

# RECRUITMENT INDUSTRY SNAPSHOT

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Welcome to the latest recruitment industry snapshot from the BDO recruitment sector team.

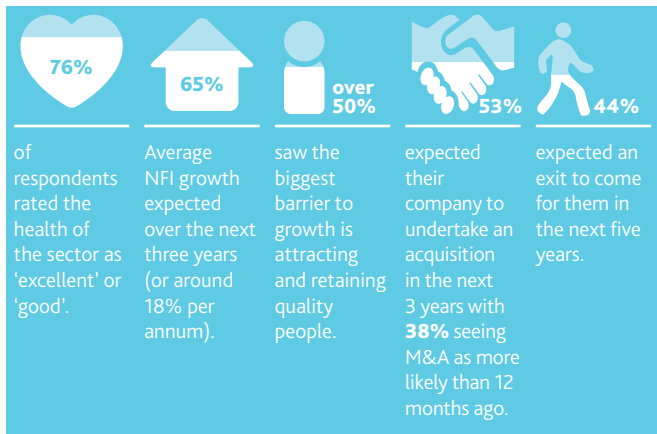
With an increasing focus on compliance and legislation within the recruitment industry, the protection and retention of value for the owners of businesses is paramount. The industry has shown huge resilience in the face of a challenging market place, and in this Snapshot we look at how recruitment companies have maximised value during relatively challenging economic conditions. We share a preview of the 2016 M&A Recruitment survey which will be launched very soon and take you through our 5 key steps for getting maximum value from selling your business.

## M&A STILL IN THE SPOTLIGHT

In a preview of our 2016 M&A Recruitment Survey, we surveyed a selection of UK recruitment firms and asked them about their thoughts on the sector, what is on their growth agenda and what the next 12 months will look like.

We were encouraged to hear that recruiters are still positive about the sector and expect ambitious levels of growth in the next couple of years.

Our 2015 survey reported that the majority of respondents expected to see fee income increase by over 10% in the next three years and from this year's results this level of confidence has been maintained. Here we share some headline stats from the survey:



To get your copy of the M&A Recruitment survey please contact [josie.harvey@bdo.co.uk](mailto:josie.harvey@bdo.co.uk)

## PREPARING FOR A TRANSACTION?

According to the survey, M&A is seen as a more likely route to growth than it was this time last year.

With almost half of those surveyed foreseeing an exit or finance-raising on the horizon, we share our 5 key steps to help prepare your business realise maximum value.

- 01 Is your market strategy aligned to your Boards' and senior consultants' abilities and knowledge? Is it broad or niche?
- 02 Are you retaining and hiring the best people for your strategy? Do your reward and commission structures work for you and your people?
- 03 Have you 'risk assessed' your strategic plans for external and internal factors? Are all of your compliance and governance processes up to date?
- 04 Are your systems and IT infrastructures robust and capable of supporting your strategic aims?
- 05 What are your KPI's? Are they aligned to your short term plans and longer term strategies?

Find out more about how our specialist Recruitment Team can help you:

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