

JOBS/CAREERS

SUNDAY, AUGUST 3, 1997 • PAGE 1 SECTION H

Are you fit for contracting?

By Sheryl Silver, Career Source

The market for information technology (IT) contractors continues to expand. According to the National Association of Computer Consultant Business, headquartered in Washington, D.C., the demand for temporary computer consultants is growing 20-30 percent annually across the U.S. In many major business centers—including Los Angeles, New York, Newark, Atlanta, and Washington, firms that place IT professionals on a contract or project basis are reporting an extremely intense demand for talent.

"The demand for IT contractors is huge," says Rick Phillips, president and CEO of American Technical Resources (ATR), a technical staffing firm with offices in McLean, Va. and Atlanta Ga. "Technology changes, coupled with Year 2000 changes and the difficulty companies are having recruiting full time IT professionals, and demand has never been better."

Pam Murray, recruiting manager for the technology business unit of COMSYS Technical Services in Rockville, Md., is equally bullish. "The market for consultants is hot," she says. So hot, in fact, it's produced a shortage of qualified contractors. That shortage is severe enough that Cathy Hom, recruiting manager for COMSYS's commercial division in Rockville, says, "We now have to look nationally and internationally as well as locally to find people."

What type of expertise is being sought? "Everything from client server to mainframe skills," says David Clancy, senior vice president of TENTEK Inc. in Glendale, California. To that broad summary, Phillips of ATR adds, "People with communications and interpersonal background, as well as those with SAP, Oracle, and Peoplesoft skills." Also on other companies' most wanted lists are Oracle programmers and DBA, C++ programmers, testers and Cobol programmers. "With the Year 2K transition going up, Cobol programmers are very hot now," says Murray.

As might be expected, the intense demand for contract talent has led to sizeable increases in hourly pay rates. In fact, Cathy Holdorf, regional manager for Vienna, Va.-based Cornell Technical Services Inc., says hourly rates have gotten so high they've proven irresistible for many IT professionals

who never considered contracting before. Unfortunately, says Holdorf, not everyone who's attracted and has the technical skills for contracting is a good fit for it. "Not all of them are ready for the uncertainties of being between contracts," says Holdorf.

Many aren't flexible enough either, she adds. "Contracting demands a lot of flexibility," contends Holdorf. "They have to be flexible in terms of the different people and personalities they'll be working with. They also have to be flexible enough to work in a team environment or individually, in a setting that offers total autonomy or in one that's very structured."

Flexibility about attire is also necessary, adds Holdorf. "If someone is used to having long hair and a beard, that might not be acceptable for some organizations," she notes. Work schedules could also vary from assignment to assignment, making flexibility about overtime hours a necessity.

With all these factors in mind, Holdorf says, "Before jumping into contracting, people should ask themselves, 'Am I flexible?'"

Phillips agrees that some self-assessment is in order and urges would-be contractors to

look at several factors. "If you have a skill set that's not readily marketable, you need to be aware there may be down periods. If you have a low tolerance for risk financially or otherwise, then contracting is probably not a good fit," he says. "On the other hand, if you're confident in your ability to pick up new skills, if your experience and skill set are in main-stream, high demand technologies, then contracting is probably a good fit." It's probably also a good match, says Phillips, "if you prefer working primarily on technical tasks and projects rather than getting involved in management or politics."

Communication skills can also make a difference. Phillips says people who are outgoing and able to communicate well — verbally and in writing — are generally in greater demand as contractors. "The same is true for those who present themselves with a professional image," he says. "Today IT professionals, including contractors, have a lot of face-to-face interaction with clients."

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Work Wise®: Casual dress: effective and uncomplicated

By Mildred L. Culp, Passage Media

The growing trend toward casual dress benefits the entire workplace, according to a survey of 505 human resource managers sponsored by the Society for Human Resource Management and Management Resources Company, and it doesn't have to compromise wardrobe choice for people who prefer formality. A full 3 percent of companies surveyed that allow casual clothing permit it five days a week, except when employees meet with clients.

Casual dress brings a range of benefits, the survey found. Employee morale goes up, and 85 percent of the managers, while 45 percent reported that productivity increases. A full 82 percent of the group believed that employees would view casual dress as a benefit. Only 10 percent less felt that employees would cut their wardrobe costs. In addition, 66 percent of the managers thought that a casual dress policy could be a play in recruiting employees.

While many benefits may seem to make sense

to you, they don't indicate what kinds of problems people have, and how they best cope, when their style isn't casual. The growing acceptance of casual dress puts all kinds of workers in a quandary.

For example, if you work in a company with a casual dress policy and perform better in standard business clothing, what are you going to do? Risk underperforming by going with the flow? If you don't dress casually, you could appear outdated or rigid to coworkers and might reduce your chances for a promotion just because of your style.

You might also be confused about what to do if you're a salesman dressed in a suit and your potential customers are more casually dressed. Standard business attire could make you appear overbearing before you even speak.

If you're a job seeker, you may know what to wear if the company where you're interviewing encourages casual dress. Should you skip the suit or skirted suit in favor of jeans? Or, if you might

not recover quickly when you're already nervous if you walk into an office and feel over-dressed. Your discomfort could also sabotage you by making your interviewer uneasy.

The interview attire problem is the easiest to solve. Suits and skirted suits or dresses with jackets are still appropriate when you're interviewing. They're also good for you psychologically. A jacket gives you a feeling of some semblance of control when you may be a bit jittery. If the organization you're approaching has a casual dress policy don't worry about dressing up a little. But skip black, which can be an intimidating color. Select a more friendly color, such as blue or gray. Your interviewer will notice the fact that you went out of your way to make a professional first impression.

Salespeople have a slightly more complicated problem. If you're having face-to-face contact with a range of prospects during the day, formal attire may work for some and bomb with others. Minimize the contrast in what you wear. Instead

of wearing a white shirt, choose an unobtrusive color. What about blue? Skip ties with regimental stripes, but wear plaining patterns.

Develop a style that draws attention to you rather than a conspicuously command wardrobe. Consider blazers instead of jackets. Think about less dressy shoes than wing-tips or oxfords. Turn down your jewelry by wearing less or wearing less precious pieces. Invest in less luxurious fabrics. Silk handkerchiefs don't have to peek out of suit breast pockets, and blouses don't have to be silk. Carry understated accessories, not fancy leathers.

Let the more casual mood of today's workplace help you to do your work better, so that it provides benefit to you and your company. By being creative, you won't have to abolish your high standards.

Dr. Mildred Culp, author of *Be WorkWise: Redefining Your Work for the 21st Century*, is a syndicated columnist and radio commentator. 1997, Passage Media.

EMPLOYMENT/INSTRUCTION #500-598

500 Help Wanted General

ACCOUNTANT
ASSISTANT CONTROLLER
Suburban Detroit professional accounting firm. We are seeking a professional with strong GL, AP, and tax experience. Full time position. Please send resume to: 2224 Oakwood & E. 12th St. Detroit, MI 48204. Fax: 313-963-2224.

500 Help Wanted General

APARTMENT MANAGER COUPLE
Couple to manage 40 unit apartment complex. Must have experience in leasing, cleaning, and maintenance. Salary \$12.00 per hour. Call for details. 401K retirement plan. Call: 313-981-0000. Fax: 313-981-0000.

500 Help Wanted General

ACCOUNTANT
Lumber company in Lumberton, NC seeks experienced person to perform accounting duties. Must have strong GL, AP, and tax experience. Please send resume to: 1115 S. 11th St. Lumberton, NC 27455. Fax: 313-981-0000.

500 Help Wanted General

ACCOUNT/COMPUTER
Lumber company in Lumberton, NC seeks experienced person to perform accounting duties. Must have strong GL, AP, and tax experience. Please send resume to: 1115 S. 11th St. Lumberton, NC 27455. Fax: 313-981-0000.

500 Help Wanted General

SENIOR LEVEL ACCOUNT
Mid-sized CPA firm in Farmington Hills is looking for a senior level accountant with strong background. The person must be interested in expanding their career by taking a leadership role on an industry specialization. Please send resume to: 313-981-0000. Fax: 313-981-0000.

500 Help Wanted General

ACCOUNTANT
3 Partner Southern CPA firm is seeking a senior level accountant with strong background. The person must be interested in expanding their career by taking a leadership role on an industry specialization. Please send resume to: 313-981-0000. Fax: 313-981-0000.

500 Help Wanted General

ACCOUNTING
ADMINISTRATIVE
NINETEEN, a fast growing, Southern based, provider of financial services, is seeking an immediate opening for an experienced professional with a background in accounting and computer skills. Please send resume to: 313-981-0000. Fax: 313-981-0000.

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ADVERTISING DRIVER
Immediate ad salesperson to make daily deliveries, help out in the art department and maintainance around the office. You're a friendly, energetic, personable, self-starter who will work hard to do what you're hired to do. Send resume to: 313-981-0000. Fax: 313-981-0000.

500 Help Wanted General

ADCO
A leading national HANDBYMAN for maintenance and repair work. Commercial and residential. Please send resume to: 313-981-0000. Fax: 313-981-0000.

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CROSSWORD PUZZLER

ANSWER TO PREVIOUS PUZZLE

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1 Rocky star
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11 corn
12 Singer Mary
14 Gator
15 Giant river
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18 Ptero's wing
20 Gifford great
22 Greek letter
23 acorn
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CROSSWORD PUZZLER

ANSWER TO PREVIOUS PUZZLE

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