

NEWS

PEOPLE WILL TAKE MORE RISKS IN TOUGH ECONOMIC TIMES

People's appetite for risk-taking in the workplace is likely to increase if the economy enters a recession according to research released today by international leadership development organisation Common Purpose. Over half of all working adults surveyed already consider themselves to be risk-takers and 43% think it will be important to take more risks to help their organisation survive through a recession.

It also found that only 13% of people avoid risk at all costs in their jobs. Common Purpose added that taking calculated risks is very different to acting rashly, that risk is an inseparable part of entrepreneurship and innovation. Through their programmes, Common Purpose has found that senior managers from the private, public and voluntary sectors can effectively come together to use the diversity of their backgrounds and experiences to fertilise each other's ideas, to avoid pitfalls and to inform their understanding of risk. In today's complex and rapidly shifting context, it seems that being paralysed by fear into inaction is the biggest risk.

As Julia Middleton, Chief Executive of Common Purpose says: "An economic downturn is not the time to shy away from risks. Leaders need to be brave and bold, and to look in new places to capture the opportunities for growth and innovation. Looking into other people's worlds is a good place to start."

Top tips for taking risks during a recession

- Be brave. Take a step into the unknown, within or beyond your existing role, takes courage - courage to start and courage to continue.
- Taking risks is not as simple as jumping over a hedge without looking first. It involves building an understanding of the issues, challenges, risks and the other stakeholders involved.
- Don't focus on your area of specialism to the exclusion of all else. Losing sight of the broader context leaves you open to being blind-sided.
- Build a diverse network of people and use them to help you formulate your plans - their different views and experiences may enable you to see things in a new light.
- Keep an eye on the medium and long-term as well as short term fixes: Don't destroy tomorrow's value today.

LITTLE PROSPECT OF A WAGE-PRICE SPIRAL

Letters exchanged last week between the Governor of the Bank of England and the Chancellor of the Exchequer following release of the May CPI inflation rate figure highlight the importance of ensuring that pay settlements do not accelerate in response to an increase in the cost of living.

John Philpott, Chief Economist at the Chartered Institute of Personnel and Development (CIPD), comments that the economy is unlikely to experience an old-style 'wage-price spiral' but agrees that average pay rises must remain modest to ensure that the economy avoids a substantial rise in unemployment:

"The code in Mervyn King's letter to Alistair Darling is that, come what may, British workers will have to accept a significant squeeze in living standards in the coming months. If this doesn't emerge through below inflation pay settlements the pain will be felt in the form of a more significant economic slowdown and a bigger rise in unemployment than already on the cards. In

other words, if there are inflation matching pay hikes, the consequence will not be a damaging pay-price spiral of the kind the economy experienced in times past, but instead fewer jobs.

"The good news is that there is little sign of mounting pay pressure in the economy. Compared with previous eras when trade unions were significant players in the private sector, and pay often automatically followed increases in living costs, employers are better able to keep pay rises in check even when inflation is rising. However, it is vital that restraint is maintained in this current period of sharply rising fuel and food prices. The Chancellor is therefore absolutely right to call for continued pay restraint in both the private sector and public sectors.

"This is thus likely to be a challenging time for employers, who will need to convey to staff the importance of responsible pay deals and ideally demonstrate that restraint will be observed at every level, from the Board to the shop-floor and office."

AS TEMPERATURES RISE UK WORKERS NEED PROTECTION

British workers are at an increased risk of accidents and ill health as summer temperatures rise, according to a North West based health organisation.

Health@Work is warning of the dangers of "heat stress" and asking businesses to protect employees from exposure to high temperatures. Where possible they are asking that workplaces be kept around 24°C as recommended by the World Health organisation. For those whose exposure to heat cannot be reduced, such as bakers and foundry works, the organisation is asking that workers be provided with adequate breaks and offered job rotation.

Laurie McMillan, occupational health specialist at Health@Work said: "Extreme heat can be just as dangerous as extreme cold. People subject to high temperature conditions for long periods can suffer from a range of problems such as heat exhaustion and heat cramps. Long-term exposure to heat has even been linked to chronic kidney, liver and skin conditions. Even just small increases in temperature which may be considered 'uncomfortable', can cause people to feel tired, under perform and become more easily stressed."

He added: "Heat can also lead to accidents resulting from the slipperiness of sweaty palms and as a worker moves from a cold to a hot environment, fogging of eye glasses which can obscure vision, presenting a safety hazard."

Every individual has their own heat tolerance, dependent on their sex, fitness, body size and acclimatization skills but according to Health@Work a person generally feels comfortable when the air temperature is between 20°C and 27°C and the relative humidity ranges from 35 to 60%. When air temperature or humidity is higher, people feel uncomfortable.

LIAR, LIAR – NOW YOU'RE FIRED!

Job applicants are being warned today that lying on their CVs is a big gamble, and at the end of it, some will find they will get fired. The warning follows Lee McQueen's victory in the BBC TV show The Apprentice, despite having been found to have used his CV to exaggerate the length of time he spent at university.

The 2008 Recruitment and Retention Survey from the Chartered Institute of Personnel and Development has shown that in one year a quarter of employers in the UK withdrew job offers after discovering someone had lied or otherwise misrepresented their application. Earlier research from the CIPD shows nearly as many (23%) dismissed someone who was already in post for the same offence.

Deborah Fernon, CIPD Recruitment Adviser, said: "A CV is not the best place for modesty. There's nothing wrong with selling yourself when you're applying for a job. But if you lie on your CV, you need to prepare to be caught. And if you do get caught, you could get fired.

"You may be lucky enough to get an employer like Sir Alan Sugar who's willing to give you a second chance. But then most job interviews don't last 11 weeks and don't offer so many second chances. Employers still place a high value on honesty. One little lie on your CV could be enough to leave you out of a job, and with even more explaining to do next time you're in a job interview.

"School and university leavers about to start applying for jobs need to know that employers do check CVs for accuracy, and will take a dim view of dishonesty. Real business life is often a million miles away from the twists and turns of TV's *The Apprentice*. Basic values like honesty and genuine team-working abilities are valued far more highly by most employers than the impression given of business by *The Apprentice*."

Other highlights from this year's Recruitment and Retention research:

- Almost 90% of employers mostly or always take up candidates' references
- 72% of employers check the academic qualifications of job applicants
- 75% of employers check on absence records

WORK OPPORTUNITIES

SHAREPOINT ADMINISTRATOR

We are looking to hire an experienced Sharepoint Administrator as our client is about to launch SharePoint 2007.

You will join a highly motivated technology team numbering 150 professionals, working for an organisation with a growing reputation. With a demanding user base of in excess of 20,000 users, this is a particularly exciting time around the evolution of this organisation's technology infrastructure. They benefit from inspirational leadership and have a clear vision for the business direction which will be achieved by acquisitions and international expansion - IT is seen as central to achieving these corporate goals.

Working from modern offices, they have implemented the latest technology and have formed a 'shared services' team to provide high quality support. This is a dedicated team of sixty individuals and we are urgently looking to recruit the right person to provide a point of concentration for all SharePoint related support and management functions across the organisation.

Our client is implementing SharePoint 2007 to enable sharing and collaboration within and amongst internal stakeholders and out to a wider external audience. You will have the responsibility for day to day for the SharePoint 2007 environment, including configuration, maintenance and troubleshooting reporting to the Software Architect.

This is a fantastic opportunity to develop your career and to take on a role which will be key to the launch of the SharePoint service. To apply you will need to demonstrate experience within a successful SharePoint client site (2007 or 3.0), be familiar with SQL Server 2005, you will be qualified or working towards Microsoft Certified Systems Administrator and have the requisite interpersonal skills to make this role your own.

In return my client offers a phenomenal environment to work in, a great peer group and huge investment in personal development and training.

Office or **home based**. Salary £40,000. <http://tinyurl.com/43py83>

FULL CUSTOM DESIGN ENGINEER

Pioneering start-up developing innovative FPGA devices seeks Full Custom Design Engineer with following skills - CMOS, 65nm, 45nm, IC, silicon, physical, ASIC, VLSI, semi-custom, full-custom, IO, transistor, DSP, processor, France.

Brand new opportunity for a Full Custom Designer to join a well backed and fast growing pre IPO based in Paris. They are about to announce a breakthrough in programmable logic technology enabling their devices to pioneer new markets requiring high performance, low cost designs.

This is an opportunity to work on advanced full custom 45nm digital cell design in the following areas:

- Dual Port SRAM
- Standard CMOS circuitry, more like standard cell library design
- Power management (on chip power supply)
- I/ O buffer (ESD, Latchup, some analog: bandgap, fast analog comparator, op amp)

Applicants must have skills in full-custom design, including design, simulation and layout. Be familiar with the latest advanced processes such as 65nm or 45nm physical design tools and methodologies. A background in DFM for advanced CMOS technologies would be an added bonus, but not essential.

Following a brief period in Paris, the successful candidate will have the option to work from home on a permanent basis.

Home based. Lucrative salary. <http://tinyurl.com/4ux8oa>

SECURITY ANALYST

Must be self motivated, enquiring and pro-active Professional outlook Resilient and tenacious Self confident with a good sense of humour Flexible attitude and an ability to offer solutions.

IP Networking ISS RealSecure Securing Windows Tripwire netForensics NISSUS McAfee ePO Vulnerability exploitation techniques. ISO27001:2005 CRAMM risk assessment methodology. At least one of the following:

- Checkpoint Firewall-1,
- Cyberguard Firewalls,
- Netscreen Firewalls.

The role of the security analyst is to perform two core functions: The first is the day-to-day operations of the in-house security solutions while the second is the identification, investigation and resolution of security breaches detected by those systems. Secondary tasks may include involvement in the implementation of new security solutions, participation in the creation and or maintenance of policies, standards, baselines, guidelines and procedures as well as conducting vulnerability audits and assessments.

Flexible. **Home based.** Salary £35,000. <http://tinyurl.com/3fojql>

EMPLOYMENT ADVISOR

Opportunity to join the BMA's Industrial Relations Team. The BMA is the doctors' trade union and professional association with some 138,000 members. We are looking for an Employment Adviser who will represent our members on employment issues including liaising with NHS Trusts and with GPs as employers.

As the post is **home based**, you will need to have suitable accommodation in which to work and live within South East London. The BMA will supply all IT equipment and furniture. There will be some evening and occasional weekend working.

This is an exciting opportunity for you if you are educated to degree level or equivalent and possess a sound knowledge of employment law gained through education, Human Resources and/or trade union experience. More experienced candidates will have significant experience in advising on employment matters and representational work. You will hold a valid driving licence and be able to travel to meetings within an agreed geographical patch using your own vehicle. Salary £26,000 - £34,000. <http://tinyurl.com/4muclj>

HR ADVISORS

Consultants/Advisors Required Throughout the UK on a Part Time and Full Time basis. Are you working in HR with extensive employee relations knowledge/experience? Would you like the flexibility of **working from home**?

I am currently recruiting for Employment Law / HR Advisors. You will be giving pro-active and re-active advice on many HR areas, including disciplinaries, grievance, working time regulations, trade unions, TUPE, change management, Harassment & Bullying, Redundancies, Statutory entitlements.

You should be CIPD Qualified or equivalent or have relevant HR knowledge / experience at advisor level.

Salary £25,000 - £30,000 + benefits/bonus. <http://tinyurl.com/4thxek>

DYNAMICS GP GREAT PLAINS SUPPORT

Our client is a Microsoft Gold Partner who deliver complete integrated business solutions based upon the Microsoft technology stack and the Microsoft Business Solutions Dynamics GP and Dynamics CRM product range. They have 3 UK offices and a European office and offer a full range of services nationally and Europe wide.

Candidates should have proven experience of supporting Microsoft Dynamics GP solutions, ideally within a consultancy environment, however they are happy to look at people who have been supporting Great Plains in an end user environment and have the personality and communication skills to move into consultancy. Their support enquiries are logged onto their CRM system via the web with as much supporting information as possible, which helps to make the process of resolving cases much more efficient. You will then contact the client by telephone and email, so most of the **work can be done effectively from your home** environment. If you would prefer to be office based, you will need to be within commuting distance of South Wales, the Midlands or London.

This is a company whose team members are intelligent, enthusiastic, good natured and fun to work with. They are results and team oriented and look for people who are self motivated, with strong initiative. They make continuous investment in your education and skills development and reward good performance.

Salary £26,000 - £32,000. <http://tinyurl.com/2tgcsn>

DYNAMICS AX AXAPTA DEVELOPER

Dynamics AX - Axapta developer - X++ and/or Morph/X - client based in the South East, but this is a **work from home** opportunity, with 2 days a month in the office, so you could be based anywhere in the UK. You could already be working in a consultancy environment, or this could be your opportunity to move out of an end user and into full blown consultancy. Develop Axapta modules and move into consultancy.

This is an outstanding Microsoft Business Solutions consultancy, specialists in both Dynamics AX and Dynamics NAV, with a flexible working environment and a wide variety of clients all over the

UK. They need 1 new Dynamics AX - Axapta X++ developer, or they will look at training a Morph/X Developer in X++ and getting you Certification. Ideally you will have worked in a development team bespoking Dynamics AX - Axapta applications software to specifications. This role offers the opportunity to gain consultancy experience and move into functional consultancy. You should have very strong development skills and be happy to work from requirements documentation. Fabulous Axapta development role, working from home if desired. Salary £30,000 - £36,000. <http://tinyurl.com/3x4oom>

AXAPTA / DYNAMICS AX CONSULTANT

An AXAPTA / Microsoft Dynamics AX / ERP Application Implementation Consultant is required for a leading award winning Global Microsoft Gold Partner. My client is a well respected international software house & is now seeking to expand their team as they take on a number of high profile projects. With office locations worldwide, they are well placed to deliver AXAPTA / Microsoft Dynamics AX to their international client base.

The AXAPTA / Microsoft Dynamics AX / ERP Application Implementation Consultant must have at least 12 months solid experience of implementing AXAPTA within the manufacturing sector ideally - those with experience in a similar role with Baan would also be considered and if you have experience with another Tier 1 ERP solution e.g. Oracle, SAP, JD Edwards you may also apply.

This is an excellent organisation to work for; their low staff turnover points to employee satisfaction. This AXAPTA / Microsoft Dynamics AX / ERP Pre Sales Consultant role offers a fantastic salary and a first rate benefits package as well as the rare and unique chance to **work from home!** This job provides an opportunity to play an influential role and have a real impact on the success of a leading Global Microsoft Gold Partner.

Salary £40000 - £60000 + car, pension etc. <http://tinyurl.com/44eno7>

NAVISION DYNAMICS NAV DEVELOPER

A Microsoft Dynamics NAV / Navision developer is required for my client based in London! This is a rare chance for you to become the senior lead developer and then team leader for this brilliant organisation! My Microsoft Dynamics NAV / Navision client is a reputable Microsoft Gold Partner one of the fastest growing independent IT solutions providers who have an enviable position in the market place. This is a once of a lifetime opportunity to join one of the most respected Microsoft partners in the UK!

The Microsoft Dynamics NAV / Navision developer's key responsibilities will be the management and success of delivering vital development work throughout the organisation to ensure client requirements are met to ensure the successful delivery of all Microsoft Dynamics Navision / NAV projects.

My Microsoft Dynamics NAV / Navision client is offering an attractive salary package for this fantastic position & in addition to the standard Pension Scheme, Health Insurance they also offer a bonus scheme based on Profit Share where all of the team directly benefit when the business profits. This is a fantastic opportunity to make your mark with a leading IT solutions provider.

Work from home. <http://tinyurl.com/3txk9f>

WEB DEVELOPER

My client is currently seeking a talented .NET programmer to join their UK-based development team. Candidates should have at least two years of experience in developing web applications, and web services with C# on the .NET platform. Experience in system analysis, design and specification is also desirable as is any experience in developing for Microsoft SharePoint 2007

and/or EPiServer CMS. Experience with Topic Maps or other Semantic Web technologies would also be a plus!

With their main office being based in Oxford my client offers the opportunity to **work remotely from home** with occasional visits to the office (once or twice a week maximum). The successful candidate will have an opportunity to work on a variety of projects with a main focus on development, maintenance and support for our successful CMS integration products which primarily is Sharepoint based. You will also get a chance to influence the design and development of the next generation of the company which is involved in Topic Map engine, and to work with and gain experience in the latest Microsoft technologies including .NET 3.5 and LINQ.

This is a great opportunity to work with some of the leading thinkers in the web development market and to develop an in-depth understanding of the practical development of cutting-edge semantically-enabled applications.

The position offered is a full-time, permanent position. The salary on offer is £23k to £40k depending on experience and skills and also offers a generous pension package. The primary location of business will be Oxford, UK with home-working also encouraged where practical. Some international travel may be necessary. <http://tinyurl.com/3f4t3m>

NAVISION DEVELOPER

My client is a leading software solutions provider who is looking to recruit a Navision developer to their development team. The ideal Navision developer will have 2-3 years Navision development/Support experience and be able to hit the ground running.

The successful Navision / Microsoft Dynamics NAV consultant will be responsible for the development within the standard Dynamics Nav software and also maintain and support their own specialist system based on Navision / Microsoft Dynamics NAV.

Work from home - commutable from Shropshire, Staffordshire, Wolverhampton, Walsall, Birmingham, Chester, North West
Salary £35000 - £40000. <http://tinyurl.com/4k38nz>

MOBILE DATA TETRA ENGINEER

Tetra engineer required to join my market leading client to work on system integration projects within the ICCS environment (integrated communication control system).

The tetra engineer must have extensive knowledge in systems integration previously, and **MUST** show a good understand of mobile data systems. Any experience in Ambulance ICCS or Sungard DS2000 will ensure selection. The candidate must have exceptional interpersonal skills.

There is scope to **work from home** for the right candidate. This is a contract based position for 6 months but the candidate should be long term focused.
£300 - £400 per day + laptop phone. <http://tinyurl.com/4wqn3k>

CCVP SUPPORT

CCVP support engineer roles to be **based from home!** Outstanding opportunity to work for a leading Cisco partner in UC. With their head office in Oxfordshire this company are a leading Cisco partner in converged solutions. The role can be either office or home based dependant upon location and preference.

You will be focusing on 2nd and 3rd line support of the Cisco Unified Communications set of products - Call Manager, Unity, IPCC Express, Gateways and Gatekeepers etc. This is a unique opportunity giving you the chance to work from home. With this in mind you need to be autonomous in your work and thorough. Technically you must:

- Have very good Cisco IPT troubleshooting skills
- CCVP level or equivalent
- Experience of 3rd party applications - ARC

This is an immediate requirement. Salary £40,000 - £55,000 dep on experience + excellent benefits. <http://tinyurl.com/4qvafx>

SOLUTIONS ARCHITECT - HEALTHCARE SECTOR

If you would like to **work from home** for a company who are revolutionising healthcare information systems then look no further! This is a great opportunity for a senior technical solutions architect who has a clinical or general healthcare background.

You will need knowledge of Cache or Ensemble databases and strong applications programming skills ie Java, .Net. Your customer facing skills will be second to none and you will have demonstrated a track record of solid career development. This is a senior role that will gain respect from CTOs and CEOs. You will be the voice of our client, the technical guru, the person who will implement solutions at architect level, work with development teams to implement features and carry out rapid prototyping, demonstrating technical solutions on site
Salary to £75,000 + Bens. <http://tinyurl.com/4ym2mp>

JUNIOR INFORMATION ARCHITECT

My client is a young, fun, up and coming company based in Bristol and London. The company have worked with an impressive wide range of hugely successful established clients, producing and delivering a number of in depth and on time projects. I'm looking for an experienced information architect or interaction designer willing to deliver the best possible solutions, and be passionate and proud of the work you produce

- Page-level content organization
- Navigation
- Sitemaps
- Wireframes design and development
- Functional specifications As a contributor to multi-disciplinary projects.

This role gives the opportunity to **work from home** 3-4days a week. Some additional training will be given as necessary.

- Min 2 years information architecture and interaction design experience.
- Nice to have – client-facing experience.
- Good communication (verbal and written), good team-working.
- Ability to make complicated problems easy

3 month contract – Bristol. Up to £250 per day. <http://tinyurl.com/4h3zfi>