



Cristina Del Borrello

### A Little About Me...

Hi there! I joined ChemSkill in March of this year fresh out of my Honours degree and after four months of travel around Europe. I am a Melbourne University graduate, having completed a Bachelor of Science majoring in Zoology and Reproduction. After an Honours research year, I decided to look for a role where my knowledge in science could be utilised within an interactive, people friendly environment. I am thoroughly enjoying my work here at ChemSkill and take pleasure in meeting client and candidate needs alike.

As you all know, Hynda Feldman has recently decided to move on from ChemSkill for her own personal development. I am now writing this newsletter from now on to keep you all informed on ChemSkill's movements and updated on any current issues in science and recruitment.

Another way to keep updated with our activities is to add 'ChemSkill Scientific' as a friend on Facebook. I will be regularly updating our Facebook wall with any upcoming training events and online services.

### In This Issue

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### Links:

ChemSkill  
[www.chemskill.com.au](http://www.chemskill.com.au)

On-Line Courses  
[www.onlinecourses.net.au](http://www.onlinecourses.net.au)

Performance Appraisals  
[www.performanceappraisals.com.au](http://www.performanceappraisals.com.au)

For current information on salaries go to:  
[www.fairwork.gov.au](http://www.fairwork.gov.au)

### Office Hours during Holiday Period:

The ChemSkill Office will be closed from December 22nd and will re-open on January 6th 2011.

Emergency contact for issues with Contractors only is 0438 620 434.

### ChemSkill's New and Exciting Website...

After many years and an enormous effort from our IT staff, ChemSkill's new website is officially online and functioning! There are many new and exciting links available for both our clients and candidates and we encourage you to visit and see for yourself.

You can find information regarding training courses and can now place job orders online, which will be passed directly onto one of our recruitment consultants.

A new feature coming soon will give clients the ability to search our database of high calibre candidates using specific keywords, allowing you to determine if we have exactly what you are looking for.

There are a number of other useful links and resources so visit [www.chemskill.com.au](http://www.chemskill.com.au) and prepare to be impressed!

### New Additions at ChemSkill...

#### Melbourne

#### Vanessa Jeffries

Vanessa has recently joined the ChemSkill team and is very capably filling the position of Accounts Officer and Administrative Assistant. She comes to us from a retail background and has recently completed a course in Business Administration and PA. Vanessa is thoroughly enjoying the change and learning experience here at ChemSkill and is an absolute pleasure to work with. We are all very happy to have her on board.



### Contact Us

Melbourne: 03 9516 0100

Sydney: 02 9283 4877

Brisbane: 07 3303 8774

### Recruitment

helen@chemskill.com.au  
marie@chemskill.com.au  
cristina@chemskill.com.au

### Training

mark@chemskill.com.au

### Consulting

greg@chemskill.com.au

### Accounting

vanessa@chemskill.com.au

### Client Services

daniel@chemskill.com.au



### Daniel Hare

Our newest team member, Daniel Hare, is replacing Hynda as National Client Services Manager. He has a background in quality assurance and business development, having over 15 years of experience in the Scientific Industry. Daniel is doing a fine job and ChemSkill is confident in his abilities to maintain professional relationships with both new and existing clients.

### Good-bye to Fotini Mavroudis...

After working with ChemSkill for over ten years, Fotini has decided to resign from her position and enjoy an overseas holiday. She is taking a well deserved break from the workforce and will be missed by the ChemSkill team. We wish Fotini all the best in her future endeavours.

### Sydney

### Daniele Fischl

Daniele is a former ChemSkill staff member and has newly re-joined the Sydney office in the post of Human Resources Manager. Daniele took some time off after her son was born and is now settling back into the workforce on a part-time basis. We are extremely happy to welcome Daniele back on board.



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## Where Have All the Chemists Gone?

You may have noticed of late, quality candidates in the Scientific Industry are in short supply! It is becoming increasingly difficult to source quality staff for our clients. Every advert on seek.com.au attracts myriads of applicants, most of which do not meet the specified criteria. Sourcing chemists with the required technical knowledge and experience as well as good interpersonal skills, flexibility and communication capabilities is becoming more and more difficult.

What could contribute to this shortage? Along with the changes to university curriculum, the appeal to do science and chemistry at tertiary level is lacking among the younger generation. The industry is not one that exudes prosperity, and cannot offer the same career prospects as a position in economics and finance can for example. As technology has modernised laboratory operations we have seen staff numbers steadily drop. As a consequence we are finding flatter structures in technical environments with less scope for career advancement. This then makes science not a career pathway many are looking to follow. Though having said this, we still have those dedicated individuals whose sole motivation is simply to use science to make a difference in this world.

We are also finding that younger people are more financially motivated than previous generations which could be attributed to the different needs of today's lifestyle. Having studied very difficult subjects in VCE followed by three or more years at tertiary institutions, generally speaking, the financial rewards for science graduates are simply not appealing to them. It is important that as an Industry we endeavour to implement changes that will make science both rewarding and exciting for students.

To ensure we have the best graduates on hand at all times, ChemSkill continues to foster close relationships with lecturers, Honours and Post-Graduate Co-ordinators at various tertiary institutions. In addition, our Senior Consultants present regularly at Employer Forums and participate at Career Exhibitions as well as other events organised by academia.

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## 2011 Recruitment Survey...

2010 has been better than the two previous years but we are all hoping the economy will keep improving. Sadly we have lost more manufacturing and laboratory services to overseas locations and as a consequence many scientists in senior positions are now unemployed.

So, what will 2011 bring? Which companies are looking to expand? Will salaries remain as they are or will they increase? Which sector in our Industry foresees growth?

These are only some of the questions that ChemSkill's survey will attempt to answer in the first quarter of 2011. Its aim will be to compile information on all things recruitment for the new year. We will be asking clients from all states, at all levels, from various sectors as well as candidates, to complete this survey so that we can all gain valuable insight into recruitment activities for 2011.

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## Finally...Christmas is here!!

This year has been tough and I am sure we are all welcoming the idea of a well earned Christmas break! Let us all rest our weary heads, enjoy the New Year celebrations and come back to work in 2011 revitalized and ready to tackle the new challenges that lie ahead (albeit a few kilos heavier!).

ChemSkill would like to wish you all a safe and happy festive season. We look forward to continuing our support for the Scientific Industry and working with you in 2011.

