

# crossWORD

the official client letter from Crossmatch Recruitment

**T**HAT THE RECESSION HAS affected recruitment will come as no surprise: employers, in general, are cutting back rather than expanding.

However, recruitment still goes on, at least to some extent. But it's different now, and that's the subject of this edition of *crossWORD*.

It is different because, in many cases, it is against a backdrop of uncertainty. It is also different because there are more candidates available, better candidates, over-qualified candidates.

Our role has changed in the last few months. The lines between temp and permanent have become blurred, as clients struggle to know whether they can regard any new appointment as truly "permanent" in the current climate.

What we are noticing is a trend towards combining elements from

both permanent and temporary sides. There is nothing new in that of course, temp-to-perm having been popular with clients for years.

What is different now, however, is the greater number of situations in which it is a realistic option. The one flaw in the idea of temp-to-perm has always been the argument that the best permanent candidates are already in good permanent jobs and that they won't want to leave them for the precariousness of a temp job, albeit with the prospect of a permanent one at the end of it.

And they would have been absolutely right of course. We have, in the past, had to dissuade some candidates from making such a rash move.

All bets are off now, however. There are many excellent people who have either been made redundant or who see it coming and view risk in a completely different way.

The only danger from the client (employer) point of view is that the candidate's judgement becomes impaired by the uncertainty of their current position and they end up accepting a job because it is a job and not because it is the right job.

As long as everyone is aware of such pitfalls, however, we would definitely say that it is worth considering this sort of approach. It is also worth mentioning that there is more than one "model" available. Ask us about split fees, for example, or extending a temp contract and avoiding a lump-sum fee altogether. Food for thought!



**Crossmatch Recruitment**  
 91 Rose Street, Edinburgh EH2 3DT.  
 Tel: 0131-226 7477. email: [mail@crossmatch.co.uk](mailto:mail@crossmatch.co.uk)  
 web address: [www.crossmatch.co.uk](http://www.crossmatch.co.uk)