

Hays Reports Steady Growth In Demand For Retail Banking Roles



Released on: November 18, 2009, 1:22 pm

Author: [Hays Plc.](#)

Industry: [Human Resources](#)

Hays, the world's leading recruitment experts in qualified, professional and skilled people, has reported that despite difficult trading conditions, there has been a steady growth in demand for retail banking roles.

Signs are emerging that the market is starting to pick up, with organisations starting to prioritise recruitment. Tessa Hollingworth, Operations Director at Hays Banking, explained: "Clearly, we're not out of the woods yet by any stretch of the imagination, but we are experiencing an increase in the demand for a variety of [banking roles](#), particularly within the major retail banks and building societies."

Building societies are looking to fill various banking jobs, from cashiers and customer service advisers through to assistant managers, senior branch managers and regional managers. "Recruitment is taking place across the board with these organisations looking for a mix of junior candidates and for those with managerial experience," added Hollingworth. "Organisations will look carefully at an individual's work history - evidence of loyalty to an employer is advantageous. Prior experience is preferred for more senior roles although for the more junior roles the right attitude is just as important."

Recruitment in [corporate banking jobs](#) and [commercial banking jobs](#) has also picked up momentum, with a demand for restructuring

and recovery roles in particular. These are challenging roles and individuals need to be excellent problem solvers and have first-class communication skills. Distressed debt is one of the key issues in today's market and specialists with this specific experience remain highly sought after in the current market, given the requirement for strong credit, risk and accounting knowledge. "Employers are keen to hire individuals with excellent relationship management skills and strong credit skills," added Hollingworth.

Business development also remains a focal point for retail banks and building societies with a strong track record in sales being one of the key competencies sought after by employers in the field of [business banking jobs](#). Professionals can use their transferable skills from the wider retail environment to put them at an advantage when applying for jobs in this sector. Qualified financial advisers who are able to achieve targets consistently are also highly sought after, relevant industry qualifications such as FPC/CeFA are essential.

Professionals looking for retail [banking jobs](#) need to differentiate themselves in the current market and this means being thorough with CV preparation.

"With competition for roles extremely high, it is in the interests of every individual to spend as much time as possible refining their CVs. Candidates also need to work on their interview technique and be aware of competency based interviews and what employers are expecting," continued Hollingworth. "For all roles, providing clear examples of past achievements and the impact they have had on the bottom line is particularly important. Specialist recruiters can provide tailored advice to help candidates in all aspects of the recruitment process."

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Note to editor:

About

Hays plc (the "Group") is the leading global specialist recruiting group. It is the expert at recruiting qualified, professional and skilled people worldwide, being the market leader in the UK and Australia and one of the market leaders in Continental Europe. It operates across the private and public sectors, dealing in permanent positions, contract roles and temporary assignments.

Hays:

The Group employs 6,933 staff operating from 345 offices in 28 countries across 17 specialisms.

For the year ended 30 June 2009:

- The Group had revenues of £2.4 billion, net fees of £670.8 million and operating profit of £158 million.
- The Group placed around 50,000 candidates into permanent jobs and around 270,000 people into temporary assignments.
- The temporary placement business represented 56% of net fees and the permanent placement business represented 44% of net fees.

PR Contact:

Alexandra Tucker
Hays Plc.
2nd Floor
Stockley House
130 Wilton Road
London
SW1V 1LQ
020 7630 4282
www.hays.co.uk/banking

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Press release distributed via EPR Network (<http://express-press-release.net/submit-press-release.php>)