



First & Foremost



Industry Update

Although we are most certainly seeing a rise in the number of jobs in the market, there is still a high ratio of candidates to jobs and for many candidates this is a cause of frustration. This irritation is often something that we, as Recruitment Consultants, bear the brunt of. The standard of candidates in which we recruit will not be dropped as job numbers rise; consistency is essential.

Irate candidates often call and need to vent their frustration over the receipt of an email, advising them that they are unsuitable for a particular role. All we can do is listen and explain the reasoning behind this. Candidates forget that applications are still extremely high per job vacancy and we aim to provide candidates that match what is required by our clients in their brief.

For us a specific client brief helps in our selection process but often for candidates this is the cause of their annoyance. They may be one requirement short of what we are looking for and, even if specified in the advertisement as a 'requirement', they will still forward their resume through, completely disregarding this fact. We aim to present candidates that match exactly what our clients are seeking; otherwise it is a waste of everyone's time.

As an agency we see hundreds of resumes come through daily and we understand that often resumes do not always do justice to a person's working history. It is essential to prepare as much as possible before sending your resume off to agencies left right and centre; know who you have applied to and for what position.

For those that come in to interview, an area for improvement is personal presentation. We expect the highest standard of dress and appearance; to us this demonstrates the effort that will be exerted when interviewing with our clients. Someone that arrives to interview in trainers does not give off a good first impression. As a Consultant we can only assist to a certain level – the rest is up to the candidate.

Meet one of the Team – Bree



Having recently joined the Kinetic team in Auckland after moving here from Wellington – I am very excited to be on board! I grew up in Wellington and although I spent three years at Otago University studying towards a Bachelor

of Music, majoring in Classical Voice, I decided it was time for a change of scenery (and warmer weather) so making the big move to Auckland was an easy decision. The fact I have joined such a supportive and fun team makes it even more worthwhile.

Studying something as particular as Classical Voice takes amazing perseverance; I loved it but soon learnt that in the 'real world' I would need more practical skills. I ventured into the hospitality industry and then into the office and soon learnt that I had a passion and skill for working as a support person. I moved into being a PA to the owner of a Commercial Property Company which gave me my first taste for being the right hand person to people working in very busy roles.

I am very excited to be working with and supporting such an energetic team of women. For someone at the beginning phase of their career, it is great to know I am learning every day from such dedicated and committed people.

Bree, Consultant Coordinator

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Kinetic on Twitter

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