



Having reported on a slight dip in hiring activity in the Q2 period in our previous market update, we're pleased to report that the summer months have seen a return to the levels of demand observed at the start of the year and all indications are that this will increase during the remainder of 2014 and beyond.

A notable driver of activity currently is the impact of large scale practice management systems projects, with a whole raft of post-merger integrations and new system implementations underway or on the horizon. We've seen a surge in demand for Finance Systems Analysts at various levels and a number of firms back-filling traditional finance roles to cover for staff who have been temporarily shifted to provide project support for systems teams. There has long been a supply and demand issue for experienced finance systems staff in the legal sector and this will be stretched considerably further still over the next few years.

Elsewhere in the wider UK Jobs Market, September figures within the KPMG/REC-produced *Report on Jobs* showed strong demand for staff continued whilst permanent appointments slowed to a 10 month low during the month, attributed anecdotally to slow hiring processes during the summer holiday period and candidate shortages in certain areas.

Looking ahead, the REC-produced *Jobs Outlook* highlighted positive employer intentions for growth, with 78% planning to increase their permanent workforce over the medium-term (next 4-12 month period). The report also showed a significant year on year reduction in the number of employers taking measures to reduce the cost of their workforce, from 33% down to 17%.

The disciplines in highest demand over the Q2 period have been within finance systems, revenue control and financial accounting. We've seen a number of firms actively interested to review individuals from outside of the legal sector within these areas, with applications from other professional services industries of particular appeal. We've also had many discussions around pricing focussed roles, with firms considering their existing and future resources in this emerging discipline, and from individuals eager to gain experience within this field.



Vacancies we've filled during this period include:

> Head of Finance	Boutique UK Law Firm
> Cashiers Manager	Top 50 UK Law Firm
> Cashiers Supervisor	Top 20 UK Law Firm
> Reporting Accountant	Top 100 UK Law Firm
> Project Cashier	Global Law Firm
> Revenue Controller	Top 50 Global Law Firm
> Senior Management Accountant	Top 50 UK Law Firm
> Revenue Assistant	Top 10 US Law Firm
> Finance Systems Assistant	Top 50 UK Law Firm

Balance News

We have recently strengthened our team with the hire of John Skillern. John joins the business as a Senior Consultant and will be focussing on expanding our reach across professional services industries.

NEW HIRE!

If you would be interested to discuss any of the above or related issues in more detail, or if you have any hiring requirements arise within your finance department, please feel free to give me a call anytime.

www.balancerecruitment.com

 @BalanceRecruit / @RichardBalance

 Balance Recruitment Ltd

 020 7072 0946

 Balance Recruiting Blog

Contact Us:

London Office: 45 Beech St, London, EC2Y 8AD Tel: 020 7072 0946

Hertford Office: Prince of Wales House, 3 Bluecoats Avenue, Hertford, SG14 1PB Tel: 01992 538 448

[Unsubscribe here](#)