

Recruitment In Global Mobility

There are several existing and emerging trends in Global Mobility that mean the overall industry is rapidly changing. Companies are now looking to globalise their business which results in a considerable amount of merger and acquisition activity that ultimately will end in fewer players but with higher international footprints. These businesses are also undergoing a digital transformation of their businesses with software-based processes, social media integrations and electronic communications replacing manual processes that are not linked. 80% of companies now using social media to advertise available roles, and candidates typically use their mobile devices to search and interact with the recruitment process. We are also seeing a rise in headhunting for lower grade roles and in addition to this, we are seeing a collaborative approach to selection and interviewing of candidates.

When hiring new team members, workforce diversity is also a rising trend within businesses. Companies are celebrating what makes everyone unique such as age, gender and sexual identity, religion, education and ethnicity (national origin). All these considered a company values a person's cultural fit within itself as it has a big impact on their performance, additionally it impacts the company.

The current state of recruitment in the global market is stable with a steady pace of recruitment across all levels and most geographic areas. However, Brexit has had a huge impact, as services are cheaper due to the devalued pound. Foreign businesses are therefore unsure if they want to invest due to so many plans being on hold to see what the outcome of Brexit is, and how much the impact of the reduced value of the British pound has on the economy. This is likely to result in some companies bolstering their UK workforce and others reducing theirs, but overall, we expect there to be a neutral headcount in Global Mobility in the UK by the end of 2020. More worrying is the potential impact of the Coronavirus on the

sector. The outbreak has already impacted the Global Mobility, Immigration, Business Visa Travellers and Removals, and depending on the severity and duration of the outbreak, this could potentially have a significant impact on the sector for the remainder of 2020. Both have created restrictions on the movement of people.

Many changes are already taking place in recruitment companies, in recent months' smaller businesses are facing stricter policies and processes when putting candidates forward, whilst larger recruitment consultancies are working to reduce costs e.g. by not having the face to face time with clients and not investing in attending industry events. These could impact the company's chances of new business and building client relationships.

With Generation Z on the horizon ready to storm the business world, many companies are already preparing new ways to accommodate them; Pay transparency, becoming more smartphone literate, adapt to short attention span, promoting the use of videos and consider how they can be more environmentally friendly. With this in mind, companies are offering items such as flexible working, electric car purchase options, cycle to work schemes, gym memberships, reward vouchers, childcare vouchers and other benefits to make employees work-life balance easier to manage.

Whilst accommodating to the employees needs employers are also paying attention to their own needs to ensure employees are meeting their requirements. HR is now looking into their soft skills like communication, listening and empathy skills, their personal interests and not just their experience. Alongside this they are also becoming much more thorough when doing background checks of employees for criminal records, candidates are to undertake psychometric testing and various forms of interviews to guarantee they are meeting the companies demands of understanding company culture business ethic and strategy. They are also looking to seek more character-based references for new employees as company references often only confirm they work(ed) for the company and not indicate their performance.

There are some difficult roles to fill in the global market, in particular the talent in countries that have restrictive work permit policies that preclude the recruitment of external resources and with the advent of the digitalisation of the industry then people with digital and more traditional Global Mobility

skills are in short supply, consequently the rates for these roles are rising. We are thus finding that the Japanese Market is now also trying to attract talent from outside the country but they are struggling to find the right resources as they still want to meet all of the job description elements including a high level of local language proficiency which is very difficult to find.

As a global executive search business, we ourselves are looking forward to facing new challenges and embracing the upcoming changes to the Global Mobility industry over the course of 2020. Like any global business, we are learning to adapt to the generations in business and employer requirements, whilst getting through the issues we are all facing, such as Brexit and the Coronavirus.



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With more than 25 years' recruitment experience both within the UK and globally, Easy Tiger Executive Search know a thing or two about hunting down the right people for the right roles. Our industry knowledge is diverse covering IT, Banking, Art Logistics, Global Mobility, HR, Immigration and Relocation. Easy Tiger Executive search will continue to invest in Industry events and attend global conferences to ensure trends and the requirements of a changing industry are understood. We will go on to provide a personal service to our customers and will ensure the services we offer are tailored to our customer base.
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