

Procurement Market Update - December 2011

NSW Interim/Contracting

Definition: Interim / Contracting Recruitment

Increasingly within Procurement, contract and interim assignments are highly becoming favourable for both employees and organisations. Employees hired on a contract or interim basis, as the names suggest, are hired for a limited or defined period of time. "Interim" employees are professionals who do not desire a full time position and like to consult on a project basis often at a senior level (up to CPO), whereas "Contract" employees are open to permanent employment, however will work with an organisation on a temporary basis, until they find permanent employment. This could be on a "daily rate" basis for an ongoing period of time or alternatively a "fixed term contract", ie 3 - 12+ months. (For the purpose of this report I will refer to all the above mentioned employees (ie interim & contracting) as "contractors".)

Contractors are a distinct advantage for an organisation for a multitude of reasons. Firstly, they can assist in covering 'business as usual needs' whether there is a maternity leave contract or a seasonal influx in work, thus allowing the organisation a flexible workforce to continue to grow. Increasingly, hiring managers choose to recruit professionals on a temporary basis to being with so that both parties can evaluate whether the 'fit' is right. If the match seems to be a correct one, the organisation will make a job offer for a permanent full time role within a predetermined time period.

Often, Jigsaw's clients will recruit a contractor as a temporary measure whilst a permanent hire is sourced and selected. This allows the organisation the flexibility and time to secure the 'right' talent, which is very crucial, in particularly within a candidate short market, such as the one we are currently experiencing. As well as being additional resource to cover "business as usual" requirements, procurement contractors are frequently engaged within organisations for large scale projects such as transformations, change management and P2P implementations.

Market Dynamics

Jigsaw Search's Real Time reporting tool (http://www.jigsawsearch.com/content_common/pg-live-market-data.seo) illustrates that contractors make up 15% of the total Australian procurement market compared to 85% permanent employees.

In NSW alone there are currently 208 procurement practitioners currently employed on a contracting basis across multiple industry sectors. Contractors are highly sought after within the Financial Services sector (in particular within Corporate Services and IT procurement roles), Infrastructure and the Public Sector in addition to a range of organisations which are undergoing a procurement transformation across all sectors.

Of the 6000 candidates which Jigsaw represent across the Asia Pacific region, 9% are Immediately Available and ready to begin a contract. 36% are currently Active in the market and seeking new career opportunities and will also consider contracting assignments.

Currently in NSW there are 54 candidates who are Available Immediately for a contracting assignment ranging between \$80k - \$500k package. 10 of these candidates are at Director/CPO level, 11 are in strategic sourcing, 17 are Category Managers, 8 in policy/systems/governance, 7 in consulting and 1 analyst.

Please contact Samantha Barakat on 02 9191 9863 or samantha@jigsawsearch.com for the latest information pertaining to the procurement contracting market or to discuss recruiting a Contracting/Interim professional for your business.

