles typically sought front office positions.

### COMMERCE & INDUSTRY

Recruitment volumes fell slightly during April and May due to the Easter break and hiring managers taking leave during this period. This trend changed in June and by the end of the quarter there was a significant shift in hiring growth.

#### Multinationals Become More Active

We saw widespread demand to recruit across nearly all industry sectors, although businesses within oil and gas, mining and technology were all active in quarter two. Most significantly, there was increased appetite within large multinationals to hire and there was a notable rise in vacancies among these companies.

#### Most Activity at Mid-Level

We saw most recruitment activity at the mid-level, with financial accounting, financial management and business and financial analysis roles particularly in demand. There

was less demand at the senior end, however, businesses that were hiring sought to recruit candidates who could offer long-term return on investment. Individuals with demonstrable longevity on their CVs, in addition to the required skill sets, were highly sought-after in quarter two.

Professionals looking to move typically sought opportunities for career progression that their existing employer could not facilitate. Roles offering management experience were particularly popular.

#### Outlook

After seeing recruitment levels increase at the end of quarter two, we expect this trend to continue into quarter three. As professionals complete final assignments concerned with year-end, we could also see an influx of candidates to the market.

### HUMAN RESOURCES

Quarter two was a busy period for HR recruitment with relatively high volumes of vacancies. However, recruiting managers were very selective in their requirements from a skills base and employment equity basis.

#### In-Demand Areas

In quarter two we saw significant demand for learning and development specialists, as well as remuneration and benefits professionals. HR business partners with a strong focus on employee relations (ER) experience or industrial relations (IR) were also highly sought-after. When recruiting, firms were looking not only for a combination of the desired skill sets, including compliance with employment equity requirements, as well as the culture fit of the candidate and the right 'way of thinking'. In many cases, this made finding the ideal candidate almost impossible, resulting in some vacancies being open for almost a year. Most roles that came to market were from organisations in the FMCG, financial services and ICT sectors.

#### HR Professionals Recruited Across Africa

We saw increased demand from multinational businesses with regional head offices in South Africa looking to recruit HR professionals based in other parts of the continent. These organisations were typically looking for a suitable candidate to set up the

HR function in another country or align that country's processes with head office. As an example, one business recently recruited a HR manager in Nigeria after launching the recruitment search from South Africa. This is just one example of a multinational actively driving its business strategy across Africa.

#### HR Professionals Up-Skill

Following the global financial crisis, HR professionals have acknowledged the need to broaden their own skills, particularly at the mid to senior level, to achieve the career progression they hope for. As a result we witnessed a growing appetite among many to up-skill in quarter two. For example, we saw remuneration and learning and development professionals acknowledging the need to add a more generalist skill set to grow their careers.

#### Outlook

With specialist roles in current demand, we anticipate recruitment levels to be dependant upon the decision making capacity of clients. In some cases roles have been vacant for up to a year due to a shortage of specific skills within the market.



## ABOUT ROBERT WALTERS

Robert Walters is a leading global recruitment consultancy, specialising in placing high calibre professionals into permanent, contract and temporary positions at all management levels.

The Robert Walters South Africa office specialises in the recruitment of banking, finance and human resource professionals across banking and finance and commerce and industry.



## CAN WE HELP?

Please get in touch if you'd like to discuss your recruitment needs.

### Banking & Financial Services

#### Michael Fraser

+27 (0)1188 12408  
michael.fraser  
@robertwalters.com

### Commerce & Industry

#### Nic Sephton-Poultney

+27 (0)1188 12414  
nic.sephton-poultney  
@robertwalters.com

### Human Resources

#### Portia Pitse

+27 (0) 1188 12417  
portia.pitse  
@robertwalters.com

# SALARY SURVEY

## ACCOUNTING & FINANCE - BANKING & FINANCIAL SERVICES

Role	Permanent Salary Per Annum (R)
<b>Investment Banking &amp; Financial Services</b>	
Research Analyst CA (3 - 5 yrs' Research + CFA exp)	R750k - 1m
Research Analyst CA (1 - 2 yrs' Research + CFA exp)	R500 - 750k
Corporate Finance CA (3 - 5 yrs' exp)	R750k+
Corporate Finance CA (1 - 2 yrs' exp)	R500 - 650k
Operations Manager	R500k+
Finance Analyst (3 - 5 yrs' exp)	R320 - 600k
Finance Analyst (1 - 2 yrs' exp)	R220 - 320k
Strategy Analyst Engineer + CFA/MBA	R300 - 800k
Senior Strategy Analyst (5 yrs' exp) Engineer + CFA/MBA	R800k - 1.2m
Private Banking Executive (3 yrs'+ exp)	R350 - 450k
Qualified CA (3 - 5 yrs' exp)	R550 - 800k
Qualified CA (1 - 2 yrs' exp)	R450 - 550k
Recently Qualified CA (SA)	R450 - 500k
Management Accountant CIMA + Training (3 - 4 yrs' exp)	R350 - 500k
Accountant - Hons Degree + Articles	R300 - 350k
Business Unit CFO - Investment Banking	R1m+
Business Unit CFO - Financial Services/Private Banking	R750k+

## ACCOUNTING & FINANCE - COMMERCE & INDUSTRY

Role	Permanent Salary Per Annum (R)
<b>Audit/Tax/Accounting/Treasury</b>	
Chartered Accountant (1 - 3 yrs' exp)	R475 - 550k
Chartered Accountant (3 - 5 yrs' exp)	R550 - 700k
Recently Qualified CA (SA)	R450 - 480k
Management Accountant CIMA (2 - 5 yrs' exp)	R450 - 600k
Recently Qualified CIMA	R400 - 450k
Audit Recently Qualified	R420 - 470k
Director Level (5+ yrs' exp)	R1m+
Group Tax	R700 - 800k
Manager Level (2 - 4 yrs' exp)	R500 - 600k
<b>Corporate Finance</b>	
Corporate Finance CA (5 - 10 yrs' exp)	R800k - 1.5m
Corporate Finance CA (1 - 4 yrs' exp)	R450 - 800k
<b>Tax</b>	
Director (8+ yrs' exp)	R1m+
Group Tax (5 - 7 yrs' exp)	R700 - 800k
2 - 4 yrs	R500 - 650k
0 - 1 yr	R400 - 470k

## HUMAN RESOURCES

Role	Permanent Salary Per Annum (R)
HR Generalist (0 - 2 yrs' exp)	R200 - 300k
HR Generalist (2 - 4 yrs' exp)	R300 - 400k
Recruitment Specialist	R300 - 450k
HR Business Partner (1 - 3 yrs' exp)	R350 - 500k
HR Business Partner (3 - 5 yrs' exp)	R500 - 650k
HR Manager	R600k - 1m
HR Director	R1 - 1.8m

## ROBERT WALTERS LATEST INITIATIVES

### REQUEST YOUR COPY: 2011 SALARY SURVEY

Our Global Salary Survey for 2011, released during quarter one, highlights salaries and recruitment trends across the world. To request a copy call one of the team or alternatively download the survey online at: [www.robertwalters.co.za/salariesurvey](http://www.robertwalters.co.za/salariesurvey)

