

Boardroom joins War for Talent

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The War for Talent is really starting to hit home when it comes to filling senior level management and Boardroom positions. This is compounded by the fact that as long as the business environment remains positive and there is a demand, supply will continue to dwindle.

One of the biggest single challenges when it comes to recruitment at the top is the demanding wish list or specification from the employer. The ideal candidate will need to have both a specialist knowledge of the sector or function as well as a broad strategic overview. He or she should also be experienced in managing in an international environment. This combination limits the talent pool as it can be hard to find all these qualities in one individual.

At the same time, the candidates themselves are becoming increasingly demanding in relation to what they expect from flexible working requests to increasingly sophisticated compensation packages. In other words it's a sellers market and this can only exacerbate the skills shortage situation.

Some enlightened employers recognise the challenge they face and try to a degree to tailor the job to what is available. These companies will also be more willing to compromise on elements within the recruitment package. However, others have still to grasp that they have to sell themselves a lot harder than they have previously been prepared to do to attract the right person for the role.

To better meet these challenges, our key piece of advice to employers is to take full advantage of the international talent pool. Even if the position is for a UK-only job, the best candidates could be lurking almost anywhere in the world. So if you are going to conduct a search ensure you cast the net wide and work with a search firm with global reach.