

## RUSSIA: HR TRENDS IN PANDEMIC TIMES

Will automation be the order of the day in 2022? What qualities should candidates for top management positions in companies based in Russia possess? And where have all the blue-collar workers gone?

These and many other important issues pertaining to doing business in Russia were discussed at the joint webinar organised by [CT Executive Search](#) and the [Belgian- Luxembourg Chamber of Commerce in Russia](#).

The webinar, held on 10 November, 2021 drew together representatives of companies based in Russia and those looking to expand their operations into the country.

Moderated by **Oleg Prozorov**, CEO, Member of the Board, Belgian-Luxembourg Chamber of Commerce in Russia (CCLBR); Managing Director, Member of the Board Belgian-Luxembourg Chamber of Commerce for Russia and Belarus the webinar began with an opening speech from **Stefan Van Doorslaer**, CEO, [Ahlers](#); President, Belgian Luxembourg Chamber of Commerce for Russia and Belarus (BLRB). Stefan Van Doorslaer then went on to talk about Ahler's current hiring policy, and touched on some ongoing recruitment pain points, among which is the lack of blue-collar workers for warehousing positions.

**Christian Tegethoff**, Founder and Managing Director, CT Executive Search then delved into the ongoing [HR trends in Russia](#). The Founder of CT Executive Search shared some insights into the current requirements of companies based in Russia, when it comes to [executive search](#). He also gave an overview of the current salary trends across Russia and provided participants with valuable tips on how to identify the right candidates for [top management positions](#). Finally, Mr. Tegethoff presented the results of the recent [HR Russia Survey](#) conducted by CT Executive Search and CCBLR, in which companies opened up about their current and future turnover, as well as staffing strategies for 2022.

**Erzhena Kharmaeva**, Senior lawyer, Juralink then spoke about [employment law in Russia](#), shedding more light on the legal documentation needed to work in Russia. In addition to giving an overview of the various work permits available to foreign workers, Ms. Kharmaeva also pointed out the advantages and disadvantages of each available option, and gave an overview of the current changes in the migration legislation in Russia.

**Philippe Borremans**, International Affairs Manager, GROUP S then spoke about [doing business in Belgium](#), giving participants an insight into employer requirements for Russian companies looking to set up operations and hire local and Russian staff.

*"For over a decade CT Executive Search has been working with companies based in Russia. Many of our clients are large and medium sized Western European companies in the industrial, consumer goods and retail sectors. Although the pandemic is yet to loosen its grip on business as a whole, many executive level positions are once again available to local and foreign candidates in Russia. Our team of highly skilled professionals led by Semyon Cherkasov, continues to provide top notch HR services to our clients in Russia. Our [senior advisors](#) Dr. Reinhard Kohleick, Dr. Frank Schauff and Jukka Kylmäälä also continue to play a huge role in helping us identify the right candidates and stay attune to the evolving business landscape." – says Christian Tegethoff, Founder and Managing Director, CT Executive Search*

**CT Executive Search** specializes in the recruitment of senior personnel in Russia, Eastern Europe, Africa, Asia, and the MENA region. For more information, please visit our [website](#).