

Introduction to Dalton Handley

The Dalton Handley team has over 20 years' combined experience in specialist recruitment and industry marketing and covers the Australian market. Members of our team have previously worked in senior roles at some of the world's most high-profile professional services firms, including Allen & Overy, Clayton Utz and Ashurst in Australia, UK and South Africa. They understand the nuances between firms and can provide tailored advice to both professionals and employers in the Australian market.

The Directors, Charles Handley and Vicky Feros, built their leading reputation in the market through their honest, ethical and consultative approach to recruitment and career advisory. They have extensive networks and long-standing relationships with businesses and professionals across professional services, particularly in legal, accounting, consulting and engineering.



Introduction to our market

As a relatively advanced market, the demand for specialist skills in Australia remains strong. Client, sector, pursuit and marketing roles are now the norm in larger firms, with the opportunity to be client facing becoming more commonplace.

With intense competition following an influx of international firm entrants, partner movement between top and mid-tier firms in the legal sector, and the establishment of legal functions within the Big4 consulting firms, competition for candidates with the skills to operate strategically and proactively is fierce.

Further to significant and ongoing investment by the Government in major infrastructure projects, demand for pursuit and bid management professionals from large engineering firms is also high, with unprecedented growth in those teams over recent months.

At a senior level, practitioners with the ability to drive significant change, such as developing a client centric, sales focused culture, while moving away from the traditional model of generalist marketing and business development, are in high demand across professional services and broader B2B services.

At a more junior level, credible, commercial and driven adviser/executive level candidates with the ability to engage with partners and lead projects are always highly sought after.



Visa issues

Immigration and visa laws in Australia are strict and difficult to navigate, even if you come from a Commonwealth country such as the UK or Singapore. This follows the abolition of the Temporary Work Visa in 2017, replaced with the Skills Shortage Visa.

Candidates with specialist skills or an excellent track record in professional services at manager level and above may qualify under the new Skills Shortage Visa scheme, which offers a work permit for up to four years.

As a result of strict immigration laws and overall skills shortage, returning Australians who bring valuable international experience are in particularly high demand.



Salaries

Salaries in Australia are generally very high. When comparing BD roles in Australian firms to those in the UK, Asia or US, they are the highest in the world. This reflects the high demand for professional services candidates generally, but also, the skills (and expectations) required to succeed; sales focused business developers and innovative, digitally savvy marketers command a premium.

Despite high salary levels, Australian taxation is marginally higher than in the UK and certainly higher than in Asia. Living costs in Sydney are however lower than in London; Melbourne and Brisbane have significantly lower living costs, so enjoying a great role with high living standards is certainly possible.



Skills and benefits

There are many benefits, both personal and professional, to working and living in Australia. All the major Australian cities provide an extremely safe and vibrant lifestyle, and many expatriates call Australia home.

Despite the relaxed, outdoors lifestyle, Australian businesses and BD teams are commercially focused, competitive and sophisticated in their approach. They encourage combining professional development and commercial success with work/life balance. Working flexibly i.e. from home and/or in agile work environments, is becoming the norm, making for an enjoyable and healthy experience overall.

House prices in Sydney and Melbourne are high, however they are much cheaper than London, Singapore and Hong Kong. It is also possible to live close to both the city and the beach in many Australian cities, while enjoying warm weather for most of the year. Annual leave averages 20 days with 16 additional public holidays.



Roles

<http://daltonhandley.com/job-search/>



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