

# RECRUITING IN RUSSIA AND THE CIS

by Paul Edwards

With the employment downturn in many regions of the world, it would be an expectation that recruiting the right person for that next job would be easy! For the security professional you might expect there to be a surplus of talent to job opportunity. This is not the recruiter's current experience, specifically where core skills transcend to include languages and international business competence. For instance, having extensively recruited in the Former Soviet Union over the past 6 months there remains a challenging environment in which to attract lateral thinking applicants to ideas that reflect Central European concepts that thrust into the heart of the employee / employer relationship.

Our Issue in the former Soviet States is that many overseas companies have entered the Russian and CIS countries ill prepared and with little due diligence on partners or clients. Many excellent Russian security managers successfully manage state and company relationships and those having entered the job market after 1989 are culturally aware of the rights and acceptabilities of international business relationships. The commercial professional will have knowledge of corporations who have been infiltrated by criminal gangs, and therefore have no wish to work for these corporations.

With the Russian government keen to attract technology and consumer investment the commercial environment for the SMEs appears to be fairly stable and resistant to overt criminality, although protection through competent security professionals is reflected in the increasing salaries they command. Legitimately incorporated local companies deflect criminal activity away from themselves through the legitimate business standing they have and the assistance provided by government authorities.

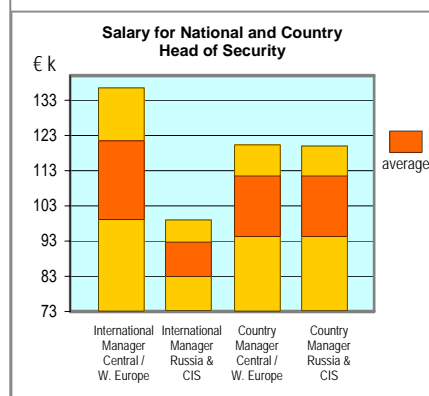
The security function, valued by local management, can be the facilitator of business. Many organisations have used ex-patriot resources as their eyes and ears on the ground. But in the past 5 years that has changed as many nationals feel that local issues have been misrepresented. The local hiring of the security executive can acquire an individual with proven relationships to law enforcement, the legal profession and border police.

From our recent recruitment in financial services, utilities, exploration and manufacturing there is a common thread from the new cadre of applicants of University education (subject specific) and increasing international exposure. Whilst numbers of those capable in the business language of English or German is modest in terms of 141 million population in Russia alone, nonetheless those choosing commercial security as a career are interested in being part of a wider global profession which positively impacts employee trust in the wider indigenous workforce.

In 2009 the Russian Private Security Industry Law of 1992 was reviewed and amended. In general these changes are designed to streamline security vendors, removing and excluding small and inefficient players. This means that for instance a Russian Bank, used to providing their own 'proprietary' security team will have to transform into an independent licensed security business or enter into a contract for services with a licensed vendor. This will come into force on the 1<sup>st</sup> January 2010 in order to regulate, as have many EU countries, to provide a degree of oversight on ownership and professional development.

There remains a wide gulf in relevant salary levels for executive security functions which we have captured in general terms but it is relevant that individuals can be 'hot' given a person's pan country / law enforcement experience, which in many Eastern societies still work on understanding cultural heritage and traditions.

In Russia, the security sector was reported in 2008 to have a value of \$17 billion (UKTI). With electronic security growing at an annualised rate of 20%. This is considered to be primarily driven by the home market as wealth in general increases within capital city habitats although the crash in property values may affect this going forward.



The average performance bonus is 25% of annual salary with benefits including car allowance equals 10% of salary, pension non contributory for 60% of executive workers. Accommodation provided or allowance dependent on family status. Demographics for the position, male, average age 49 decreasing to 45 over the next two years.

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