



First & Foremost



Industry Update

The market has done a complete turn and again good candidates have the upper hand in the employment market. Although in previous months the ball had been in the employers' court it is now the candidates themselves who have the control when it comes to their job search. Knowing their options, candidates are applying for multiple roles, often having several options up their sleeves. Salary is not necessarily at the top of their list; candidates are seeking appreciation and looking for stability and growth within organisations. Good candidates are now in high demand, no longer a dime a dozen – they are being snapped up quick smart.

It is our responsibility as your consultants to present you candidates who we feel match; both skills and experience and personality wise into your organisation. From here you make your decision to interview and if so this is something that now needs to happen within days. Candidates are not around long enough for recruitment to be on the back burner. They will be gone before you can say boo.

With the market back in full swing candidates are less afraid of moving. They are essentially coming out of hiding and looking for a new challenge and often a new industry also. Confidence is back and candidates know what they want. Retention is therefore an aspect employers now need to approach.

To retain the top performers we have found there is a strong and growing need to offer feedback and communicate appreciation to them now more than ever. Still cost conscious, simple recognition costs nothing but increases an employees' intrinsic motivation, which in the long run benefits the employer. Retention minimises hiring and training costs and avoids loss of productivity. Having a retention scheme boots morale and helps encourage internal culture within organisations which is ultimately beneficial to the employer.

The graph demonstrates the rise in jobs listed on SEEK since September 2008 until March 2010. We can see the steady incline which reflects the positive upturn in the employer market.

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Meet one of the Team – Linda



As the Career Development Manager in Wellington, I bring a new perspective to Kinetic Talent Management; one of understanding and having extensive experience of managing people in business

My corporate background consists of senior management experience (including 7 years as a CEO at an industry level) in the retail and arts sectors. I have mentored and coached business owners and senior managers to optimise the performance of their teams through career development and management, and planning for the change that occurs in the business environment and in the lives of their employees.

I am passionate about positively empowering and supporting people to find their ideal career path by matching their personal and professional values, motivations and areas of interest, with those offered by prospective employers in the private and public sectors.

In my new role at Kinetic Talent Management, I am committed to listening to candidates and clients and providing tailor-made solutions to meet their needs. I am able to provide a holistic approach to career guidance using my career coaching experience with Kinetic Recruitment's innovative suite of career management and development packages, for individuals and teams in business.

If you are starting out in your career, considering returning to the workforce, are in career transition, or wanting to develop and enhance your career prospects or those of your employees, then please contact me on (04) 472 7878 or email linda@kinetic.co.nz.

