

Re-utilising your expertise

I'm often asked by senior candidates who are facing redundancy or organisational change for general careers advice about 'tackling' the market afresh. Although we see these situations regularly in our work as seasoned recruiters, I realise for some individuals it may be the first time they are in this situation. Many can feel quite vulnerable and welcome moral support at the outset, particularly if they have been achievers all their lives and feel unsettled about the potential of a restructure.

Diversity is an important topic, and one element of this is 'level' of experience. Companies can widen their 'pool of talent' by flexing their own perspective on their 'ideal' level of candidate. In my opinion, we need the proven expertise and 'work-maturity' of these experienced candidates in this fast-changing era, when there is fierce competition for professional STEM skills, which will surely increase in the future. Companies are benefitting from acquiring and re-utilising these professional skill-sets.

I've always given my best advice to candidates in these circumstances, urging people to take some breathing space and to sit back and really reflect on what they want, and not take a knee-jerk reaction to any first opportunity in a panic, besides trying to stay positive and clear headed. If possible, to see this as a new phase in life, and an 'opportunity'. To make any career move at any stage in life, it is helpful to reflect first about such points as:

- What are your own strengths and weaknesses (or development needs)? - When have you been most successful or not, in work situations?
- Be truthful to yourself, what really suits you, what do you enjoy doing, what ambition, potential and drive have you really got for change, risk and getting out of your own comfort zone? Most importantly... **What are your core and transferable skills?**
- What type of management style and structure best suits you, what type of manager are you, what culture and size of business do you thrive in?
- What do you really enjoy - working independently or leading a team, influencing an indirect project team, working under high pressure or in a more friendly environment?
- Have you an underlying passion for certain industries or new innovative developments? If so – research the in-demand skills in those sectors and know what transferable skills, you have to offer!
- Think how you need to direct your own career development and gain progression in your next role (and be on track for

any next career goal after that?) - if you want it. Or would you be happier consolidating your skills and contributing well in a new company at a similar level, or even acknowledging to yourself that you would prefer to take a step back to fulfil an interesting professional challenge, or work flexibly, or set up your own consultancy, or consider interim roles.

- **And the big one...Would you really have the courage to take the chance to move into that different emerging arena, when an insightful company can see the potential to invest development in you to adapt and progress your transferable skills?**

RMG knows what top-level talent 'looks like' in any function, we have gained this from our 30 years' experience in the sector. We often introduce individuals with in-demand transferable skills into relevant 'new' industry sectors, ahead of the 'game' before these people are overly active in the general recruitment market. This talent spotting in Chemicals will be an even more crucial aspect of the recruitment sector in the short-medium term, in driving new clean energy requirements. As searching for the 'right' people, needs to be a savvy, proactive and a targeted process and that includes using any exceptional existing skill resources we already have that may be appropriate to retrain and adapt into your company, to help resolve part of the STEM skills-race that has started and is yet to come.

'Your careers advice was insightful guidance on the Hydrogen sector and use of my transferable skills that I wouldn't have considered without your input. The opportunity I have taken is a good fit and in the sweet spot of the hydrogen market – Thank you.'

*Business Development
Manager – NW*



Anita Caldwell

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