



What happened to the War For Talent in Russia & CIS Banking?

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CFA Salary Survey presentation - Monday, May 24, 2010





Agenda

1. What *are* people thinking?
2. The state of things today and the Antal Russia Banking survey 2010
3. Levers of hiring and getting hired

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While some candidates are thinking...

Is there competition for jobs?

Are banks recruiting?

Is it safe out there?



I haven't had a raise for a while...

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- risbane
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Some firms are thinking...

Is there surplus talent to hire?

Is it easier to hire now?

What should we pay?

If other firms start recruiting, will I lose my staff...



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A few myth busters...

Financial Services in Russia & CIS

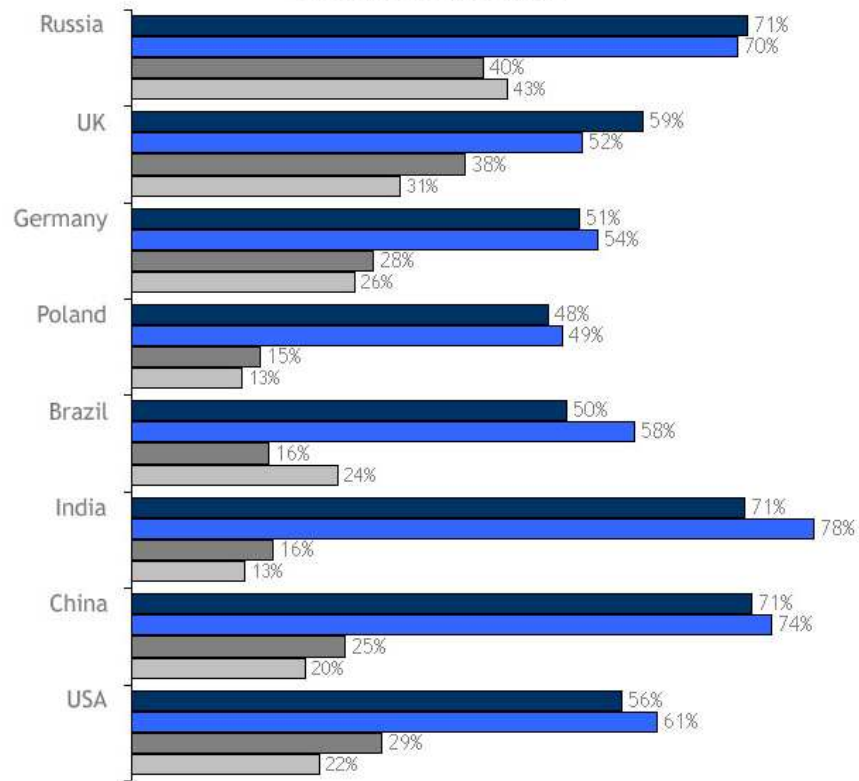
- Foreign companies are still cautious about investing in human capital in Russia & CIS
 - New vacancies registered in banking are getting better but offers made are still below the peak and the types of firm hiring is different
 - There has to be a strong reason to hire backed by real cash and/or revenue
- Most of the financial services industry is still based in Moscow
 - In the Antal Russia salary survey respondents were 84% Moscow, 5% Almaty, 2% St Petersburg and 9% throughout the rest of the region
- Financial Services is not a new industry but there is a demographic time bomb
 - 25% of respondents have worked in financial services for 7-10 years
 - 16% of respondents joined the industry in the last 3 years
- Talent has not stayed at home
 - 87% of respondents are working in a permanent or consultant contract
 - 13% of respondents were not currently working

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The Russian recruitment market is ahead of others in 2010

hiring trends at managerial level around the world
according to Antal Russia



- currently hiring at managerial/professional level
- expect to hire at managerial/professional level over the coming quarter
- currently letting people go at managerial/professional level
- expect to let people go at managerial/professional level over the coming quarter

For comparison:

- Jan 2009: only 42% of all companies in Russia were ready to hire
- Globally: 55% of all companies plan to hire

Observations:

- Russia is hiring and expecting to hire more than Western Europe
- Russia is currently or expecting to let more people go than any of the regions listed
 - Uncertainty?

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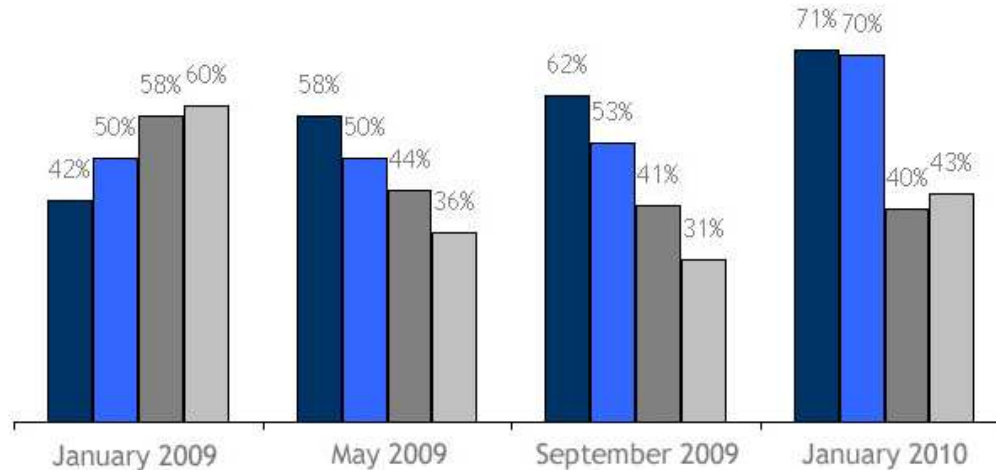


The trend from the last months clearly continues upwards

Quarterly Antal Russia Confidence Survey

hiring trends at managerial level in Russia

according to Antal Russia



- currently hiring at managerial/professional level
- expect to hire at managerial/professional level over the coming quarter
- currently letting people go at managerial/professional level
- expect to let people go at managerial/professional level over the coming quarter

Placements:

from 2 (Jan 2009) to 10 (Jan 2010) and 20 (April 2010)

Consultants:

From 55 (Jan 2009) to 73 (May 2010)

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The change in candidates' mindset is becoming visible

A picture of the first months in 2010

How do managers estimate the future of economy?



Very optimistic Optimistic Indifferent Pessimistic

According to Antal Russia (a part of the FiveTen Group)

How do managers rate their current job security?



Very secure Secure Insecure Very insecure

According to Antal Russia (a part of the FiveTen Group)



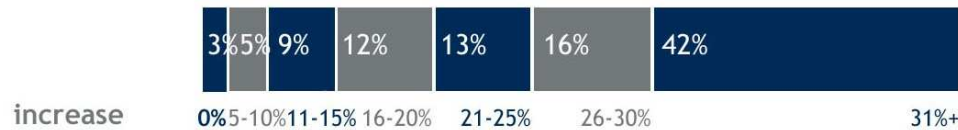
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This news are reflected in candidates' expectations...

Russia & CIS Financial Services April 2010

What salary increase do banking professionals expect when changing their job?



According to Antal Russia (part of the FiveTen Group)

How did bonuses paid to banking professionals for 2009 differ from the previous year?



Significantly increased Increased Remained the same Decreased Significantly decreased

According to Antal Russia (part of the FiveTen Group)



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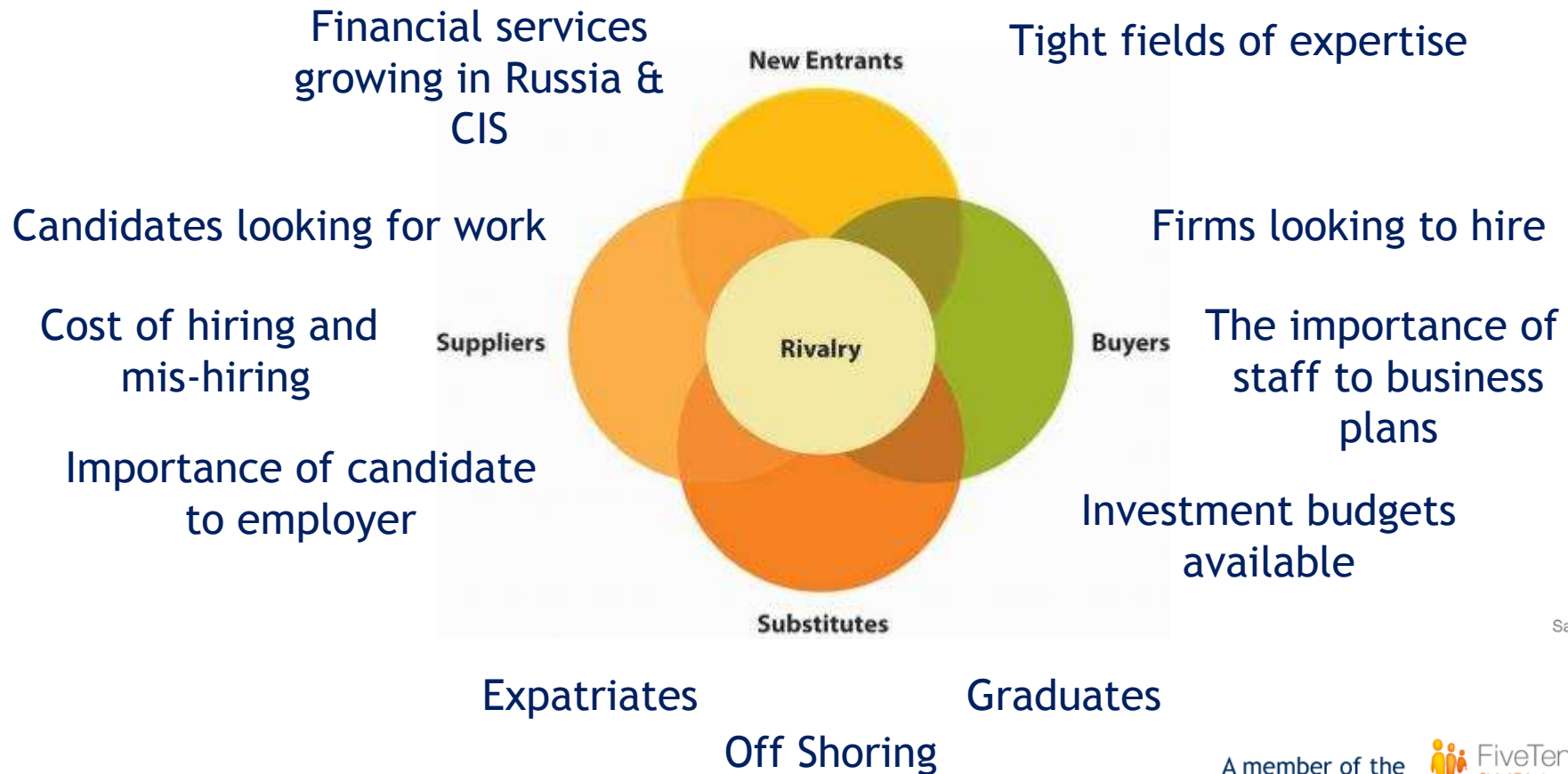
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The forces at work in the talent competition



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How do candidates find what they are looking for?

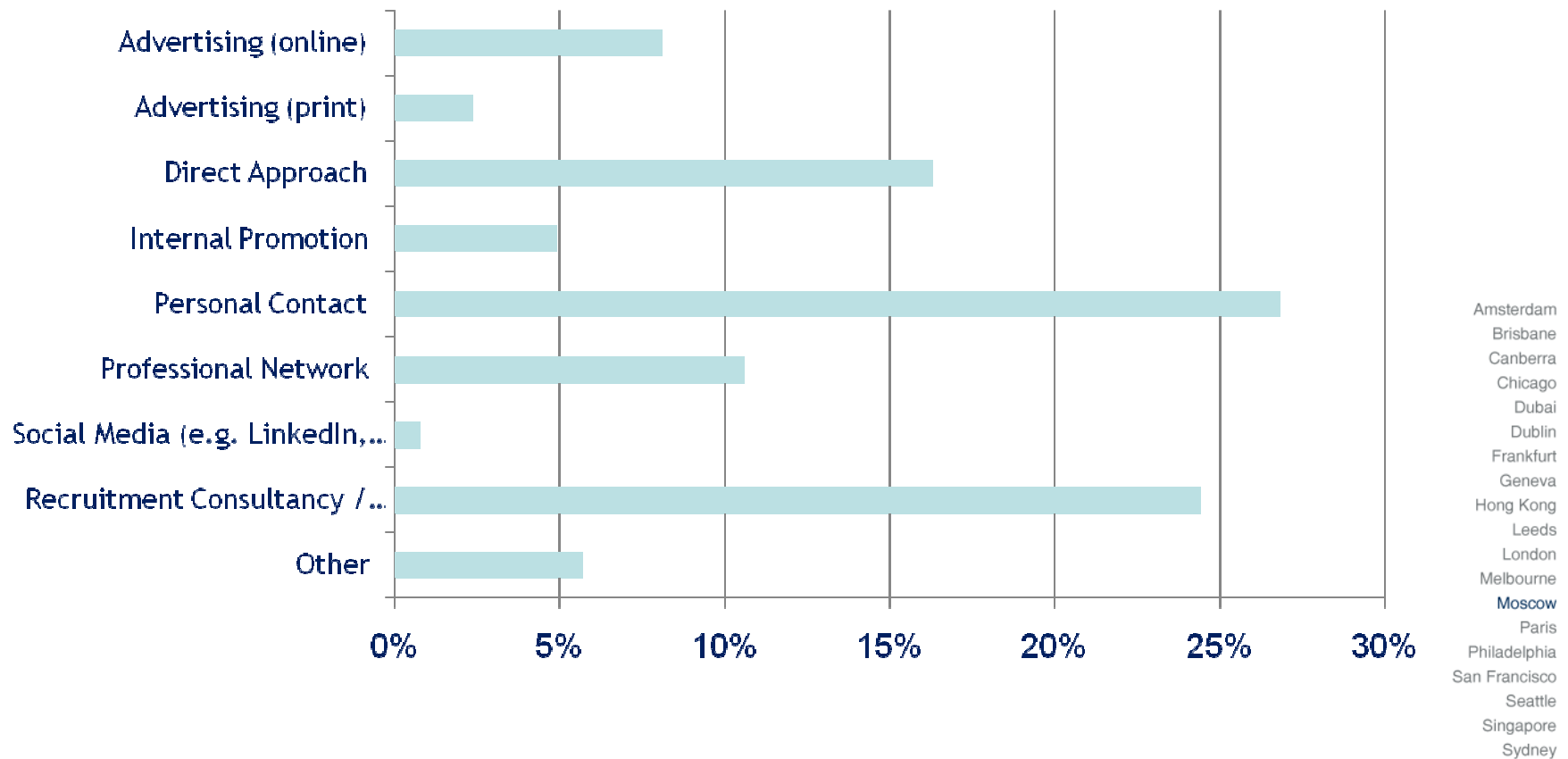


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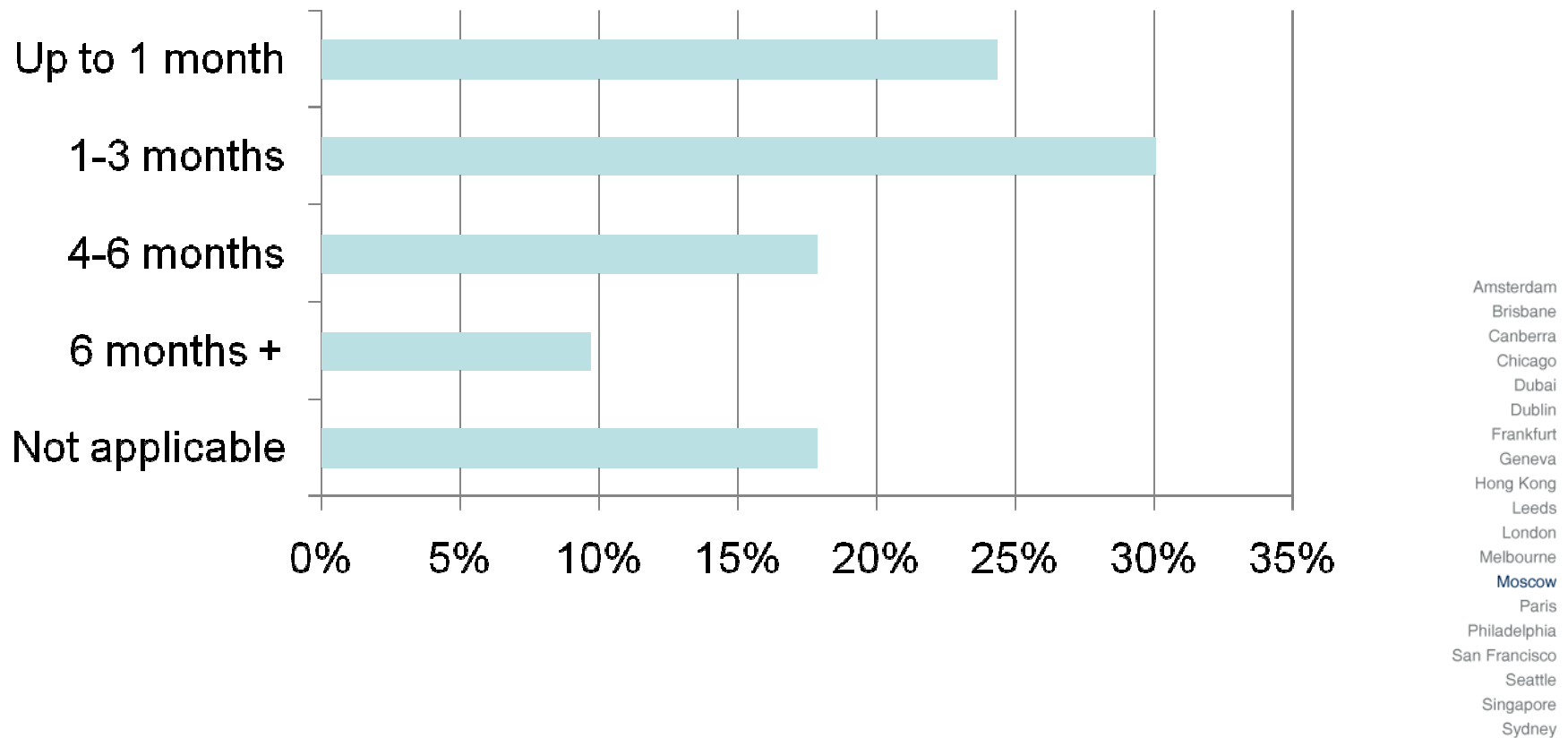


How did you find your current position?





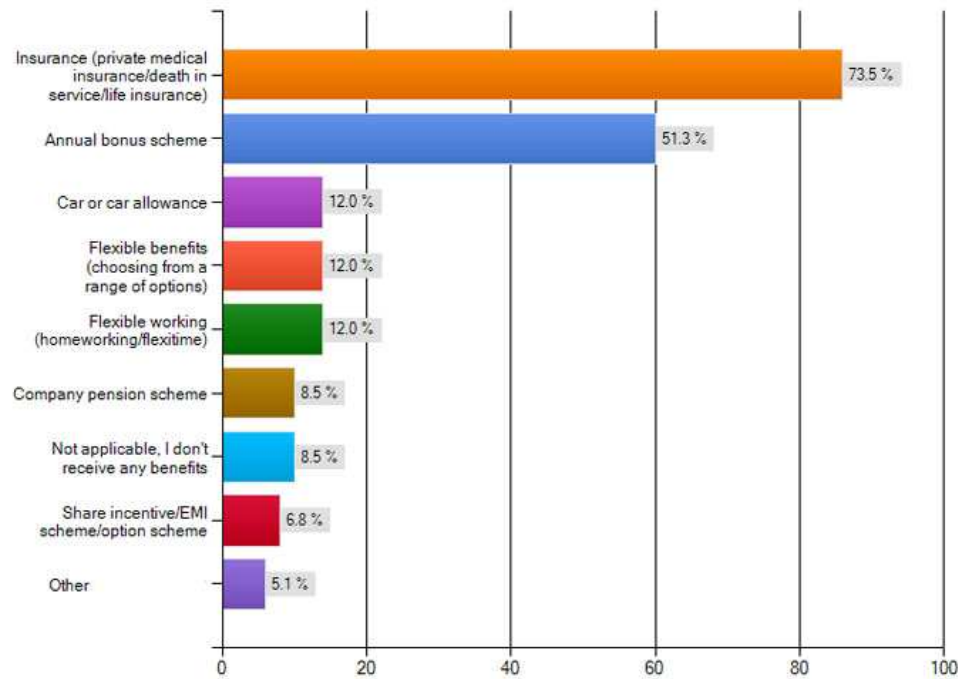
How long did it take you to find your last job?





What benefits do employers give?

Benefits received by banking professionals

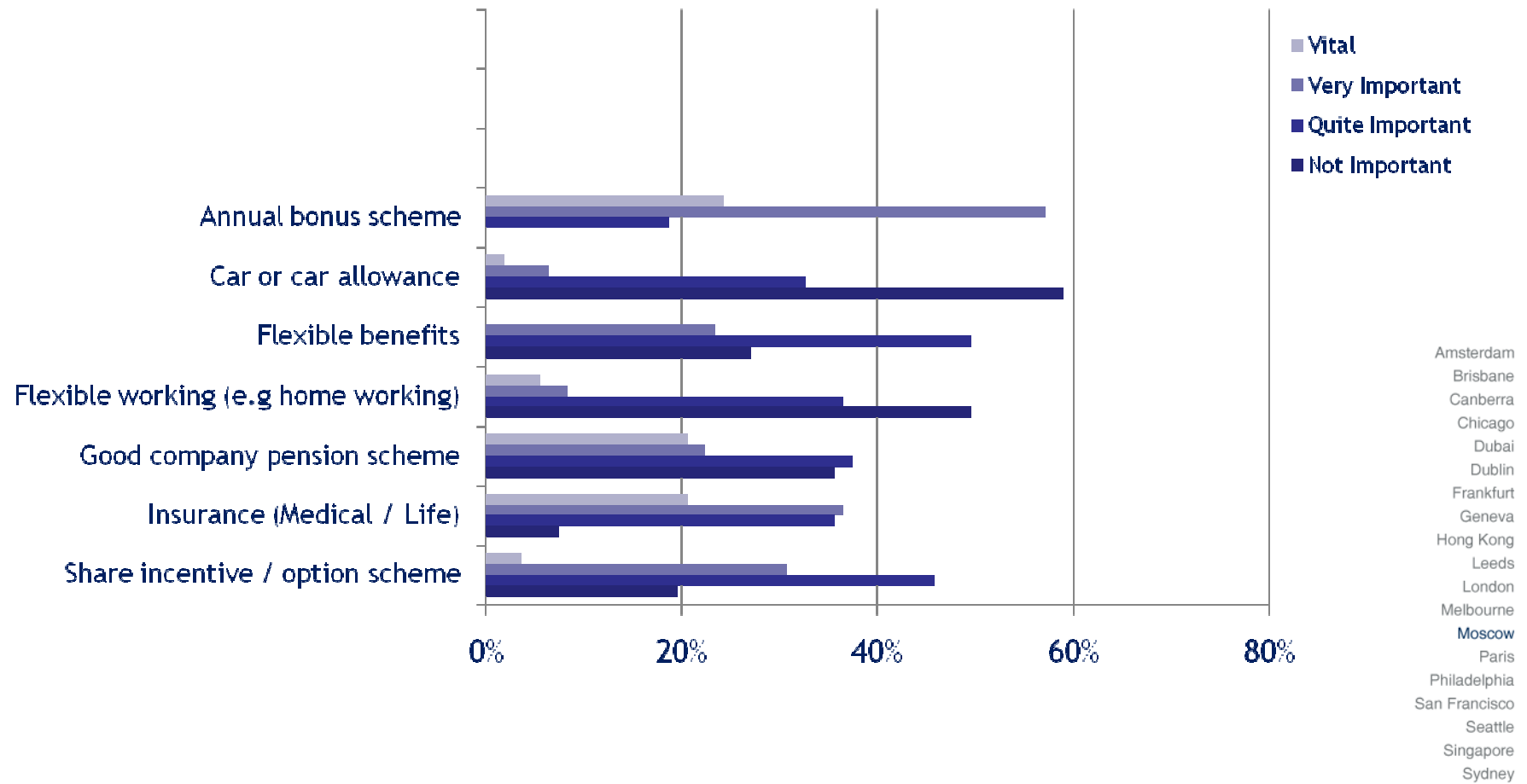


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What benefits are attractive?





Concluding remarks

- Firms are hiring again although not consistently
- There is little talent sitting around so you need to be proactive
- Professional and personal networks are critical
- Social networking is a useful (and fun!) way to help you network but may not get you a job... yet!
- Look beyond the base but don't forget it is powerful in today's market
- The majority of job seekers spend less than 3 months on the market - you need to be proactive and fast
- Professional recruiters can help provide liquidity in the talent market by increasing the supply of candidates and positions and also manage the complex pay/benefit/bonus discussions

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THANK YOU FOR YOUR ATTENTION!



For questions please contact:

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