

INFORMATION WEEK

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CAREERS

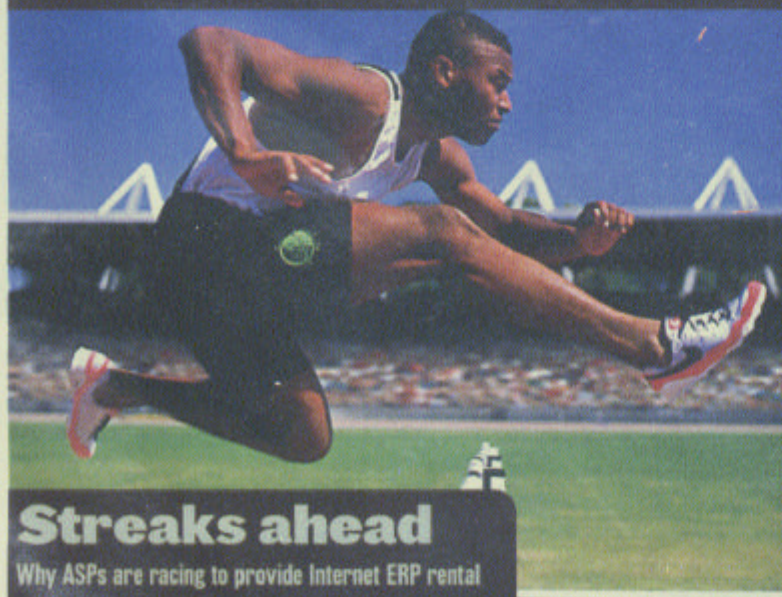


Recruitment

ASAP's Blain foresees dramatic changes

Future looks bright

Chris Everett of PwC believes clear skies are ahead for global ERP



Streaks ahead

Why ASPs are racing to provide Internet ERP rental



A renter's market

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31st March 1999

Article By
ASAP's CEO
Jonathan Blain

Careers: news

appraisal



Jonathan Blain, founder and CEO of the independent ERP specialist ASAP group of companies, says there will be serious changes to the ERP recruitment market

The ERP market has matured and the nature of recruitment has changed dramatically. For the moment at least, the supply and demand balance has been reversed, putting employers in a stronger position.

Market forces have started to take effect, rates of pay have dropped for both contract and permanent staff. There are fewer contracts and even the best consultants are having difficulty finding work, even at greatly reduced rates. I predict that the ERP employment market, particularly SAP, will fall more in line with the rest of the IT market.

Many employers are sceptical about hiring permanent staff who have been contractors, in the belief that as demand picks up again, they will leave to go contracting. Many contractors are, however, highly skilled and experienced and they have a lot to offer permanent employers. We now have a number of employers who welcome ex-contractors.

Consultancies will also have to adapt to the new market conditions. Many have business models based on long implementations with charge out rates and margins that are no longer achievable. How can a consultancy compete when their consultants are on fixed salaries in excess of today's market rates.

The winners are end user customers, who have a greater degree of choice and will be able to demand better value for money. Costly, long drawn out implementations should now be a thing of the past.

At the ASAP Institute our goal is to set and maintain standards of professionalism and effectiveness for those working in the field of enterprise transformation, where ERP systems are used as the driving force, and to champion the end user cause.

In these changing times, we need to find new ways of catering for the needs of those who work in the field. At ASAP Worldwide, (our global ERP recruitment company) we are responding to the changes by building a network of remote working ERP consultants. End users benefit from the availability of flexible, modestly priced resources,