

H2R

NEWSLETTER



Market Update



CV & LinkedIn Tips



Staff Update

WHAT'S HAPPENING IN THE TALENT MARKET?

The job market in New Zealand is steady but competitive in the final quarter of the year.

While some employers are taking a cautious approach to hiring, we're still seeing consistent demand for skilled professionals across HR, Communications, Administration, Customer Service, Policy, Ministerials/OIAs and IT roles. The NZ finance market has remained relatively slow this past quarter, with many employers still taking a cautious approach to hiring. That said, we've seen encouraging activity in the mid-range and senior leadership space, suggesting signs of movement as confidence gradually builds.

Current Trends

Temporary, contract and fixed-term contracts remain popular, with many organisations opting for flexibility as workloads increase before the Christmas break. Employers are seeking candidates who can:

- Hit the ground running
- Bring initiative
- Adapt quickly to new environments

We are working with a variety of clients on permanent roles at all levels. We are starting to see application numbers begin to taper off compared to the high volumes we saw earlier this year. Quality of applicants coming through remains high, but we are tapping into our networks for a number of these roles to find suitable candidates for clients to consider.

We would love to hear from you to update your contact details, CV and availability, as not all the roles we are working on are advertised and we don't want you to miss the perfect opportunity.

REMUNERATION LEVELS REMAIN STEADY

Remuneration levels remain steady with not a lot of change over the last 12 months. Organisations are appointing at the 90-100% of the salary bands for permanent roles, along with taking into consideration pay parity for similar roles within their organisation.

Flexibility and Hybrid Working is a Key Consideration!

Flexible and hybrid working remains a strong consideration for candidates when they are thinking about changing roles. However, given the competitive market we recommend thinking through your minimum flexibility + hybrid work options, as many organisations are wanting our candidates in the office from 3 - 5 days a week.



Looking Ahead and Being Prepared



With just over eight weeks until Christmas (eek!) we are anticipating year-end projects will ramp up and organisations will review their annual leave cover. Now's a great time to be job-ready!

Update your CV and LinkedIn, check in with your recruiter, and stay open to temporary or contract opportunities - they can often lead to permanent roles and are a great way to gain experience in a new industry.



STAND OUT IN TODAY'S JOB MARKET: HOW TO ELEVATE YOUR JOB SEARCH

Given that the current talent market remains competitive, here are some practical tips for staying proactive, positive, and prepared.

1. Get Clear on What You Really Want

Now is the perfect time to sit down and clearly define what an ideal role looks like for you. Dream big — and be specific.

Ask yourself:

- What industries do I want to work in?
- What size of business suits me best?
- What kind of culture and values bring me joy and energy?
- What types of environments don't suit me?



Having a clear picture helps you recognise the right opportunity when it comes. If your financial situation allows, it can be a good idea to wait a little longer or take a short-term or fixed-term contract rather than jumping into a long-term role that doesn't fit.

2. Refresh Your CV — Make It Clear and Compelling

Your CV should quickly tell the story of who you are and what you bring. After your personal details, start with a short personal summary that includes:

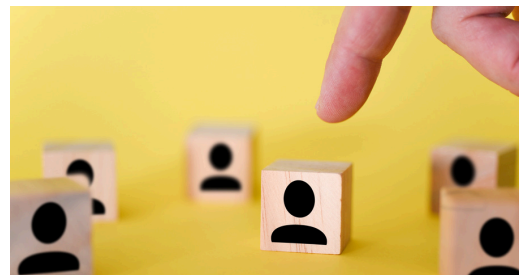
- Who you are and your years of experience
- The industries you've worked in
- Your strengths and traits (e.g. resilient, proactive, strategic, leader, collaborative, adaptable etc)
- What you're looking for next

Then move into your employment history - with more detail in your **last five years:**

- Include the business name, your title, and tenure.
- Add one to two sentences of what the company does (this helps readers unfamiliar with your industry).
- Use bullet points to outline your key responsibilities.
- Follow this with a key achievements section — focus on results, impact, and measurable outcomes.

For roles older than ten years, we typically recommend summarising them in a simple table with the company name, title, and dates of employment rather than providing full details.

This keeps your CV concise, relevant, and focused on your most recent experience.



Employers right now value achievements that show:

- Cost or time savings
- Efficiency improvements or system implementations
- Translating strategy into action
- Mentoring, coaching, or contributing to Senior Leadership Team initiatives



3. Write Genuine, Tailored Cover Letters

A cover letter is your opportunity to show personality and genuine interest not just a repeat of the job ad.

Avoid AI-generated cover letters that copy and paste the position description. Recruiters and hiring managers can spot them instantly. If you do use AI, treat it as a starting point, not the final product. Rewrite it in your own voice, and link it to your real experiences with real life examples.

Keep your cover letter short and genuine. Address it to the hiring manager by name if possible, “Dear Sir/Madam” feels outdated and generic. And make sure to mention **why** you’re drawn to the role: the values, purpose, or opportunities that truly resonate with you.



4. How to Stay Hopeful and Connected!

Remember, the right opportunity will come along. The market is slower, but it hasn't stopped. Continue networking and being active on LinkedIn:

- Follow the people and organisations that interest you.
- Not every role is advertised on Seek — some opportunities appear on company websites and are shared directly by hiring managers on LinkedIn.
- Many roles never even make it to market. Right now, it's often about who you know and ensuring your name comes up when new roles or projects arise. You want your name to be remembered in those conversations, so nurture and flex those connections!

By staying proactive and focused on what truly aligns with your goals, you'll be ready when the market picks up and step into a role that's genuinely right for you.

As always, our friendly team of recruitment consultants is here to help. If you'd like to discuss your CV, experience, or update us on what you're looking for, get in touch today!

STAFF UPDATE



Staff Update

Welcome to Jack Rogers - Wellington Principal Finance & Accounting Recruitment Consultant

Jack has recently joined H2R and brings with him over 9 years' recruitment experience in the Finance & Accounting having previously worked in large global firms and NZ owned boutique agencies.

He specialises in Management Accountants, Finance Business Partners, Finance Accountants, Finance Manager and CFO positions – across permanent and contracting. Jack takes pride in providing a stellar level of service to his clients and candidates and will always have their best interests in mind whilst supporting them in navigating the complexities of Wellington's busy employment market.



Jack Rogers
Principal Finance & Accounting Recruitment Consultant

If you're thinking about your next finance role, please reach out to Jack at jack.rogers@h2r.co.nz or on 04 4999 471.

Congratulations are in order!



Wonderful news from Lucy McLernon, our Auckland Regional Manager, who has welcomed a beautiful baby girl. Mia arrived safely on 7 August, and both mum and baby are doing well. Lucy is currently on parental leave until March, but we enjoyed lots of cuddles when Mia has come in to meet the team.

Frocktober

On the 14th of October, our team took part in Frocktober, a nationwide initiative encouraging New Zealanders to dress up and raise awareness for ovarian cancer research.

Whether it's wearing your wedding dress to the supermarket, dressing up for the office, or even donning a tutu at the gym, Frocktober is about sparking conversations and supporting an important cause.

Ovarian cancer affects hundreds of New Zealanders each year, with around 350 women diagnosed annually, and many cases not detected until the later stages. Raising awareness and supporting research helps change that.

