

# Hays reports interim learning and development professionals still in demand



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According to Hays, the leading specialist recruitment company, while the current market may have impacted the recruitment of permanent learning and development jobs there continues to be fixed term contracts available for senior interim professionals.

"We envisage that employers will be using interims more regularly to identify organisational requirements on an ad-hoc basis to deal with specific requirements," observed Heidi Waddington, Managing Director for Hays Human Resources.

Organisations are looking for practitioners with a strong commercial background and a track record in the management and development of staff. The emphasis has shifted from core training delivery, to a more strategic requirement to identify and implement bespoke programmes that are linked in to an organisation's overall talent management programme. Investing in leadership programmes and competencies remains an important aspect of organisations' HR strategies, as the importance of succession planning becomes ever more important, particularly during difficult economic times.

"There is a greater focus on talent-management and identifying key players in an organisation. Some of the larger organisations typically will forge associations with leading business schools to develop in-house programmes", Heidi continued.

While organisations continue to review their cost efficiencies and examine ways in which they can streamline their HR operations, learning and development jobs remain a central point of the HR function, despite the fact that resources are being stretched and that these skills have to be picked up by [HR managers](#).

