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IN BRISBANE**

**SALES, MARKETING &
COMMUNICATIONS**

Q2 2010



ROBERT WALTERS

Welcome to the Robert Walters Q2 2010 market update. We hope you find this update both interesting and informative. Should you wish to further discuss the market or any recruitment related issue, please contact your Robert Walters Consultant.

MARKET UPDATE

Throughout Q2 we saw a continuing increase in the number of job vacancies in the market. The majority of the increased volume was attributed to the rise in major infrastructure and mining projects throughout South East Queensland, as projects became live after the successful tender process.

Community and stakeholder relations, government relations and media roles accounted for the majority of growth within Q2 as employers started to focus on securing professionals who could develop and implement effective stakeholder relations strategies on major Brown Field projects. Proven sales representatives and business development managers were in high demand throughout Q2 as companies continued to improve their bottom line and sought to achieve a competitive advantage leading into the second half of the year.

As the market continued to improve and major projects increase, we did see

demand start to steadily outweigh available talent in some areas. This was particularly evident at the mid-level community engagement space, where demand was high for front line 'hands-on' professionals on major projects.

Towards the end of Q2 however there was a slight drop off in vacancies as the financial year end drew closer and companies waited for their new recruitment budgets to be released. The announcement of the proposed government mining profit tax in June slowed demand further as new projects were placed on hold.

We anticipate that Q3 will show major growth in all industry sectors as the new financial year starts and most of the EPCM projects will take effect. Highly skilled candidates who demonstrate both loyalty and stability will continue to be highly sought-after in the market.

CONTACT OUR SPECIALIST CONSULTANTS

For further information on the best method of sourcing sales, marketing and communications professionals for your organisation, or to discuss any of the candidates profiled, please contact **Callan Raine** on (07) 3032 2223, **David Alvarez** on (07) 3032 2221 or **Oliver Molinari** on (07) 3032 2291, or email bri.sm@robertwalters.com.au

ABOUT THE SALES, MARKETING & COMMUNICATIONS DIVISION

Our Brisbane sales, marketing & communications division recruits for permanent and contract, senior and support staff across a diverse range of market verticals including banking and financial services, professional services, construction, utilities, mining and resources, consultancy, ICT, FMCG, engineering and government. Assignments vary from graduate level to senior executive management with salaries ranging from circa \$50k to \$200k plus.

In addition to traditional contingent recruitment assignments, we also offer a number of stand alone consultative services to meet the changing needs of the recruitment market, including:

- Mailbox Management – handling all responses, initial screening and shortlisting
- Graduate recruitment programmes
- Micro-site and online attraction strategies
- Preparation and construction of interview questions – including competency based questions where required
- Assistance with the compilation of job descriptions
- Attending panel interviews and providing written recommendations
- Reference checks
- Psychological testing and assessment
- Salary benchmarking
- Exit interviews and reporting
- Performance and career counselling
- Information workshops – e.g. behavioural interviewing techniques

SALARY SNAPSHOT

Position	Permanent salary (p.a)
Business Development Manager	\$180,000
Business Development Manager (SME)	\$120,000
Communications Officer	\$85,000
Community Relations Advisor	\$115,000
Marketing Manager	\$90,000
Principal Communications Officer	\$115,000
Sales Manager	\$130,000
Sales Representative	\$55,000
Territory Manager	\$85,000

NB: Figures are basic salaries exclusive of superannuation and benefits/bonuses.

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WITH A NEW BRAZILIAN OFFICE.**

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