“Overqualified” or too old for the job?

It’s common knowledge that some employers try to recruit in their own image (whether lawful or not). Job advertisements and person specifications can be used to pinpoint particular demographics, and in particular, certain age groups. Advertising for a candidate who is active, energetic and computer-savvy? Chances are, you’re looking to hire someone young.

Regulators provide much needed clarity around new regulatory references regime

If you work in a senior role in banking or insurance the chances are that you will be familiar by now with at least some of the principles of the senior managers’ regulatory regimes, introduced earlier this year.