



UK Market Trends

One of the more interesting aspects of the last 12 months has been the number of newly created roles we have been asked to fill. Perhaps this is a true reflection of the much talked about economic recovery – or it could be suppressed demand. Either way it is a welcome development!

If the economy is starting to recover, so too is the competition for the ‘best’ candidates. We have seen clients ‘lose’ their favoured candidates in recent months for the first time in about 5 years. Our advice to clients is to stick to the agreed recruitment timetable, organise your decision makers and make sure that the package is truly competitive.

If the above trends continue, the role of a recruiter as an advocate for the client will become increasingly vital in the battle to attract talent – a role Allander Noble has always excelled in. We can help clients to benchmark salaries, an essential part of retaining and developing key people for the future. Contact dk@allandernoble.co.uk

International Aspects

With UK companies under increasing pressure to open up export channels as a way of achieving growth, Allander Noble has identified and joined a credible international group to help UK clients to recruit in key European markets. ISG operates in 25 countries, mainly in Europe and employs 540 people. All member firms deliver recruitment and most also deliver training and development services.

If you are considering expansion overseas, we would welcome the conversation to connect you with the right consultant in the right territory.

Stephen Williams has just returned from the ISG Spring Conference in Salzburg, attended by some 60 people from across ISG and would welcome the opportunity to share his findings. Contact sw@allandernoble.co.uk

Corporate Governance

This remains a very ‘hot’ topic and the current publicity surrounding the Co-op Group serves as a reminder that all businesses need to take this seriously. At Allander Noble we have invested in 2 services to address this need. The first is our low cost NED recruitment service and the second is the addition to the Allander Noble team of an expert in Corporate Responsibility – James Forte.

Is Corporate Responsibility (CR) a buzzword or more than that? Most owner managed businesses will already consider themselves as “responsible businesses”, but how can you be confident that you are meeting company law requirements, as well as good practice stakeholder expectations? Is CR reflected in your non-executive director and executive management recruitment practices? James brings to Allander Noble not only a breadth and range of international executive recruitment expertise but also a wealth of experience in CR gained at KPMG and as an independent consultant. We are delighted to welcome James as an Associate.

James is very happy to engage in an informal discussion around how CR should be included in your non-executive director and executive management recruitment. He can also advise on whether your business might benefit from a high-level CR review. Contact James at jf@allandernoble.co.uk

Stephen Williams takes the helm

As part of the ongoing development of Allander Noble and to secure succession, Stephen Williams has been appointed Managing Director of Allander Noble. Founder David Kennedy expressed his delight: 'We have worked together since 1989 and launched Allander Noble in 1997 to provide an executive recruitment service to owner managed businesses. Our growth has come through personal recommendation from a vibrant, growing network of professional advisers, repeat business from satisfied clients and the dedication of our team of associates. Stephen has spearheaded the development of our European network in recent years and his appointment recognises the outstanding contribution he has made to the development of the business. I look forward to supporting Stephen in his new role, The Allander Noble team is excited by the prospect of working with you, as the economic outlook continues to improve, and I hope you will have an opportunity to catch up with Stephen and the team in the very near future.'