HAYS PROCUREMENT
MANAGING YOUR CAREER

Industry overview, Market Sectors and Candidate Positioning

Leighton Rose, Business Manager, Hays Procurement
Rebecca Hartshorn, Senior Consultant, Hays Procurement
Dan Plimmer, Business Manager, Hays Procurement
INTRODUCTIONS
PRESENTATION PLAN

• MARKET OVERVIEW

• SECTOR FOCUS
  • PUBLIC SECTOR – SURVEY RESULTS & A CHANGING MARKET
  • SERVICE SECTOR
  • MANUFACTURING

• CANDIDATE POSITIONING
PUBLIC SECTOR PROCUREMENT

A Positive Approach to Change

Rebecca Hartshorn, Senior Consultant, Hays Procurement
1.0
PUBLIC SECTOR
OVERVIEW
HAYS SURVEY
OVERVIEW

Public sector employees
• 21% of staff are facing redundancy
• 24% are actively seeking work in the private sector
• 80% believe their salaries should be on par with private sector peers
• 91% say the public sector’s inability to attract key skills over the coming year will impact adversely on frontline service delivery

Public sector employers
• 81% predict job security fears will stop people looking for work in the public sector
• 61% say changes to employee benefits, especially pensions (51%) will be off-putting to professional people who might otherwise consider working in the public sector
• 67% insist their capability to deliver frontline services will suffer as a result of skill shortages
• 60% are concerned about losing their best people to voluntary redundancy and early retirement programs
2.0
MARKET PLACE
CURRENT DEMAND
MARKET PLACE

Business Transformation
• Centralisation

• Outsourcing

• Category Management

Sector Trends
• Boom in Social Housing Sector and Local Authorities

• Disappointing materialisation of anticipated NHS demand

Summary
The biggest push towards centralisation and strategic procurement this year has been within the Social Housing Sector
3.0 CANDIDATE POSITIONING CURRENT DEMAND
DESIRABLE CANDIDATE SKILLS

Yes
• Stakeholder Management Skills
• Commercial Acumen
• Delivery

No
• ‘You can’t negotiate in the public sector’
• ‘Blocker’ perception
• Average CV

Summary
• Do not rely on OJEU expertise

• Due to changing market place, being able to manage a complex matrix of stakeholders experiencing a restructure, or stakeholders who have never before have a dedicated procurement resource, is absolutely paramount
4.0
EMPLOYER MARKET
CURRENT DEMAND
EMPLOYER DEMAND

Permanent Market
• £35 - £40k Procurement/Category Managers

Interim Market
• £350 - £400 day rate
• Day rates have slowly increased 2010 - 2011 following a significant decrease in 2010
• Notable shift after CSR 2010 towards fixed term contracts - this is relaxing
• Local market remains poor, as opposed to London which is currently buoyant

Summary
• Immediate results: cost savings will be delivered quicker with strategic procurement and better operational efficiency. A seasoned £35 - 40k Procurement Manager does not need to be developed immediately, in order to deliver immediate results.
• Current demand locally, and nationally, is for ‘heavy weight’ strategic procurement interims working as change managers / business transformation managers / P2P implementation managers.
CONCLUSION

The change in skills and experience in demand post CSR 2010 are real

Nationally, demand is steadily returning to growth after a significant decrease at the end of 2010

Locally, although the demand has moved towards permanent recruitment, we predict a continuous steady increase in both permanent and temporary staffing
SERVICE SECTOR
PROCUREMENT

Leighton Rose Business Manager, Hays Procurement
SERVICE SECTOR OVERVIEW
MARKET OVERVIEW

**Definition:** Procurement of Services/Indirect commodities

**Types of Organisations**
- Financial/Professional services
- Central Procurement functions of large organisations
- Utilities
- Consultancies

**Typical Remuneration**

<table>
<thead>
<tr>
<th>Role</th>
<th>Salary Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Buyer</td>
<td>£18-25k</td>
</tr>
<tr>
<td>Buyer/Procurement Coordinator</td>
<td>£25-32k</td>
</tr>
<tr>
<td>Senior Buyer /Category Specialist</td>
<td>£30-40k</td>
</tr>
<tr>
<td>Procurement Manager/Category Manager</td>
<td>£40-55k</td>
</tr>
<tr>
<td>Senior Category Manager /Senior Procurement Mgr</td>
<td>£50-70K</td>
</tr>
<tr>
<td>CPO</td>
<td>£x!</td>
</tr>
</tbody>
</table>
MARKET OVERVIEW

Market activity

• Candidate shortages £25-40k

• Short on specialists, IT, FM, Marketing, HR Professional Services

• Shift to Strategic positions
  • Strategic Sourcing, Commodity
  • SRM
WHAT DOES A DESIRABLE INDIRECT CANDIDATE LOOK LIKE ON PAPER?

- Often a Blue chip background/Professional Services organisation/Utility business
- Experience of Indirect commodities with scale and complexity
- Either Specialist or Generalist
  - Experience in managing broad indirect commodities
    - Or
      - Commodity specialists (IT, Professionals Services, Marketing, FM)
    - Or
      - Be a commodity specialist generalist!
- Team management not always necessary
- Good progression and career development
- Good educational background – MCIPS /Degree/Postgrad
PERSONAL ATTRIBUTES OF A DESIRABLE INDIRECT CANDIDATE

• Positive approach
  • It’s always complicated!

• Results focused
  • It is about outcomes, savings, service benefits, delivery
  • Numbers oriented

• Engaging
  • Stakeholder relationships are key

• Career Minded
  • Chosen the corporate route for a reason
HOW TO BECOME AN INDIRECT SPECIALIST

Candidate background

• Indirects? Not always!
  • Manufacturing – a good proportion of indirect candidates come from direct procurement positions

• Public sector?
  • Still negative perception
    • Demonstrate results
    • Head for utility as OJEU skills are relevant
    • Manage a sort after commodity

• SME?
  • Seek a sideways move or step back to step forward

Personal development

• CIPS carries weight
• Invest in education Degree or Postgrad qualification
• Network!
FUTURE POTENTIAL OF AN INDIRECT SPECIALIST

- Career ladder? Functional heads, team managers
- Specialisation – Commodity leaders, directors
- Interim?
  - Specialist vs Generalist
  - Pro’s and cons risk and reward
MANUFACTURING
PROCUREMENT

It’s been a Rollercoaster!

Dan Plimmer Business Manager, Hays Procurement
1.0
MANUFACTURING SECTOR OVERVIEW
OVERVIEW THE MANUFACTURING MARKETPLACE: A WEST MIDLANDS PERSPECTIVE

- Wmids Unique Market Place
  - Concentration of Manufacturing organisations
  - Resulting in Market exposure to sector turmoil

Categorisation

- OEM
  - Aerospace
  - Automotive
  - Energy
  - “Yellow Goods”

- Supplier Base
  - Large Tier 1
  - Oil and Gas

- FMCG Production

- SME/Traditional Manufacturing
CANDIDATES IN DEMAND

• What do Clients look for?

  • Experience – Industry sector knowledge

  • Low cost / Best Cost Sourcing
    • Knowledge of Emerging Markets

  • Strong understanding of Commodity Markets

  • Qualifications
    • OEM’s Demand Degrees
    • Rest of Market CIPS desirable

  • Background Stability?

  • Business Fit
CANDIDATE EXPECTATION

- **Slow** salary growth
  - Organisations still trying to bag a bargain!

- Increased awareness of consumer costs i.e. fuel and travel costs
  - Not being reflected in new salaries offered
  - Candidates are hesitant to commute distances

- Candidates search for stability and long term positions

- Interview feedback not forthcoming for volume recruiters
FUTURE DEVELOPMENTS

• Govt policy on promoting manufacturing
  • Reducing apprenticeships red tape
  • Enterprise zones

• Skills shortages
  • Technically skilled candidates

• Expansions of local OEMs and supplier base
  • Narrowing procurement candidate marketplace

• More and more emphasis on Manufacturing Procurement candidates
  • Commodity pressures – mitigate price rises
  • Maintain demand for candidates!
CANDIDATE POSITIONING

Leighton Rose, Business Manager
CV

- Vitally important document
- Not an essay
  - Bullet points correct tense – no I, We,
  - Concise – keep to 2/3 pages dependant on experience
- Must demonstrate achievements
  - Numbers on spend saving, %age delivery
- Tailor your CV
- Cover letter for direct applications
NETWORKING AND ONLINE BRANDING

• Ensure you position yourself in the market,
  • Understand your interactions can benefit your future job search
  • Industry events – CIPS, Conferences even client/supplier engagement

• Online profiles
  • Linkedin
    • 25% of recruiters check online status of applicants
    • Opportunity to demonstrate, skills, achievements, personality and recommendations
    • 17% of organisations source directly online

• Job boards
  • Powerful tool for recruiters
  • Up to date record for jobseekers
  BUT
  • Opens your CV to be released to all recruiters with access
  • Difficult to control
WORKING WITH RECRUITMENT AGENCIES

• Reasons to work with recruiters
  • Your sponsor in the job market
  • Access to key recruiting businesses
  • Insight into the market
  • Improving your value in the market

• Challenges
  • Contact
  • Feedback
  • Lack of personal approach
  • Lack of Specialism

• Build a positive working relationship with the recruiter
  • Understand their motivations
  • All interaction will leave an impression – ensure it is positive
  • Help recruiters to help you
  • Meeting!
  • Have few but close relationships with agencies
WIN AT THE INTERVIEW

• Objective??
  • GET THE OFFER

• Before the Interview
  • Do your research
  • Understand the role
  • Plan your route

• First impressions count
  • Always formal business dress
  • Smile & firm handshake
  • Build rapport

• At the meeting
  • Body language
  • Eye contact
  • Talk about your background – concise yet comprehensive
  • Situation Task Action Result STAR technique
  • Facts figures, know your CV – DONT READ IT
CANDIDATE POSITIONING

• What do you want to do?
  • Have a goal and work towards it
    • Inside the organisation and on the job market

• Be realistic
  • Understand where you are in the market
  • Know your limits and your potential

• Make sure you formulate an impressive CV

• Build a recruiter relationship

• Network and build a positive profile both online and in the real world

• Understand that each day that you go to work you are also writing your CV!
  • Continual development
  • Work to your goal
  • Expand your experience
  • Drive your career!
THANK YOU
& ANY QUESTIONS?