2018 Market Intelligence …contributing to our customers' commercial goals and individual careers

Market Developments

- Gig economy trend of contract worker relationships
- Formal career management through CV development and coaching
- Multiple offers for top candidates
- Global experience valued
- Flexibility for individual preferences
- Tight shortlists of targeted quality candidates

Active Industries

Representing inspiring companies and positions in collaboration with our clients. Sectors growing locally and globally include:

agriculture, construction, distribution, export, food & industrial manufacturing, health, packaging, retail, science, technology, waste/recycling

Candidate Experience & Engagement

Emphasising exceptional recruitment experiences and investing expertise to ensure engagement, resulted in candidate commitment and sustainable appointments

Sourcing Successes

- Tailored campaigns positioned to reach and engage the right audience
- Structured search and networking
- Repatriating returning Kiwis and attracting new New Zealanders
- Showcasing premium talent to grow organisational capability

Knowledge Hub

Topics of interest this year -

- Trans-Tasman business relationships
- Stand-out recruitment experiences
- Managing attraction in talent short functions
- Career Development – planned approach

Interesting

Culture add with culture fit – organisations are benefiting from hiring people intentionally who challenge, adding to and shaping the culture to advance the business

Marketplace Contradictions

- Talent shortage vs Talent abundance
- Job creation vs Job decline
- AI vs Human judgement
- Constant connectivity vs Worklife harmony