

Panacea One

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Recruitment Insider News - EMEA Region

Grant Tarbet manages the recruitment desk at our Dubai offices, meeting recruitment and jobseeker needs across the EMEA region. In a recent interview, Grant provided the following market intelligence.

2009 has been a difficult year for the vast majority of businesses globally, what effect have you seen amongst your clients?

It has been a difficult year for many companies with the emphasis on maintaining a lean operation and employers have generally adopted a more sensible approach to expenditure. This in turn has led to less recruitment and in some cases complete recruitment freezes.

How has the Middle East market in particular been affected?

For many years the Middle East and in particular Dubai had an air of invincibility about it, with some people even believing it to be recession proof.

The effect that the economic downturn had on Dubai has acted as a warning signal to neighbouring countries and Emirates.

One plus to come out of 2009 in Dubai was what I see as a correction with regards to salaries being offered by employers. The unsustainable salaries offered out in previous years were curbed and many employers enforced salary cuts. This is something which was essential for Dubai to move forward.

What effect do you see the recent announcement of DP World's request to restructure repayments of their debt having on your Middle East based clients?

The tail end of 2009 saw a fair amount of confidence coming back into the Middle East market. It remains to be seen what effect the announcement of DP World's debt repayment issues will have on the market in the long term. There are concerns the announcement could negatively affect market confidence in the short term particularly in the UAE.

It is important to put this into context and the reality is the Middle East region is still one of the most cash rich regions of the world. While Dubai based opportunities may be in shorter supply than they have been in recent years it is important for companies to be aware of business opportunities in neighbouring countries and emirates.

What particular tactics do you feel employers need to adopt with regards to headcount in the current climate?

I think a sensible and pragmatic approach should be maintained. If it is feasible for your company to be recruiting at the moment then the conditions are good for finding excellent candidates.

With less employers looking to hire and many companies reducing headcount there are plenty of experienced and qualified candidates available and looking for new opportunities.

What advice do you feel you can offer to jobseekers in the current climate?

The current environment is tough for jobseekers and finding the right position can prove time consuming. It is important to keep positive and keep as busy as possible as there are plenty of employers out there still hiring.

Spread the net as wide as possible, speak to recruiters and look to stay in touch with recruitment consultants who feel they can help you. It is also important to keep a regular check on local advertising and utilise job boards such as Jobsite, Bayt.com and Monster.

You might also want to take the opportunity to work on your professional qualifications; in a competitive market like this anything you can do to differentiate yourself from the competition is a bonus.

Above all, be realistic about your salary demands and take a flexible approach with regards to negotiating terms.

To contact our team at Panacea One about your recruitment needs, or to submit a CV, [click here](#) for further information.