

UK Procurement Recruitment 2018 so far....



At pretty much the half way point of the year, recruitment for Procurement people is generally buoyant but there are some areas that are faring better than others. This is what Beaumont Select have seen in the first 6 months of 2018.

Business as Usual?...

Despite Brexit 'fears' and an underlying caution, most of our Corporate Clients are progressing with their permanent recruitment plans in a cautious, 'business as usual' manner, with the proviso that Senior Management Teams need to be sure they are 'ticking all the boxes' for the skills that they need, i.e. category knowledge, soft skills, commitment and organisational fit.

Category Skills Shortages....

From Buyer to Category Manager level, our clients have been seeking some very specific category skills. Procurement Professionals with in-depth in-directs category knowledge are in significant demand and we are seeing some upward movement on salaries to secure the best talent, Categories that have seen the most demand, thus far have been: IT Software, HR Services, Marketing Services and Professional Services.

Expediency in a competitive market...

In this highly competitive market, where our clients need to involve all stakeholders in the recruitment process; timelines can sometimes be quite long; and we have seen occasions where great candidates have been lost. The more comprehensive the interview process the more likely a best fit candidate will be secured, but clients need to be mindful that candidates need to be kept fully informed and updated throughout the recruitment process; to ensure candidate buy-in and a successful hire. Good candidates are getting multiple offers.

From the candidate side, multiple interview stages can seem daunting, but they do allow the candidate to really understand the role, culture and opportunities on offer; and gives the individual the best opportunity to see if they really would like to work in that organisation.

Fierce competition for Senior Roles...

For more senior roles, Head of Procurement or CPO roles, there has been fierce competition, with few roles making the open market. We know of several highly competent senior level people have been looking for most of 2018 with a limit on opportunities some are now considering more category management level opportunities.

Interim Recruitment....

On the Interim side the early year saw a significant demand for IT and Vendor Management specialists, with expertise in compliance and contract management relating to numerous GDPR compliance projects! Demand for 'hit the ground running' category experts, with in depth category expertise (IT Software, HR Services, Marketing Services and Professional Services etc.) with the ability to effectively support and guide category strategy, remains high.

If you are looking to work in Interim and you have a more generalist background, you might find it assists your day rate ceiling to take on a generalist role with *specific* IT, Professional Services or HR project activities, to build your expertise in these high demand category areas.

Interim Rates...

Interim rates have stayed largely static in the first 6 months of the year with many good people 'on the bench' because either the rates on offer are below their normal or the specific category nature of the roles that are available. As ever, for very specific, hard to find category expertise, clients will be more flexible on the maximum day rate.

Moving forward....

Overall the market is looking buoyant, well at least at this moment! At Beaumont we have many roles with genuine world class clients.... but more than ever, our clients are only taking on people that have the category expertise as well as having the cultural fit and soft skills to back that knowledge up.

If you would like to know any more specifics please give [Oliver Lewsley](#) or one of the team a call on **01403 248448**.