



Is Talent Still Available?

- Strong interest from expat Queenslanders interstate/os
- Quality people returning from SE Asia and UAE
- People have left development market – open to any property related opportunities
- Majority of 'A' grade candidates passive
- Property is exception-variety of backgrounds - construction, consultancy, engineering, agency, QA, valuations, architecture

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What Employers Should Offer to Attract Quality

- Any opportunity that has enough challenge/interest – Balance Sheet Test
- Stability and quality, long term career opportunities are required
- Employers currently on the front foot – window 6 to 12 months
- Resources (talent) pool is still quite shallow but now better than ever



Is the Market Looking for Experience or Innovation to take them out of the doldrums?

- Both
- Experienced candidates – seen this before
- Innovation – created solutions previously
- Multi-skill value – sales, negotiation, finance, project management



What Property Professional is in Demand

- Engineers for infrastructure
- The Senior Executive who can add value to aspects of real estate
- Disposals v's Acquisitions (divestment v investment) – strategy on improving performance
- Least in demand is acquisitions and delivery only just behind

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Future Employment Market

- Recovery underway - fast
- Internal recruitment model
- Difficult to find or speciality skill candidates
- Passive candidate attraction activity providing the best candidates.

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Opportunities and Challenge

- Increase CRE profile
- Participate in broader forums
- Take lead
- Money – challenge
- Creating interesting roles

