



Candidate Profile

ACMA, Amanda Latcham, on her move from accountant to analyst
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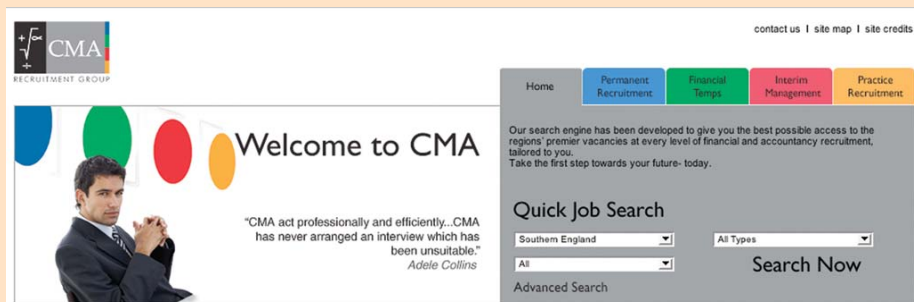
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Winning Website



CMA is pleased to announce the launch of its brand new website. The site, which launched in August 07, represents a significant upgrade from the previous design and is the latest in a series of projects to ensure that CMA's brand is as strong as the consultancy service it delivers.

As well as a fresher, brighter look, the new site is packed with information for both clients and candidates on remuneration levels, the interviewing process and how to ensure you find that perfect role or candidate. The biggest changes run much deeper than the cosmetic however, with an advanced job alert system and client microsite facility ensuring that CMA stays at the forefront of the South's financial recruitment market.

Unlike other sites, CMA's advanced search allows candidates to specify their role requirements exactly, using the specifically tailored geographical criteria, salary and keyword functionality to ensure that an email alert is received only when truly relevant results are found. For employers this alert system ensures that opportunities are not only seen by those searching the web on a given day, but also by applicants recently interested in their type of opportunity, maximising exposure. For applicants this allows them to effectively screen the market prior to registering in person and can help determine the time is right to discuss their career options with one of our experienced consultants.

For employers seeking to make even more of a splash with their advertising, the new microsite facility provides maximum exposure for any employer. Suitable for organisations with specialist or multiple roles, or for those who simply wish to increase awareness, the microsite guarantees banner advertising across all our active pages, with logo click-throughs leading to full organisation and role profiles. Full information of view/application rates is also available and provides invaluable feedback from your target market.

CMA's Managing Director, Liz Yonge, says, "The new site is great as it not only reflects CMA's professional offering but also has outstanding functionality. We spent a lot of time tailoring the locations, jobs and content to the local market and wanted to really engage with our clients and candidates. We've been the leading regional independent financial recruiter for many years now and it is great to have a site that both reflects and protects that position. Candidate feedback has been excellent with many more hits, and being No 1 on Google can't be bad!"

To review the tools this site now provides please visit www.financialrecruitment.co.uk and see first hand how we can add value to your next recruitment exercise.

Commercial Accountant

Portsmouth

£35,000 to £40,000

Our client manufactures and distributes exclusive brand products for globally renowned businesses. Their continued focus on maintaining the high quality that is expected throughout the business, combined with efficient processes and procedures, has meant they are now seeking a Commercial Accountant to join their driven and hard working team.

Working closely with the operational and financial teams, you will be the main liaison in the business for KPI reporting, production commentary, costing techniques, process/procedural review and system enhancements. This is a role that requires a high level of interaction throughout the business and therefore being able to demonstrate a high level of commercial awareness is key.

Previous exposure to a manufacturing environment is highly desirable, as is a detailed knowledge of costing techniques. Advanced IT skills, particularly within Excel and Access packages, would also be advantageous. In return you will be offered an excellent remuneration package with premier benefits.

Ref: NRP 17681

More Holidays for UK Workers

Employers will be counting the cost from 1st October 2007 as new legislation giving workers additional holiday rights takes effect. The Working Time (Amendment) Regulations 2007 Act increases statutory holiday entitlement for all full time workers from 20 to 24 days per annum, including bank holidays.

The changes are the first in a two-part increase which will see all UK workers enjoy a minimum of 28 days annual leave each year from 1 April 2009. Whilst for many employers the changes will have little or no impact on permanent workers, many of whom currently receive similar or improved holiday levels, the cost of employing temporary workers will inevitably increase.

Peter Clarke, Chairman, comments, "On first sight the legislation is a cost for employers, however, temporary workers have typically commanded higher salaries than their permanent equivalents and the justification for this has in the past been the holiday issue. Employers may see the additional cost mitigated over the longer term as the gap between permanent and temporary remuneration decreases."

Currently temporary workers accrue holiday at a rate of 8.33% of their hourly pay rate to reflect their statutory entitlement and claim this when holidays are actually taken. The latest changes will increase this cost to 10.17% of the hourly pay rate, a charge which

will be passed onto the end user in accordance with the Recruitment & Employment Confederation guidelines.

In order to minimise this additional cost for its clients, CMA will not charge any margin on the additional Working Time Directive amounts payable to all current temporary workers and have ensured that their systems have been fully updated to effect this change. This should make for a smooth transition for all parties. Should you have any questions please do not hesitate to contact your temps consultant who will be able to assist you.

Recent Placements by CMA



Financial Accountant
AGI Media Packaging
Europe Ltd



Group Financial Controller
Genetix Ltd



Credit Controller
Hendy Group



Financial Controller
CDI AndersElite



Finance Analyst
B&Q



Accounts Assistant
Meggitt Plc



Assistant Accountant
ACW Technologies Ltd

Candidate Profile Amanda Latcham, ACMA



Why did you chose finance as a career?

I always thrived in numerically based subjects at school so it was obvious to me to chose a career following a similar path. A friend who was already studying introduced me to accountancy, and the rest is history.

Are you pleased you did?

Absolutely, I have not regretted

any of my career moves.

What were you looking for in your last career change?

I was looking for an accountancy based role, but with a more analytical focus. I was keen to be more proactive in a business as opposed to simply reporting figures at month end. After 7 years of month end work it is an exciting change!

Where did you secure your new position?

I started a role as Financial Analyst for Inchcape Fleet Solutions.

What are the main challenges in your current role?

The main challenge for me has been to learn about a new industry

and system. I have worked in two completely different industries prior to joining Inchcape Fleet Solutions, along with two other accountancy systems, so I would say this has been the steepest learning curve for me.

Why did you choose CMA Financial Recruitment?

A friend recommended that I contact CMA as he had previously been placed by them and had given me great feedback. My initial meeting was very encouraging and I had no doubt that they would find the ideal role for me.

If you were not an accountant what would you be?

I would have liked to go into teaching.

If you were not living in the UK what country would you like to live in?

I have never had any desire to live in any other country, a holiday is enough for me!

What's your biggest ambition?

My biggest ambition for a long time was to complete CIMA, but seeing as this is now achieved I would say my ambition is to progress my career as far as I can. My biggest personal ambition is to skydive.

How would you rate CMA?

CMA have been superb in finding the perfect role for me, as my specification certainly wasn't short! They have been very professional and I would not hesitate to recommend them.

Decades of Dedication



Pictured (left to right) Peter Clarke, David McNee and Neil Phillips

When Peter Clarke, Chairman of CMA Financial Recruitment, opened CMA in 1980 his aim was to build a reputation on professionalism, integrity and quality service. This focus over the past 27 years has enabled CMA to become the leading regional independent financial recruitment consultancy.

Of course things are slightly different now. Peter cannot do all of the recruitment himself with four offices in Southampton, Portsmouth, Bournemouth and Basingstoke! However CMA has 30 consultants who understand and appreciate the CMA culture and endeavour to provide an honest, open and

ethical approach to clients and candidates alike. David McNee's experience is a perfect example of this. His first contact with CMA was in 1987 when he successfully secured an FC position at Valvestock through CMA. David says, "The system worked, as I remained at the company for nineteen years before redundancy due to centralisation. It took three years for the redundancy to happen, but in that time I had regular contact with CMA keeping abreast with the current situation in the market place. When the time finally came for me to look for a new role, CMA was the first agency I contacted."

Although Peter wasn't on hand to meet David,

Neil Phillips in the Havant office was and, even though it was nineteen years later, David felt once again that, "The professionalism still shone through and they fully understood the role I was looking for and type of organisation that suited me best." Unfortunately CMA were unable to find David a suitable role in 2005, however, Neil kept in quarterly contact to see how his new role was developing.

David continues, "Due to a number of circumstances, I realised that this was not to be a long term position and in one of my chats with Neil as a client he became aware that I would be happy to look at the market again. This was done in a considered, unrushed manner, and again the goal was to find a job that suited me. After a reasonably short while, Neil called with details of a Financial Controller role with the McCloskey Group and, although the industry was different, we both felt it was one to pursue. As they say 'the rest is history'! I have been with the McCloskey Group over a year now and feel that with the guidance and support from CMA, I have found another position which I can view as long term."

David finishes by saying, "Having only had two previous employers in thirty years, job security and satisfaction is very important to me. I feel that CMA appreciated this and were keen to find not just any role but the right one – I now hope that I will not have to contact them as a candidate for another nineteen years!"

Market Matters



The financial recruitment market has continued to heat up in the last six months, with the number of new finance jobs increasing by 32% compared to 2006 figures. Client demand has been extremely high at both the transactional levels and in the financial reporting teams. Consultants have had to utilise their strong relationships with various local bodies and clients have seen an increase in the pay rates they need to offer in order to attract the best candidates. This is shown by the massive rise in newly-qualified salaries, particularly within the ACA market, where remuneration has increased by c£10,000 year

on year. A 'Big 4' ACA now attracts £45,000+ in Southampton and £50-55,000 in our Basingstoke territory. Good candidates are now placed within weeks if not days and employers have to act quickly if they wish to secure the best candidates within the market place.

So what does this mean to employers? Managing Director, Liz Yonge, comments, "The market pressures mean candidates with 3-5 years PQE now represent value, as the employer can get more experience for a similar outlay. Part-qualified candidates are now also looking for a more attractive choice, with some employers choosing to take on the training burden in order to save up to £15,000 pa in salary costs. The gap between newly-qualifieds, FCs and FDs is now very narrow and we will undoubtedly see upward remuneration movement in these areas over the coming months."

Currently job intake is up at every level and the market is undoubtedly candidate-led. CMA has made a massive investment in candidate attraction and management processes and continues to foster the close links with the finance bodies that gives us exposure to the best candidates. Our candidates

have no hesitation in recommending friends and colleagues to us and many of those returning to CMA use us exclusively as they know they can trust us.

The best advice that we can give to employers looking to recruit at any level presently is the need to sell their role, their organisation and their future opportunities in order to attract the best candidate and, above all, the need to move quickly. Taking even 3 days to review the shortlist can be 2.5 days too many!

The best way to recruit is to use the CMA on-site interview service which allows you to use the local CMA office to conduct back to back interviews. This enables you to see all candidates in one morning or afternoon, free of the distraction of phone calls and emails. Candidate feedback is gained immediately and clients typically feel better able to make an informed choice as the interviews are still fresh in the mind. Second interviews can be conducted at your premises to allow the environment and company culture to be fully understood by the candidates. If you would like to take advantage of this free, additional service please contact your local CMA branch.

CMA Social...



Goodwood - CMA clients enjoying lunch before the off!



SCASS 5-a-side - Deloitte delighted!



Bournemouth Office Breakfast meeting - all aboard for breakfast.

Financial Controller Southampton c£45,000

This successful, privately owned business seeks to recruit a Financial Controller with the ability to manage the integrity of the finance function whilst supporting the Finance Director with strategic decision making and financial, profitability, budgetary and commercial matters.

Managing and developing a team of four, you will have responsibility for the accounting and costing system as well as producing management accounts, variance review and commentary. Identification of new procedures and management reports and review and development of financial controls also form part of the role, together with ad hoc tasks and projects including investigations, capital expenditure and investment appraisal.

The ideal candidate will be ACA, ACCA or CIMA qualified, able to recommend and challenge ideas in order to influence decision making, have sound financial skills and display a strong interest in systems and IT processes. This is an excellent opportunity for an ambitious, communicative individual who has a track record of effective staff management.

Ref: LMB 17734

European Financial Controller Newbury £65,000 + Benefits

Our client is an innovative and rapidly expanding FTSE 250 technology business, with a highly developed international presence and excellent reputation built over 30 years. Due to recent acquisitions within its European markets and additional organic growth, a new position as European Financial Controller has arisen.

Reporting to the Group FC, you will manage the group's external reporting and oversee the finance functions for a number of the group's larger European operations, taking responsibility for the preparation of the worldwide management accounts. Supported by a professional team, you should expect to take on project work, which could include further acquisitions, and undertake occasional European travel.

The role will require a qualified candidate with strong technical and management skills, demonstrating a pragmatic and commercial approach to supporting the business and working in a fast paced environment.

Ref: GBW18001

www.financialrecruitment.co.uk



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