



## WHAT'S IN THIS ISSUE

### Market Update

Is now a good time to look for a new role?

What will 2024 bring for your career?

What benefits are most attractive to candidates in the current market?

We hope you have had an incredible summer with family and friends! But for many, the long summer days spent at the beach reading books are now over.

Schools and kindergartens are back, the short weeks are over, it's time to put the jandals away and head back to the office (literally in some instances, as many organisations are reviewing their current flexible working policies).

When we are taking job briefs with our clients, flexible working is often still on offer. However, clients are generally looking for people to be present in the office, often three or four days a week, which is important to consider especially if the role you are applying for is on the other side of the city.

Whilst there has been a reduction in the volume of hourly rate contract roles, there is still a need for this type of resourcing. However, you may need to be open to the duration of the assignment or consider taking a fixed term or permanent opportunity. In Wellington in particular, it will be beneficial for you to be flexible on your hourly rate/salary expectations as this will help you remain competitive alongside other candidates when applying for roles.

Change is very much on the agenda for many organisations, and we have been asked to talent pool or recruit Change Managers, ER/IR Specialists and Organisational Design Specialists. Other areas of demand include HR Business Partners, Finance Managers, Accountants, Accounts Payable and Accounts Receivable, Business Analysts, Payroll, Transformation, Project Managers as well as a variety of Technology positions.

So, the question I am sure you are wanting an answer to is....

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### Is now a good time to look for a new role?

The answer is YES! There is still strong demand in the talent market. However, there is a caveat – be aware that it may take you longer to secure that next permanent dream job and the flexibility of working arrangements might not be as great as they were two years ago.

Our key piece of advice is to have a CV that is going to stand out from the crowd! You often only get one shot at making an impact to make it through to interview stage. We encourage you to ask for feedback from talent acquisition teams or recruitment consultants to see how your CV could be improved. It is not uncommon for active job searchers to have more than one CV that they tailor to different industries or roles.

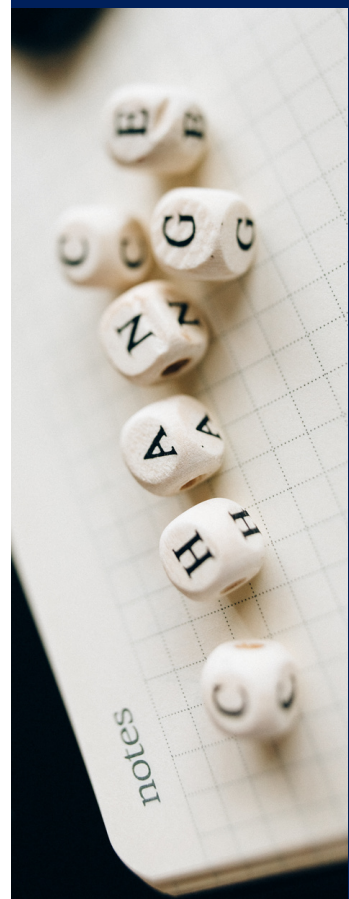
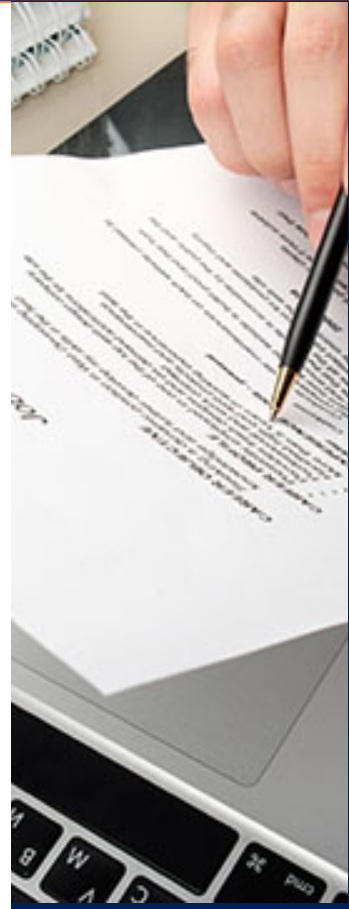
There are two key aspects in making it stand out – firstly, think carefully about the content and how to really sell your career achievements for that specific role and secondly, the structure of information and overall formatting is key. Always get a second pair of eyes to proofread your CV. We still receive dozens of CVs each week containing spelling and grammar mistakes whilst including that a key strength is their attention to detail.

If you're keen to explore current job opportunities or to have a chat about the market please contact our Auckland team on 09 368 7300 or our Wellington team on 04 4999 471. There's still lots of fantastic opportunities out there inside great organisations that really want to invest in their people and genuinely care for their team.

### What will 2024 bring for your career?

The new year (although we can't really call it that now we're in mid February!!) is the perfect opportunity to reflect on your career to date and where you want your career to go in the future. So, if you haven't already done this... now is the time to take 15-20 minutes out of your day, sit with a pen and paper in the sun, and write down one or two career goals for 2024. Our advice to you is to dream big. It might not happen overnight, this year or next, but each intentional small step you take to move towards your future career goals will lead to the potential for greater opportunities in the future.

Whether you are a new graduate joining the workplace, an individual contributor wanting to explore a different technical path, stepping up to your first management role, or beginning the process of moving towards retirement, being intentional in setting career goals for the year will pay dividends down the track.



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Some career goal suggestions for you to consider are:

- explore what learning and development offerings exist within your organisation;
- complete a LinkedIn Learning course;
- ask to be added to the mailing list of an industry organisation to find out what's happening in their space, including 2024 conference dates;
- set up a networking coffee group with those in a similar role to you from different organisations to share ideas;
- ask if you could shadow someone in a different area of your business to find out more about what they do;
- have a confidential chat with our H2R recruitment team to find out about the current market and skills that are in demand or how to get into a more senior role or new industry/role;
- ask if you can shout someone a coffee where you are interested to find out more about their current role.

### **A favour to ask... What benefits are most attractive to candidates in the current market?**

Many clients have contacted us this year already to get a steer about what benefits are most attractive for candidates in the current climate. Many clients are currently reviewing their benefits offering and wanting to attract new talent as well as retain existing staff. While we have been able to provide them with some interesting statistics and articles from the New Zealand market, what candidates are desiring appears to be quickly changing in this current economic and talent market.

So, we thought why not ask you directly? We would really value five minutes of your time to complete our short benefits survey. You can access it directly from our H2R LinkedIn page. We look forward to sharing the results with you next quarter.

For those celebrating Chinese New Year – Gong Xi Fa Chai! We look forward to connecting with you in 2024.



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