

Executive Recruitment Update

HARP wallen's Easter Report



Account Manager Matthew Gardiner reports on the current recruitment climate in the travel industry...

Doom-laden reports trumpeting wide-spread unemployment may be leading the news headlines but this is not the only story to be told about the world of work and recruitment. There is no denying that the job market is tough and both individuals and companies are being hit hard; but here at **HARP wallen Executive Recruitment** we have just had our best February for 5 years, proving that those with a proactive and well informed approach to job seeking are still finding exciting new opportunities.

March was more challenging with new roles down more than a third. However we made a significant number of placements in the tour operating, airline, cruise and ancillary sectors. Despite belt tightening throughout the industry, there has definitely been an increase in pace in terms of recruitment processes. Potentially there are various reasons for this, both with positive and negative connotations, though the fact remains that we have had to be more responsive than ever. Employers who drag out recruitment processes continue to risk losing the best talent.

Another notable trend is the upsurge in interim recruitment. The Interim Management Association recently released research showing that demand for interim managers has increased by 7%, despite the current economic crisis. I would suggest that in the travel industry this increase is even greater. Demand for HARP wallen's interim recruitment offering, the **FlexExec Register** is booming. We've seen the number of placed interim assignments increase by 20% year on year as the trend of flexible working in the travel industry continues to play catch up with other sectors.

And from a candidate's point of view – we are being asked for advice from those recently affected by redundancy as to the best approach to finding their next role.

Someone who has recently lost a job will naturally feel anger, frustration, and fear at the situation. However, I would suggest it is attitude that can be the deciding factor between getting that job and narrowly missing out. Particularly in this competitive market.

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£ Excellent, South

Account Manager – Air Product

£ Excellent, London

Trainer

£ Competitive + Car, South

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Movers and Shakers

Former Royal Caribbean Cruise Line European boss **Susan Hooper** takes charge of the travel division of Saga Group.

Tourism Australia appoints **Alasdair Farrimond** Marketing Manager UK, Ireland and Nordic.

Med Group names former Orient-Express Hotels Vice President **Adrian Constant** Chief Executive to head its La Manga Club resort.

HARP wallen: Contact Us

Address: 32-33 Gosfield Street, London, W1W 6ED

Tel: +44 (0)20 7072 2360

Email: harpwallen@harpwallen.co.uk

Be mindful of this and try to associate with those who provide positive emotional support. It may be comforting to be surrounded by people who commiserate and reinforce anger, frustration, and negativity, but it will be counter-productive to the goal. Though obviously, a positive attitude and confidence are only helpful if action is taken. **Your CV** needs to be the best it can, **interview technique** polished and networks utilised.

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