

POSITIVE OUTLOOK FOR PHARMACHEM SECTOR

The last year has seen a remarkable change in the pharmaceutical recruitment landscape and most importantly, we are seeing positivity returning to it, particularly over the last six months.

Organisations took a lean approach to the way they recruited by utilising more combined recruitment models at favourable rates and engaging niche service providers, who could deliver accurate candidates in a streamlined manner. Berkley found that it was important to be able to offer clients flexibility that allowed them to ramp up and down as required to suit the business needs.

With niche skills being in demand and organisations concentrating on talent management on a global basis, we have seen the value in providing an international service that allows unique skills to be brought into Ireland where needed, as well as providing a consistent recruitment service across global teams.

It is increasingly becoming the case that all service providers in engineering and resourcing have to be regional and global. With all the consolidation within the industry, increasingly companies want universal suppliers, local input and decision powers are being centralised.

In 2010 to date, Berkley has seen additional requests from European and Asian colleagues to present short-lists for key management roles internationally, while in a local context, we have found a lift in the number of organisations considering operations here, with an increase in the requests for due diligence information for new builds or expansion programmes.

STABILISING LABOUR SUPPLY

The labour supply has stabilised, with a lot of restructuring at the low level and middle management functions. Organisations were faced with triple and quadruple applications for certain skill sets, however, the need for direct headhunting increase for critical roles and proactive searches are still required to extract specialist skills. Our

Joanna Houston, EMEA Operations Manager, Berkley Pharmaceutical and Life Sciences, reports on the wage stability and return to competitiveness of the pharmaceutical sector.



recent survey has also revealed that 52% of people are still open to moving roles, while 46% are happy to retain their current salary rates. Salary inflation is not as common when moving to a new role or seeking an internal promotion, so wage costs are increasingly stable as a result.

In analysing the Irish market in global terms, Berkley compared the current rates and cost factors that their clients are working with. Over the past 12 months, the competitiveness and normalisation of the Irish market has been dramatic. While the economic factors at a corporate level are always attractive, the wage inflation and expectations of the workforce were becoming un-sustainable. When the weakness of the US dollar was also taking hold, projects and costs were soaring. The US dollar has now retreated almost 15-18%, the project costs are more competitive, while added to this, salaries have adjusted 10-15%.

REALISM IN THE MARKET

When you add the third component of wage increase expectation, Ireland is the lowest in the global league of expectation, i.e. we expect lowest percentage of increases, if any. In fact, 65% of Irish candidates are more flexible on salary, a genuine show of realism in the market.

Take all of this into account, we are now once again, dollar for euro, more cost effective. While a lot of resources have taken up roles internationally in the contract engineering sector, most are awaiting the opportunity to return for new projects in Ireland.

ABOUT BERKLEY

Berkley Group have been providing resourcing and engineering solutions in the Irish, European and Asian markets for over 15 years. For more information, contact Joanna Houston, EMEA Operations Manager, Berkley Pharmaceutical and Life Sciences. See www.berkley.ie or call +353 (0)1 8724666 / +353 (0)21 4289600.