

## Talent Market Update

As we move through the cold winter months, although it's not quite time to celebrate the joys of spring, we're cautiously optimistic that there are some early indications of a slight warming of the job market.

Change continues to be a strong theme, however the government budget announcement at the end of May has provided some clarity for organisations in confirming work programmes and priorities. Alongside this, those organisations that have finalised decisions post recent change processes have a clearer view of capability gaps and which vacancies can be taken to market.

In the private sector, we are seeing predominantly permanent roles being recruited. Similar to the public sector, many organisations are undertaking change through this period. The finance and insurance sectors continue to recruit with confidence (particularly as organisations are focused on the bottom line). In other sectors we are seeing demand for HR Generalists, Change Specialists, Employment Relations as well as Governance Specialists and Executive Leadership positions (tier 2&3 level).

Organisations are also very focused on data, insights and systems with a number of clients looking to implement large scale projects over the next 24 months. If you have Workday implementation experience, please reach out to us, as we have a number of clients wanting this experience! So make sure you include the systems that you have experience working with on your CV.

These are encouraging signs that business confidence is starting to improve which provides some comfort, however we anticipate budget considerations and change to remain high on the agenda and expect recruitment activity will continue to fluctuate over the coming months. A number of organisations are opting for shorter or fixed term appointments in cases where delivery is required on discreet pieces of work, or demand for additional resource is for a finite period. These opportunities can be a fantastic way for candidates who generally seek permanent employment to secure some great work as we navigate this time.

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Application numbers remain high across most disciplines, providing employers with an ability to hone in on those candidates that demonstrate the full suite of desired capabilities and competencies. For job seekers, ensuring you tailor your applications to specific opportunities and key skills sought, highlighting relevant experience and achievements is more crucial than ever. Given the high-quality volume of applications coming through it's also important to get your tailored application in early for consideration. Alongside this, we recommend adding detail to your LinkedIn profile to showcase your capability and remaining connected with your network. Doing your prep and research ahead of interviews will also serve you well in putting your best foot forward. Our consultants are here to help!

It has been fantastic to see great support for job seekers being provided across our network, both through our outplacement services but also through people coming together to offer advice, recommendations and referrals along with some great chats over coffee. As always, we are here to provide support in navigating the twists and turns of this current market. With change comes opportunity, so if you're considering a move or would like some insight into how to approach your search please get in touch!

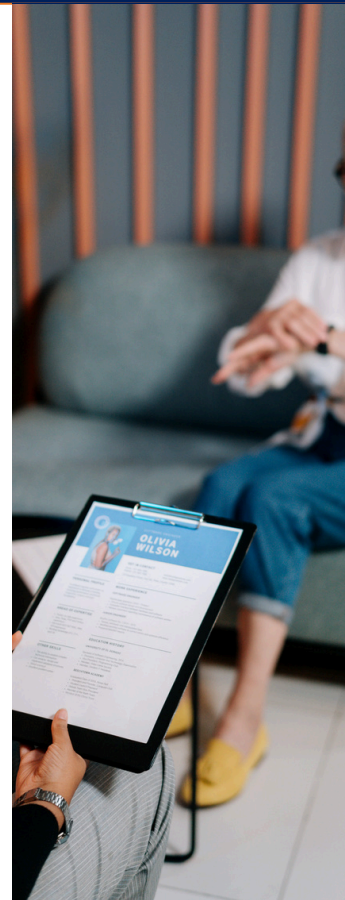
### Is Using AI in Your Job Search an Advantage or a Hindrance?

AI is a powerful tool that can significantly enhance your job search, but it's crucial to use it wisely.

At H2R we are seeing many CVs and cover letters generated by AI – our consultants can spot them a mile away due to their standard format and language. Our advice is to leverage AI for research, CV optimisation, and interview practice. However, don't over-rely on AI; always bring your human touch and personal brand to the application process. It's always best to seek feedback from a human mentor or career coach, who understands the talent market in Aotearoa and organisational cultures.

### Examples of AI Tools That Could Support Your Job Search

- **Job Scan** where you can optimise your CV and cover letter by improving alignment with position descriptions. You paste your CV and position description of the role you want to apply for into the tool. The AI analyses your CV in relation to the role to assess your match.
- **Google Interview Warmup** or **LinkedIn** where you can practice common interview questions for specific roles and industries, get instant feedback about your answers and tone of voice, and ways to better refine your answers.



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### Tips From H2R Recruitment Consultants When Using AI in Your Job Search

- Invest significant time and effort into editing the output given by the AI tool if you decide to use them. It will require that 'personal' element showcasing who you are and what you bring to the role and organisation that is unique.
- Language proofing is critical to make your cover letter or CV a realistic representation of yourself, your attributes and skills.
- Write in a natural tone, recruiters and potential employers want to see your personality come through. AI can make your CV and cover letter sound too formal or like an essay.
- Outline your actual responsibilities and achievements first and then utilise AI as a tool to polish your CV and cover letter.
- Watch out for American spelling - words like organisation and utilise, should be spelled with 's' not a 'z'! This is a dead give-away that candidates have used AI to generate them.
- Be honest in assessing whether the output AI has created from the job description or job advertisement aligns with your skills and experience. Ensure you are able to demonstrate those skills when you get the interview.
- Be careful not to use the following phrases that AI frequently generates: "warm greetings" and "my profile is an exact match of what you are seeking" or "served as".
- Be cautious about sharing your personal information with AI tools – particularly if data privacy is a concern to you.



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### Our Teams Put on Their Gumboots to Contribute to a Greener and Sustainable Future

Last month our Auckland and Wellington teams partnered with our friends at CarbonInvoice and other industry colleagues to plant native trees for the day. As a company, we are committed to taking responsibility for the carbon emissions we produce, contributing to a greener and more sustainable future. Together, we can make a positive impact on the environment and protect our planet for future generations!



In Wellington, the group planted 598 trees on a (mostly) beautiful Wellington day! Not to be outdone, our Auckland teams also had a fantastic tree planting experience at Brookby Wildlife Habitat. As part of a group of 38 volunteers they planted 2054 native plants to support the Papakura Stream Restoration Project.



A huge thank you to the team at CarbonInvoice for the opportunity. We thoroughly enjoyed it - mud and all!

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