

Executive Appointments

Nearly half of UK workers 'not on full-time payroll'

Jobs and Careers

PETER WHITEHEAD

As euphoria dies down over last week's UK employment figures from the Office for National Statistics, which showed a record-breaking rise in full-time employment, some are on the look-out for other trends.

Charles Russam, chairman of Russam GMS, a UK interim management provider, certainly is and, not surprisingly for someone in the flexible working business, he sees a hugely significant rise in the numbers of UK workers who are not employed full time on an organisation's payroll.

"It's time to wake up to the realities of what has changed," Mr Russam says. "These latest figures show that the number of UK workers not full time on someone's payroll now represent nearly 47 per cent of the UK workforce of 30m."

He reaches this figure by counting all those not engaged in full-time employment – 4.1m self-employed, 1.6m temporary workers, 6.7m part-time workers, 1m unpaid people on

apprenticeships or work schemes, the 1.5m people acting as unpaid carers and 1.1m workers with second jobs.

Mr Russam calls these people "self-drive workers", because they depend mainly on themselves for their livelihoods.

He says: "I am not certain that government is conscious of the true number of people turning their back on traditional employment to work in a more flexible and independent way. Government talks about jobs. It should really be talking about work."

Flexibility pays

Some flexible workers – in the form of interim managers – seem to have been doing very nicely as "self-drivers". Russam GMS's 2013 pay survey shows a sharp rise in daily rates for interim managers, rising from £593 in December 2012 to £660 a year later. In banking and insurance, interims were earning £863 a day, on average.

The second most buoyant area is the not-for-profit and charity sector, which now accounts for more than 10 per cent of all assignments.

Jason Atkinson, managing director



Stepping down: Ben Noteboom hands over the reins at Randstad

Rosie Hallam

of Russam Interim, says: "Companies are willing to pay handsomely for specialists."

Civil service opportunities

Twice as many apprenticeships for the UK civil service fast track are being offered this year than last.

Applications for the 200 places are now open for apprenticeships that offer youngsters aged between 18 and 21 the opportunity to work at the heart of government, in responsible roles such as "developing business policy in Sheffield, helping people into work in Birmingham, or advising ministers in Whitehall", says the cabinet office.

Recruitment to the Fast Track Apprenticeship programme runs until February 19, with the new cohort starting work in September.

To apply, go to www.gov.uk/civil-service-apprenticeships.

Changes at the top

Randstad Holding's chief executive Ben Noteboom steps down at the end of February after more than a decade in that role, and more than 20 years with the big recruiter. Jacques van den Broek, who has been at Randstad for 25 years, takes over.

Meanwhile, executive search firm Egon Zehnder is splitting the role of chief executive and chairman in its global leadership team.

Chairman Damien O'Brien, currently holding both titles, is handing over chief executive duties to Rajeev Vasudeva, who is currently based in New Delhi and who has led the firm's expansion in India, Africa and the Middle East.

Better Boards Evaluation code proposed

Boardroom behaviour at UK listed companies has scarcely been out of the news in the five years since Sir David Walker's 2009 review into corporate governance in banks, writes **Dina Medland**. Conducted in the wake of the financial crisis, it criticised boards as being supine.

Since June 2010, when the UK Corporate Governance Code incorporated a recommendation that FTSE 350 companies undertake an externally facilitated board evaluation at least every third year, there has been an increased demand for board evaluations from a wide range of businesses, not just those in the FTSE 350, says the Institute of Directors.

External evaluation of board strength has become a lucrative business, with many participants and growing concerns about standards.

To address these, a proposed code of practice was launched last week, along with a framework enabling companies and boardroom advisers to work more effectively together.

Helen Pitcher, board effectiveness consultant and chairman of Advanced Boardroom Excellence, a new firm behind the launch, says: "The market suffers a lack of clarity as to what chairmen and company secretaries can expect from a board evaluation. Many chairmen also lack information on who the key players are, or they have had variable experience of evaluations and are unclear as to what represents value, with fees ranging from £20,000 to £250,000 in some instances."

The Financial Reporting Council's guidance on board effectiveness in

2011 focused strongly on board composition, the need to pay attention to behavioural dynamics, and the importance of evaluation, as well as boardroom succession planning.

As UK listed businesses sought boardroom advice, the number of advisers expanded rapidly. Today, the business is dominated by individual practitioners who often have long-standing relationships with chairmen who repeatedly use their services as they take on new roles.

Furthermore, as there is no stipulation against headhunters conducting boardroom evaluations, the same individual who was responsible for the placement of a non-executive director in a boardroom could later be the one evaluating them.

Key features of the proposed code from AB Excellence would include advisers not pursuing more than two consecutive assignments in order to remain independent, clarity on conflicts of interest, safeguards against potential insider trading, the creation of an independent oversight body and an overall emphasis on communication between client and adviser at all stages of the process.

Sir David Walker, now chairman of Barclays, has welcomed Ms Pitcher's proposed code of practice for independent external board evaluations as "a timely initiative".

The proposed code will now be subject to public consultation.

For more on this topic, join the FT Non-Executive Directors' Club at www.non-execs.com

Finance Manager

MAYFAIR, LONDON | £45,000 - £60,000



Clipstone is a high growth property investment and management firm located in Mayfair. They are seeking a qualified accountant for a critical new role. This position will report directly to the Finance Director and will be pivotal in supporting Clipstone during a period of significant business growth.

Founded in 2008, Clipstone has a proven track record of property investment returns, demonstrating year on year growth and is currently managing a large portfolio of single-let distribution warehouses and multi-let industrial estates. Clipstone has undertaken approximately £175 million of real estate transactions since 2009 and has significant capital available for further acquisitions. Operating in a fast paced, lucrative sector Clipstone offers its employees an entrepreneurial environment alongside clear avenues for long term development and career progression.

Supporting the Finance Director you will be an integral part of the finance function and the wider business management team. As well as taking day to day responsibility for a section of the firm's financial operations, you will also be expected to provide cover for the Finance Director in key activities of the business as and when required.

Duties will also include:

- Responsible for financial and statutory accounts for multiple entities
- Develop, improve and retain full ownership of regular monthly/quarterly internal management and bank governance reporting
- Presenting financial information to key stakeholders
- Attending external meetings with investors, insurers and banks
- Budget planning, forecasting and financial planning

Who we are looking for:

- A chartered accountancy background
- Strong academic record
- Working knowledge of accounting processes
- Strong Excel skills
- Understanding of the property investment industry would be helpful, but not essential

Financial Reporting Manager

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Following a successful AIM listing in December 2013, Benchmark Holdings Plc is one of the region's most attractive and exciting employers. With an international presence, Benchmark Holdings Plc is a group of companies, which focus on the improvement and sustainability of the global food supply chain. This highly ethical and innovative group's activities include the development, manufacture and commercialisation of animal health products, technical publishing, R&D and consulting services.

Based out of their Sheffield head office, the Financial Reporting Manager will report directly into the Chief Financial Officer within this fast paced and progressive organisation and take overall responsibility for the preparation and communication of the statutory and financial requirements for the Group Plc.

Key responsibilities will include:

- Full responsibility for the timely and accurate production of statutory and financial accounts inline with IFRS, including clear communication and commentary for shareholders and submission to the LSE
- The further development of and ongoing responsibility for the group's financial consolidation tool
- Preparation of group corporate tax computations and returns
- The ongoing management and development of financial information for investor relationships for the plc
- Support the CFO with the ongoing M&A strategy by assisting with financial due diligence and business planning
- Support the CFO and the Group board in the short to long term growth and R&D strategies, including assisting with ad-hoc financial modelling and scenario analysis

The ideal candidate will be a qualified ACA, ACCA, CIMA with a proven track record within the SME arena. You will have an enthusiastic, confident and self-motivated personality and the ability to quickly contribute to the Astro culture and way of working. You will have experience of managing, developing and motivating a small team. It is also key that you can demonstrate experience of implementing new finance and