

[State of the HR Nation]

The Compensation Crunch Part II

Dear Friends:

In our April update you read about the extreme shortage of compensation professionals. How do we overcome this drought? Do recruiter-paid sign-on bonuses work for Comp People?

Absolutely. Last time we offered a \$10,000 VF&Co-paid bonus to compensation professionals we placed by June 30th, and thanks to your response, we have placed four new comp professionals for our clients in the past few weeks.

As the market for HR people becomes increasingly competitive, the days of 'quick-fill' are rapidly disappearing. Finding a senior HR Director can take longer than locating an experienced software engineer or sales executive. HR Contracting is a great alternative to the candidate shortage, extended fill-times, and "picky eaters" on your exec team who think that everyone should talk, act, and think the same way they do. Contract HR people are usually seasoned veterans and take little to no on-boarding. They are immediate contributors who will alleviate your pain the minute they walk in the door.

Want to get your fingers on the pulse of this rapidly changing HR marketplace? Come to the HR Stars Conference on July 18, 2007 in South San Francisco. Registration is almost closed, so sign up now! We will be hosting VPHR and DHR lunches at the conference and would love to add a few more fabulous HR execs to our panel. One is on "Strategic and Situational Management of Your CEO " (hosted by me) and the other is on "Best, Yet Pragmatic, Big Company HR Practices" (hosted by James Holland, my business partner). Contact me if you'd like to join our panels.

This month we'd like to thank Joe Kashani, MS, MBA, CPA, chairman of Bickford Accountancy Corporation of South San Francisco, for being the best corporate CPA in the world. Joe, you are our advisor, mentor, uncle, godfather, and much more. Thank you for everything, including trusting us with your clients!

Take care,
Valerie

Human Resources Search Opportunities

Compensation Executive Positions

Senior Director of Compensation and Benefits (San Carlos, CA)
Small sized public biopharmaceutical company. Email your resume in MS Word format to recruiting@vfindco.com.

Director of Compensation and Benefits (San Jose, CA)
Public high-tech company with 4,000 employees. Email your resume in MS Word format to recruiting@vfindco.com.

Director of Compensation and Benefits (San Jose, CA)

Large, successful, publicly-traded leader on the semiconductor industry. Email your resume in MS Word format to recruiting@vfandco.com.

Human Resources Executive Positions

Senior Director of Human Resources (San Jose, CA)

Small sized, private business integration software company. Email your resume in MS Word format to recruiting@vfandco.com.

Senior Director of Human Resources, Americas (San Jose, CA)

8,000-employee semiconductor company. Email your resume in MS Word format to recruiting@vfandco.com.

Human Resources Business Partner

One of the world's largest semiconductor manufacturers (new client). Email your resume in MS Word format to recruiting@vfandco.com.

Senior Director of Human Resources, Americas (San Jose, CA)

Large, publicly traded high tech company. Email your resume in MS Word format to recruiting@vfandco.com.

Director of Human Resources, Business Partners (San Jose, CA)

Large fast-growing technology company. Email your resume in MS Word format to recruiting@vfandco.com.

Director of Diversity (Mid Peninsula)

Large multimedia company. First Director of Diversity. Email your resume in MS Word format to recruiting@vfandco.com.

Recently Closed Searches

Vice President of Human Resources (San Jose, CA)

Vice President of Human Resources (San Carlos, CA)

Vice President of Human Resources (Sunnyvale, CA)

Vice President of Human Resources (Redwood City, CA)

Vice President of Human Resources, Global Business Partners (San Jose, CA)

Vice President of Human Resources, Americas

Vice President of Compensation, Benefits, and Systems (Silicon Valley, CA)

Senior Director of Business Human Resources (Palo Alto, CA)

Senior Director of Compensation

Director of Human Resources

Manager of Compensation

Compensation Analyst

Human Resources Contract Positions

HR Contractors needed; Start Immediately! Email your resume in MS Word format to recruiting@vfandco.com.

Senior Director of Compensation
Compensation Manager
Compensation Analyst
Senior Director of Human Resources
Director of Human Resources
Human Resources Business Partner
Talent Management Specialist
Human Resources Administrator/Representative
HRIS Analyst

Recently Filled Human Resources Contract Positions

Vice President of Compensation with heavy European and AsiaPac experience (San Jose, CA)
Senior-level, French-speaking Compensation and SAP project manager (San Jose, CA)
Human Resources Director (San Ramon, CA)