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## Temporary, contract and permanent work

By Fiona Hayes

It was after my second redundancy, when my latest severing employer sent me to outplacement consultants for counselling, that I discovered I was not alone in suffering some of the realities of the job market. At a workshop, where the displaced from a variety of white collar backgrounds gathered to be guided back into the pits of the hell from which they had just escaped, one of the lost and confused told us the story of his interview for the job that never was.

The way it works is that employers who use the job market for competitive intelligence invite the vulnerable to come along and tell them the secrets of their industry for nothing. They can be identified by the impertinence of their questions and their insistence on your answering them. They will take your specialist knowledge and use it for their competitive advantage. They've done it to me too and it is a bitter experience.

Often, though, there is a genuine vacancy. Even then, sometimes it is better to be turned down and spared the torture of an unsuitable environment. One information manager feared that I would be eaten for breakfast by her investment banker user group. I wondered how someone who seemed so considerate had managed to survive there. Another asked me how I would cope with being verbally abused by her city lawyer user group. I wondered at her low self-esteem that she would tolerate such behaviour.

The most successful interviews I have had are where I have said almost nothing. This works particularly well on the contract market. Prompting people to talk as much as possible about the job gives the impression that you are seriously thinking about doing it. The great thing about interviewing for contract work is that no one is going to be rude enough to attempt to get to know you since you are hardly going to be around long enough for it to matter.

One thing to avoid is job interviews with tests attached. Tests are a sure sign that there is a retention problem. The reason employers attach tests to interviews is because they realise that it takes a rare breed of person to endure the job and the culture. Doing tests is fine if you happen to be unemployed because it makes great evidence to provide to the Jobcentre of your job-hunting activity.

Permanent jobs should be avoided by people who have lives and can think for themselves as neither of these qualities will be required. My personal experience of the permanent information job market is that these tend to fall into two categories. Either the roles would fail to challenge a child of primary school age or the demand is for candidates to have been doing the exactly the same senior role elsewhere for at least three to five years.

Perhaps most galling are the employers who take candidates to offer stage and then drop the already paltry salary by two or three thousand. Why do they waste everybody's time?

Finally, the word in the industry is that a third of the profession is due to retire over the next ten years. As pitiful post-MA salaries make entering the profession unconscionable for the dwindling number of young people in society, either that will mean more bargaining power for those of us who are left or it means we are a dying profession.

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Fiona Hayes is enjoying her current information services management contract at Cushman & Wakefield.



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## Latest Job Listings

### **Research and Information Manager**

(added 31st July 2006)  
URL: <http://www.jinfo.com/go/j5568>  
Recruiter: BoydCaithness  
Location: London EC3, United Kingdom

### **Rights Management Auditor**

(added 31st July 2006)  
URL: <http://www.jinfo.com/go/j5567>  
Recruiter: TFPL Ltd.  
Location: London, United Kingdom

### **Researchers and Analysts - Contract**

(added 27th July 2006)  
URL: <http://www.jinfo.com/go/j5566>  
Recruiter: Frost & Sullivan  
Location: United Kingdom

### **Records Administrators X2**

(added 27th July 2006)  
URL: <http://www.jinfo.com/go/j5565>  
Recruiter: Instant Library Recruitment  
(Tribal Group Plc)  
Location: Middlesex, United Kingdom

### **Customer Services Librarian**

(added 25th July 2006)  
URL: <http://www.jinfo.com/go/j5564>  
Recruiter: Instant Library Recruitment  
(Tribal Group Plc)  
Location: Leeds, United Kingdom

### **Australian Market Consultant -**

Contract (added 25th July 2006)  
URL: <http://www.jinfo.com/go/j5563>  
Recruiter: Free Pint Limited  
Location: Australia and Territories

### **Customer Services Librarian**

(added 25th July 2006)  
URL: <http://www.jinfo.com/go/j5562>  
Recruiter: TFPL Ltd.  
Location: Leeds, United Kingdom

### **Customer Services Assistant Librarian**

(added 25th July 2006)  
URL: <http://www.jinfo.com/go/j5561>  
Recruiter: TFPL Ltd.  
Location: Leeds, United Kingdom

### **Legal Information Officer**

(added 24th July 2006)  
URL: <http://www.jinfo.com/go/j5560>  
Recruiter: Instant Library Recruitment  
(Tribal Group Plc)  
Location: United Kingdom

### **Enquiry Services Manager - Part Time**

(added 24th July 2006)  
URL: <http://www.jinfo.com/go/j5559>  
Recruiter: TFPL Ltd.  
Location: United Kingdom

### **Antenna Manager**

(added 24th July 2006)  
URL: <http://www.jinfo.com/go/j5558>  
Recruiter: TFPL Ltd.  
Location: London, United Kingdom

### **Information Officer**

(added 21st July 2006)  
URL: <http://www.jinfo.com/go/j5557>  
Recruiter: Sue Hill Recruitment and  
Services Limited  
Location: West Midlands, United  
Kingdom

### **Records Management Team Leader**

(added 21st July 2006)  
URL: <http://www.jinfo.com/go/j5556>  
Recruiter: Sue Hill Recruitment and  
Services Limited  
Location: London, United Kingdom

### **Information Officer**

(added 21st July 2006)  
URL: <http://www.jinfo.com/go/j5555>  
Recruiter: Sue Hill Recruitment and  
Services Limited  
Location: London - Central, United  
Kingdom

### **Information Centre Team Leader**

(added 21st July 2006)  
URL: <http://www.jinfo.com/go/j5554>  
Recruiter: Sue Hill Recruitment and  
Services Limited  
Location: London, United Kingdom

### **Researcher** (added 21st July 2006)

URL: <http://www.jinfo.com/go/j5553>  
Recruiter: Sue Hill Recruitment and  
Services Limited  
Location: London - City, United Kingdom

### **Information Manager**

(added 21st July 2006)  
URL: <http://www.jinfo.com/go/j5552>  
Recruiter: Sue Hill Recruitment and  
Services Limited  
Location: West Midlands, UK

**Conflicts Analyst** (added 21st July 2006)

URL: <http://www.jinfo.com/go/j5551>  
Recruiter: Sue Hill Recruitment and Services Limited  
Location: London - City, United Kingdom

**Scanning & Indexing Manager**

(added 21st July 2006)  
URL: <http://www.jinfo.com/go/j5550>  
Recruiter: Sue Hill Recruitment and Services Limited  
Location: Surrey or Manchester, United Kingdom

**Library & Information Services**

**Manager** (added 21st July 2006)  
URL: <http://www.jinfo.com/go/j5549>  
Recruiter: Sue Hill Recruitment and Services Limited  
Location: Yorkshire, United Kingdom

**Researcher** (added 21st July 2006)

URL: <http://www.jinfo.com/go/j5548>  
Recruiter: TFPL Ltd.  
Location: Central London, United Kingdom

**Information Assistant**

(added 20th July 2006)  
URL: <http://www.jinfo.com/go/j5547>  
Recruiter: Instant Library Recruitment (Tribal Group Plc)  
Location: London - Central, United Kingdom

**Senior Researcher**

(added 20th July 2006)  
URL: <http://www.jinfo.com/go/j5546>  
Recruiter: Instant Library Recruitment (Tribal Group Plc)  
Location: London - Central, UK

**Subject Librarian** (added 19th July 2006)

URL: <http://www.jinfo.com/go/j5545>  
Recruiter: Sue Hill Recruitment and Services Limited  
Location: Birmingham, United Kingdom

**Library Assistants**

(added 19th July 2006)  
URL: <http://www.jinfo.com/go/j5544>  
Recruiter: Sue Hill Recruitment and Services Limited  
Location: London - East, United Kingdom

**Library Manager** (added 19th July 2006)

URL: <http://www.jinfo.com/go/j5543>  
Recruiter: Sue Hill Recruitment and Services Limited  
Location: London - North West, United Kingdom

**Researcher** (added 19th July 2006)

URL: <http://www.jinfo.com/go/j5542>  
Recruiter: Sue Hill Recruitment and Services Limited  
Location: London - Docklands, United Kingdom

**Researcher** (added 19th July 2006)

URL: <http://www.jinfo.com/go/j5541>  
Recruiter: Sue Hill Recruitment and Services Limited  
Location: London - City, United Kingdom

**Information Officer**

(added 19th July 2006)  
URL: <http://www.jinfo.com/go/j5540>  
Recruiter: Sue Hill Recruitment and Services Limited  
Location: South West, United Kingdom

**Librarian** (added 19th July 2006)

URL: <http://www.jinfo.com/go/j5539>  
Recruiter: TFPL Ltd.  
Location: London, United Kingdom

**Records Manager** - Stand Alone - Central

London (added 19th July 2006)  
URL: <http://www.jinfo.com/go/j5538>  
Recruiter: Glen Recruitment  
Location: London, United Kingdom

**Director of Research** – OXFORD

(added 19th July 2006)  
URL: <http://www.jinfo.com/go/j5537>  
Recruiter: Glen Recruitment  
Location: Oxford, United Kingdom

**Legal Knowhow Manager**

(added 19th July 2006)  
URL: <http://www.jinfo.com/go/j5536>  
Recruiter: Glen Recruitment  
Location: London, United Kingdom

**Financial Researcher** – Legal

(added 19th July 2006)  
URL: <http://www.jinfo.com/go/j5535>  
Recruiter: Glen Recruitment  
Location: London, United Kingdom

**Telecoms Research/Analyst -**  
CAMBRIDGE (added 19th July 2006)  
URL: <http://www.jinfo.com/go/j5534>  
Recruiter: Glen Recruitment  
Location: Cambridge, United Kingdom

**Legal Intranet / Know-how Specialist**  
(added 19th July 2006)  
URL: <http://www.jinfo.com/go/j5533>  
Recruiter: Glen Recruitment  
Location: London , United Kingdom

**Knowledge Coordinator / Trainer -**  
Legal (added 19th July 2006)  
URL: <http://www.jinfo.com/go/j5532>  
Recruiter: Glen Recruitment  
Location: London , United Kingdom

**Information Officer - MAIDENHEAD**  
(added 19th July 2006)  
URL: <http://www.jinfo.com/go/j5531>  
Recruiter: Glen Recruitment  
Location: Maidenhead, United Kingdom

**Legal Library Administrator**  
(added 19th July 2006)  
URL: <http://www.jinfo.com/go/j5530>  
Recruiter: Glen Recruitment  
Location: London, United Kingdom

**Knowledge Executives (3)**  
(added 19th July 2006)  
URL: <http://www.jinfo.com/go/j5529>  
Recruiter: Glen Recruitment  
Location: London, United Kingdom

**Legal Trainer / Research**  
(added 19th July 2006)  
URL: <http://www.jinfo.com/go/j5528>  
Recruiter: Glen Recruitment  
Location: London, United Kingdom

**Corporate Content Manager**  
(added 19th July 2006)  
URL: <http://www.jinfo.com/go/j5527>  
Recruiter: Glen Recruitment  
Location: London, United Kingdom

**Senior Financial Services Researcher**  
/Analyst (added 19th July 2006)  
URL: <http://www.jinfo.com/go/j5526>  
Recruiter: Glen Recruitment  
Location: London, United Kingdom

**Senior Business Researcher - OXFORD**  
(added 19th July 2006)  
URL: <http://www.jinfo.com/go/j5525>  
Recruiter: Glen Recruitment  
Location: Oxford, United Kingdom

**Research / Analyst - TMT sector** (added  
19th July 2006)  
URL: <http://www.jinfo.com/go/j5524>  
Recruiter: Glen Recruitment  
Location: London , United Kingdom

**Snr. Social Sciences Researcher -**  
Maternity Leave (added 19th July 2006)  
URL: <http://www.jinfo.com/go/j5523>  
Recruiter: Glen Recruitment  
Location: London, United Kingdom

**Temporary Researcher** from September  
2006 (added 19th July 2006)  
URL: <http://www.jinfo.com/go/j5522>  
Recruiter: Glen Recruitment  
Location: London

**Researcher - Mat. Leave** from October  
2006 (added 19th July 2006)  
URL: <http://www.jinfo.com/go/j5521>  
Recruiter: Glen Recruitment  
Location: London, United Kingdom

**Legal Cataloguer - 6 month contract**  
(added 19th July 2006)  
URL: <http://www.jinfo.com/go/j5520>  
Recruiter: Glen Recruitment  
Location: London, United Kingdom

**Researcher** (added 18th July 2006)  
URL: <http://www.jinfo.com/go/j5519>  
Recruiter: Sue Hill Recruitment and  
Services Limited  
Location: London - Central, United  
Kingdom

**Archives Officer** (added 18th July 2006)  
URL: <http://www.jinfo.com/go/j5518>  
Recruiter: Sue Hill Recruitment and  
Services Limited  
Location: London, United Kingdom

**Information Officer**  
(added 18th July 2006)  
URL: <http://www.jinfo.com/go/j5517>  
Recruiter: Sue Hill Recruitment and  
Services Limited  
Location: London - Central, United  
Kingdom

**Cataloguer** (added 18th July 2006)  
URL: <http://www.jinfo.com/go/j5516>  
Recruiter: Sue Hill Recruitment and  
Services Limited  
Location: Surrey, United Kingdom