

FIND WORK THAT WORKS FOR YOU:

How to Work with Recruiters & Recruitment Agencies in Aotearoa New Zealand



WHAT'S INSIDE:

This playbook is designed to help job seekers in New Zealand navigate the process of finding and connecting with the right recruitment agencies and recruiters, so they can secure relevant job opportunities.

It gives practical advice on how to effectively collaborate with recruiters, explains how recruitment agencies work, and debunks common misconceptions about recruiters.

By following this guide, job seekers can maximise their chances of landing their desired roles while saving time and avoiding frustration.

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UNDERSTANDING THE ROLE OF RECRUITERS AND RECRUITMENT AGENCIES

Our industry sees first-hand that many job seekers are wasting precious time and energy in their search for work, so we have compiled this guide because we want to help you succeed!

It is highly likely the job market has changed dramatically since you last looked for work, or you are starting out on a different path, and want to know how best to go about that.

Recruiters and recruitment agencies play an important part in the New Zealand job market.

A recruiter's role is to find people for jobs, not jobs for people.

You will only find work through a recruitment agency if you have the skills and experience that their clients need. And if you are applying to an in-house recruiter or talent acquisition specialist, they can only help you if you meet their organisation's requirements.

With this in mind, connecting strategically will save you time and produce better results.

Your time and energy are far too precious to apply a scattergun approach. Do not send your CV to all recruiters. Be targeted and do your research to increase your chances of a relevant response.

WHAT RECRUITERS DO:

Recruiters act as intermediaries between job seekers and employers. They help match candidates with job opportunities that align with their skills, experience, and career goals. They also provide support throughout the hiring process, from first contact to offer negotiation.

WHAT RECRUITERS DON'T DO:

- They don't guarantee a job: Recruiters can't promise you a job, but they can increase your chances by presenting you to the right employers.
- They don't replace your job search efforts: Recruiters are a valuable resource, but your job search efforts (such as networking, applying directly, and preparing for interviews) are still essential.

TYPES OF RECRUITMENT AGENCIES IN NEW ZEALAND:

1. Generalist Agencies: These agencies offer a wide range of industries and roles.
2. Specialist Agencies: These focus on specific industries (e.g., IT, healthcare, finance).
3. Temporary vs. Permanent Agencies: Some agencies specialise in temporary or contract work, while others focus on permanent positions.

THE RECRUITMENT PROCESS

It's important to note that not all agencies work in the same way.

Here's a simple flowchart to provide an example of the steps that may be involved in the recruitment process:

STEP 1

INITIAL CONTACT WITH A RECRUITMENT AGENCY.

STEP 2

IF AGENCY CAN ASSIST, INTERVIEW WITH THE RECRUITER TO DISCUSS SKILLS, CAREER GOALS, AND JOB PREFERENCES.

STEP 3

PERM PLACEMENT PROCESS (SCREENING, SHORTLISTING, PRESENTING ROLES).

STEP 4

TEMPORARY PLACEMENT PROCESS (COMPLIANCE CHECKS, HEALTH & SAFETY, DRUG SCREENING, MOJ, VALID LICENSES)

STEP 5

INTERVIEWS WITH THE EMPLOYER GENERALLY ONLY PERM PLACEMENT.

STEP 6

OFFER NEGOTIATION AND PLACEMENT.

STEP 7

ONGOING SUPPORT AND FEEDBACK THROUGHOUT THE PLACEMENT PERIOD

TARGETING THE RIGHT RECRUITER OR RECRUITMENT AGENCY FOR YOU

Do you know what you are looking for?

DECIDE YOUR JOB SEARCH GOALS AND NEEDS

Before you even start researching agencies or recruiters, it's important to identify your own career goals and needs. Consider the following:

- What type of job are you looking for? (e.g., permanent, temporary, contract, full-time, part-time)
- What industries or roles are you most interested in?
- What are your salary expectations and location preferences?
- Are you looking for specialist guidance (e.g., career coaching, CV advice, interview prep)? If this is the case, narrow your search to those who can assist you with this first. Unless you find a recruitment agency that also offers these services, this may lead to a mismatch in expectations between what you need and how your recruiter can realistically help you.

Understanding these factors will help you find a recruiter or agency that specialises in the type of roles and industries you're targeting, and one that offers the type of support you need.

Recruiters are specialists. Even if they work within a global recruitment agency which covers a range of industries and disciplines, they will focus on a niche sector and portfolio of clients.

Does the recruiter understand the industry you want to work in, and how deeply are they connected to it?

Not all agencies work in the same way, so here are some questions that can help you choose the right person to be your advocate.

- Research recruitment agencies and their experiences and disciplines. Who are their consultants?
- What skills and experience are they looking for? Are you a good match?
- What information do they provide on their website?
- Does this look like a good fit for you? If not, find another recruiter.

RESEARCH THE AGENCY'S SPECIALISATION AND REPUTATION

Recruitment agencies can differ in the types of roles they specialise in, as well as their reputation. Here are some steps you can take:

- **Check Specialisation:** Look for agencies that specialise in the industry or field you're targeting. For instance, if you're in the IT sector, find agencies that focus on tech roles. Specialist agencies will have a deeper understanding of your skillset and the job market in your field.
- **Check Reviews and Testimonials:** Research online reviews and testimonials from other job seekers who've worked with the agency. Websites like Google, LinkedIn, or industry-specific forums can provide insights into the agency's effectiveness and the experiences of others.
- **Industry Reputation and Accreditations:** Recruiters and agencies that hold industry certifications, such as membership with the Recruitment, Consulting & Staffing Association (RCSA) or Association of Medical Recruiters Australia and New Zealand (AMRANZ) or Association of Nursing & Allied Health Recruiters of Australasia (ANRA), often demonstrate a higher standard of professionalism and ethical practice. These accreditations can provide an added level of trustworthiness.
- **Well-regarded agencies** often have strong relationships with employers and a proven record of successful placements. Ask your network or colleagues about their experiences with particular agencies.
- **Agency Website and Job Listings:** Review the agency's website for their current job listings and client roster. This will give you an idea of the kind of roles they typically recruit for.

REACHING OUT TO A RECRUITER

- **Personalised Contact:** When reaching out, be clear and concise about what you're looking for. Mention the specific roles, skills, and industries you're interested in.
- **Prepare Your CV and Cover Letter:** Have an updated CV and cover letter that you can share with recruiters. Tailor these documents to highlight your key skills and experience that align with your job goals.

TIP 1

Be Proactive Recruiters can be a great resource, but don't wait for them to find you. Continue applying to roles, networking, and attending industry events.

TIP 1

It's OK to Use Multiple Agencies if you keep Communication Channels Open, you're not limited to working with just one recruiter. Engaging with multiple agencies can increase your chances of finding the right role, especially if you work in a competitive industry.

TIP 1

Build Your Personal Brand Ensure your LinkedIn profile is up-to-date and represents your skills and experience well. This makes it easier for recruiters to find you, and for you to showcase your expertise.

TIP 1

Be Open to Contract or Temporary Work Temporary or contract work can be a great way to gain experience and get your foot in the door, especially if you're looking to enter a new industry or role. Many people prefer to work flexibly and don't consider temping or contracting an interim opportunity, but a long-term choice.

Do ask about the hourly rate and ensure that it meets your weekly financial commitments. It's better to accept a role knowing you can fulfil the obligations of the role than to start and stop too quickly. While there are never any guarantees, many Temp roles lead to permanent roles and allow you to try a new environment.

WORKING EFFECTIVELY WITH RECRUITERS

STEP 1: BUILDING A STRONG RELATIONSHIP

- **Be Transparent:** Share your career goals, salary expectations, preferred working conditions, and any non-negotiables with your recruiter. The more they know about your needs, the better they can match you with the right opportunities.
- **Stay Responsive:** When a recruiter reaches out to you, respond quickly. Time is critical in recruitment, and the best opportunities often disappear quickly.
- **Follow Up:** Stay in regular contact. Check in with your recruiter to let them know you're still actively seeking a role or to provide updates on your availability.

Here's what to look for, in return:

- **Prompt and Transparent Communication:** A good recruiter should be easy to reach and communicate clearly with you. They should also update you on the progress of your job search and be transparent about the roles they're submitting you for. Recruiters in the temp space will stay in touch weekly/fortnightly to ensure your assignment is the right one for you.
- **Personalised Attention:** A recruiter who takes the time to understand your background, career goals, and preferences will likely be more successful in matching you with the right opportunities.
- **Feedback and Guidance:** A recruiter who provides constructive feedback on your CV, interview techniques, or job search approach can offer invaluable support.

STEP 2: PREPARING FOR INTERVIEWS

- **Pre-interview Preparation:** If a recruiter arranges an interview, they will often provide you with insights into the company culture, key role requirements, and expectations. Take this information seriously and use it to prepare.
- **Ask Questions:** A recruiter can also be a valuable resource in providing you with advice on how to perform well in interviews, including common interview questions and the best way to present yourself. For a Temp or contract role they will ensure that you have everything you need before you start so you arrive on time at the right location and can confidently enjoy our assignment.

STEP 3: NEGOTIATING OFFERS

- **Salary and Benefits Advice:** Recruiters can be invaluable when it comes to negotiating salary and benefits. They often know what's competitive in your industry and can advise you on your expectations. Do ask about a Temp or Contract hourly rate and when you will be paid. Understanding your entitlements is your right so don't hesitate to make sure you understand your payslip.
- **Transparency:** If you have other offers or concerns, be transparent with your recruiter. They can help you navigate difficult decisions and may even advocate on your behalf with employers.

EXPLORE ANY CONCERNS BY ASKING QUESTIONS - TRUST IS ESSENTIAL

Trust is everything! You should feel comfortable working with them and confident that they understand your needs and goals. If you don't feel like they're a good fit, it's okay to explore other opportunities, but remember that good communication goes both ways, so update your recruiter too.

BENEFITS OF USING AN RCSA MEMBER AND HOW TO FIND ONE

The Recruitment, Consulting & Staffing Association (RCSA) is the leading industry body in New Zealand that represents recruitment agencies, consulting firms, and staffing professionals. Within RCSA, there are also two specialist groups – The Association of Medical Recruiters Australia and New Zealand (AMRANZ) and The Association of Nursing & Allied Health Recruiters of Australasia (ANRA). When selecting a recruitment agency, there are several benefits to working with an RCSA corporate or professional member:

ETHICAL STANDARDS AND PROFESSIONALISM

RCSA members must adhere to a strict code of conduct and high ethical standards. This includes maintaining transparency, integrity, and fairness throughout the recruitment process. As a job seeker, this means:

- **Fair Treatment:** You can expect the recruitment process to be managed professionally, with respect and fairness. An RCSA member will treat you as a valued candidate, ensuring you are kept informed, and your information is managed responsibly.
- **Ethical Practices:** You'll know the agency is committed to providing honest job opportunities, avoiding any misleading or exploitative practices.

INDUSTRY EXPERTISE AND ACCESS TO QUALITY ROLES

RCSA members are typically well-connected with a network of reputable employers, and their consultants are often experts in specific industries. By working with an RCSA member, you can expect:

- **Industry-Specific Knowledge:** The recruiters are likely to have in-depth knowledge of the industries they serve, which increases the likelihood they can match you with roles that align with your skills and career goals.
- **Access to Exclusive Roles:** Some employers choose to work exclusively with RCSA member agencies, which means you may gain access to job opportunities that aren't advertised elsewhere.

ONGOING PROFESSIONAL DEVELOPMENT

RCSA members are committed to the ongoing professional development of their recruiters. This means that the staff working with you are likely to be up to date on the latest recruitment practices, trends, and industry requirements. Some of the benefits include:

- **Up-to-date Knowledge:** RCSA members must ensure their recruitment consultants are continually learning and developing their skills, making them more effective at finding the right job matches.
- **Career Coaching and Development:** Many RCSA members offer additional services, sometimes this includes career coaching, skill assessments, and training. They may help you with interview preparation, CV writing, and overall job search strategy. Ask your consultant or check out their website to get a better understanding of whether these services are included as part of their recruitment processes, or if they are a standalone service with a fee associated to this personalised career transition and outplacement support.

ACCESS TO A BROADER NETWORK OF EMPLOYERS

RCSA members tend to have strong relationships with a wide range of employers across New Zealand. This network can increase the chances of finding a role that suits your skills and career aspirations. These agencies often:

- **Have Established Relationships with Employers:** Since RCSA members adhere to best practices, they often build long-term relationships with employers, giving them deeper insight into company cultures, job expectations, and hiring preferences.
- **Advocate on Your Behalf:** A reputable RCSA member agency is more likely to act as an advocate for you during the recruitment process, helping you navigate challenges and negotiate offers.

ACCOUNTABILITY AND RECOURSE

Since RCSA members are bound by a code of ethics and professional standards, they are held accountable for their actions. If you encounter any issues or concerns during the recruitment process and you want to escalate these further, you do have a formal process for addressing complaints:

- **Access to Resolution Mechanisms:** RCSA members must have a complaints process in place. If you have a complaint, please speak to your agency in the first instance so they have an opportunity to address/correct this for you. If you feel your concerns haven't been addressed appropriately, you can escalate the matter with the RCSA for mediation or resolution.
- **Additional Protection:** The RCSA also provides guidelines and resources to protect the interests of job seekers, ensuring that any recruitment practices are fair and transparent.

FINDING AND IDENTIFYING A RCSA MEMBER

Checking that the business that you are dealing with is an RCSA member is easy. You can check by searching for the company on the RCSA online Corporate Member directory.

To find a RCSA Member go to www.rcsa.org.nz / Our Members / Member Directory

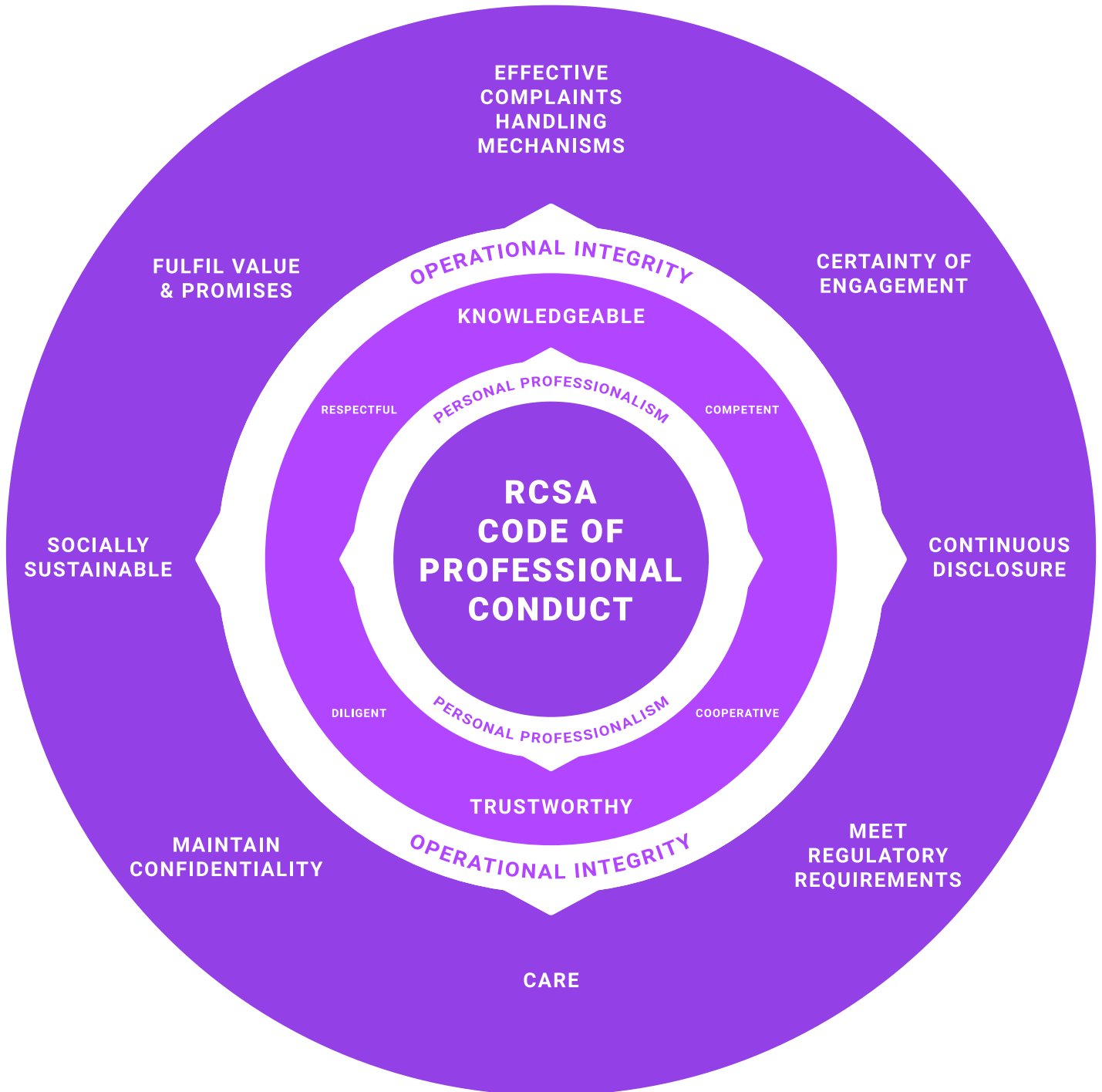
and search Corporate Members or Professional Members

by checking for the RCSA icon on the company's website; and by looking for their RCSA member certificate (with expiry date) prominently displayed in any of their offices.



THE RCSA CODE OF PROFESSIONAL CONDUCT

RCSA Corporate Members, including their staff, and individual Members, who display the post nominals APRCSA, MRCSA and FRCSA, are committed as part of their Membership, to abiding by the Code for Professional Conduct (ACCC authorised in Australia and endorsed by the Commerce Commission in New Zealand) which lays down standards for confidentiality and privacy, honest dealings, respect for work relationships, respect for laws, respect for certainty of engagement, and professional knowledge.



The code is publicly available at www.rcsa.org.nz

All RCSA Members (both individual and corporate):

- Are bound by a code of professional conduct which is enforceable against them if they breach it (this is recognised by the Commerce Commission in NZ)
- Are required to maintain high professional standards through industry specific training and continuous professional development.

In addition to this, all RCSA corporate members

- Must be managed by a qualified recruitment and staffing professional.
- Have been checked for business integrity.
- Are vetted by a Board of industry professionals.
- Remain at the top of the profession through business support, legal support, professional development and access to a network of other RCSA professionals.
- Get access to leading recruitment and staffing technology and updates via the RCSA preferred partner network.



EMPOWERING YOUR JOB SEARCH - KEY QUESTIONS JOB SEEKERS SHOULD ASK

Asking the right questions during the recruitment process ensures that you are fully informed and reduces the chances of misunderstandings. It helps you assess whether a recruiter or recruitment agency is genuinely invested and actually able to help you, and it gives you clarity on all aspects of the role, compensation, and long-term opportunities.

By using these questions as a guide, you can approach your job search with confidence and avoid the most common pitfalls that often arise during recruitment. This will lead to a smoother, more positive experience as you work toward finding the right work opportunities.

Recruitment agencies and in-house talent acquisition specialists can be a great resource, but job seekers often encounter confusion during the recruitment process. Understanding the expectations and practices of recruiters can help you avoid common pitfalls. Here's a list of essential questions to ask your recruiter or talent acquisition specialist to ensure clarity and avoid misunderstandings.

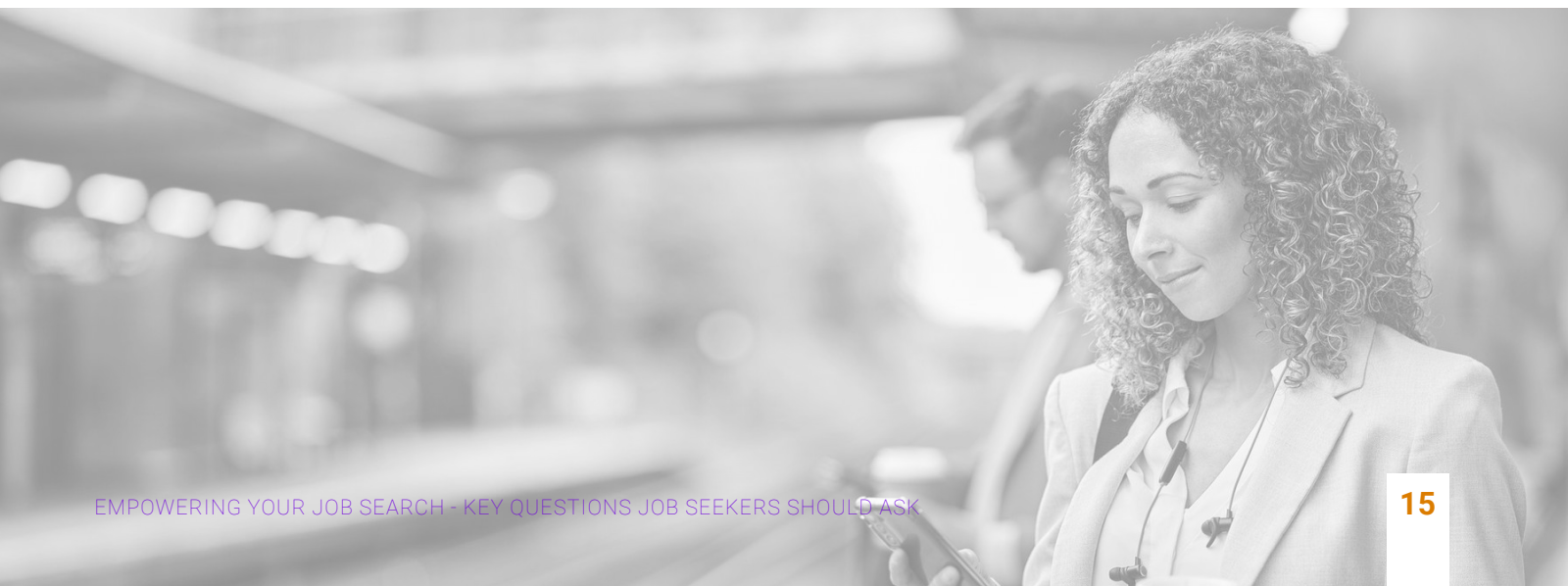
WHAT IS THE ROLE AND JOB DESCRIPTION?

Why this is important: Job descriptions can sometimes be vague or unclear, leading to confusion about the responsibilities and expectations of the role. It's essential to fully understand what the job entails before proceeding with any permanent or temporary job offer.

Questions to Ask:

- Can you clarify the key responsibilities of this role?
- What does a typical day look like in this position?
- Are there any specific skills or qualifications that are crucial for this role?
- What are the opportunities for growth or advancement in this position?

What this does: Asking these questions ensures you understand the role and its alignment with your skills and career goals. It also helps you assess whether you're a good fit for the position.



WHAT IS THE HIRING PROCESS LIKE?

Why this is important: The recruitment process can vary widely between companies and industries. Understanding the steps in advance helps you prepare and manage expectations.

Questions to Ask:

- What are the steps involved in the hiring process? (e.g., interview rounds, assessments, testing, Temp assignment compliance)
- How long does the hiring process typically take from application to offer?
- Will I meet with the hiring manager directly or just with the recruiter first?
- Are there any skills assessments or tests I'll need to complete?

What this does: These questions help you gauge the timeline and process, giving you insight into how soon you may hear back and what you need to prepare for at each stage.

WHAT IS THE WORK ENVIRONMENT AND COMPANY CULTURE LIKE?

Why this is important: Cultural fit plays a big role in job satisfaction. Understanding the company's values and environment helps you assess whether you'll thrive there.

Questions to Ask:

- How would you describe the company culture?
- What kind of management style does the company use?
- Is the company flexible about remote work, work hours, or work-life balance?
- What are the team dynamics like? Is collaboration encouraged?

What this does: These questions give you a sense of whether you'll feel comfortable working in the company's environment and if their values align with yours. It also helps you understand the company's stance on flexibility and work-life balance.

WHAT ARE THE LONG-TERM CAREER DEVELOPMENT OPPORTUNITIES?

Why this is important: Many job seekers want to know if there's room for growth in a role. Without clarity on career progression, you may end up in a job with limited advancement opportunities.

Questions to Ask:

- What is the potential for career growth within the company?
- Are there training or development opportunities available for employees?
- Does the company support professional development, such as funding courses or certifications?
- How often are performance reviews conducted, and what does that process look like?

What this does: Asking about career development ensures that you understand how you might grow within the company and whether they offer opportunities to develop your skills and advance in your career. Even Temporary assignments can lead to permanent work so advance knowledge can position you well for opportunity.

HOW ARE JOB SEEKERS SUPPORTED DURING THE RECRUITMENT PROCESS?

Why this is important: Sometimes job seekers are left wondering what kind of support they'll receive from the recruiter during the process, especially if they're applying for a role, they're unsure about or are nervous about interviews.

Questions to Ask:

- What support will I receive during the recruitment process?
- Will you help me prepare for interviews or provide any coaching?
- How often will we check in during the process? Can I contact you if I have questions?
- Are you able to give me feedback after my interview with the employer?
- Do they offer other services? This could include career coaching, skill development, or access to networking events. If you're looking for long-term career development support, it's worth inquiring about these services.

What this does: This ensures you know what kind of support to expect. When you're working together, a good recruiter should provide you with guidance and feedback to help you improve your chances of securing the role.

WHAT ARE THE EMPLOYER'S EXPECTATIONS FOR THIS ROLE?

Why this is important: Employers may have specific expectations around work hours, overtime, or performance standards that aren't always clear in the job description. Understanding these can help you avoid surprises if you're offered the job.

Questions to Ask:

- What are the key performance indicators (KPIs) for this role?
- Are there expectations for overtime or weekend work?
- How does the company measure success in this role (e.g., sales targets, project deadlines)?
- Is there any travel needed for this role? How frequent is it?

What this does: This gives you a clear picture of what is expected from you once you're in the role, helping you decide if it aligns with your personal and professional goals.

WHAT HAPPENS AFTER AN INTERVIEW OR JOB PLACEMENT?

Why this is important: It's helpful to know what happens after you've completed an interview or been placed in a role. Does the recruiter or talent acquisition specialist continue to support you?

Questions to Ask:

- After the interview, how soon will I hear back about the outcome?
- Will I receive any feedback after my interview, whether positive or negative?
- If I'm offered the job, what steps are involved in the onboarding process?
- Will you be available for any follow-up questions once I've started the role?

What this does: These questions clarify the next steps in the process, from receiving feedback to onboarding, ensuring that you're not left in the dark after completing an interview.

ARE THERE ANY RED FLAGS OR CONCERNS I SHOULD BE AWARE OF?

Why this is important: Asking about potential issues allows you to address any concerns before moving forward.

Questions to Ask:

- Are there any challenges with this role or the company that I should be aware of?
- Have there been any issues with turnover or employee satisfaction at this company?
- Are there any gaps or concerns in my profile that might affect my chances for this role?

What this does: This helps uncover any potential red flags that could affect your decision-making process, allowing you to make an informed choice about whether you want to move forward.

WHAT ARE THE SALARY AND BENEFITS?

Why this is important: We understand that salary and benefits are key factors in deciding whether a job offer meets your needs. However, there can be confusion around what is included in the compensation package or whether there is room for negotiation. Timing is important when asking this question, so you need to consider if you have shown your interest in the role, or if you are only showing interest in the pay.

Questions to Ask:

- What is the salary range for this role? Is it negotiable?
- Are there performance-based bonuses or incentives offered?
- Can you tell me more about the benefits package (e.g., health insurance, retirement plans, allowances)?
- What's the company's policy on annual salary reviews or increases?

What this does: It ensures you're on the same page about compensation and prevents any surprises later. You'll know if the salary meets your expectations and can factor in other benefits as well. It is important that any job meets your own financial commitments so as not to place any undue stress on you later. We encourage you to discuss any concerns with your recruiter up front.

CLEARING UP COMMON MISCONCEPTIONS ABOUT RECRUITERS

MISCONCEPTION: RECRUITERS ARE ONLY INTERESTED IN FILLING ROLES QUICKLY.

Fact: While recruiters want to close deals, a good recruiter is focused on finding the right fit for both you and the employer. A long-term relationship helps everyone.

MISCONCEPTION: RECRUITERS WILL ALWAYS PUT YOU FORWARD FOR EVERY JOB THEY HAVE.

Fact: Recruiters will only put you forward for roles that match your skills, experience, and goals. They aim for quality over quantity and will work with you to understand your preferences.

MISCONCEPTION: RECRUITERS WORK ONLY FOR THE EMPLOYER, NOT FOR THE JOB SEEKER.

Fact: While recruiters are often paid by the employer, their role is to help both parties find a suitable match. Good recruiters will work for your best interests too, as their success depends on finding the right candidate for the role.

MISCONCEPTION: YOU DON'T NEED TO WORRY ABOUT YOUR CV IF YOU'RE WORKING WITH A RECRUITER.

Fact: While a recruiter will help you navigate the process, your CV is still critical. A recruiter may help with refining it, but ultimately, it's your responsibility to present your skills and experience in the best light possible. Do discuss gaps or time away from paid employment as these experiences can showcase transferable skills you didn't realise you had gained.

07 DEFINING RECRUITMENT TERMS

Here are some common terms and phrases used in New Zealand recruitment, explained.

01 RECRUITMENT AGENCY

A company that connects job seekers with employers. They can specialise in different sectors or types of roles, such as temporary, permanent, or executive positions. Agencies can act as intermediaries and often help with job placements, interview prep, and salary negotiations.

02 EXECUTIVE SEARCH (HEADHUNTING)

A highly specialised form of recruitment, often used for senior-level or executive positions. In this process, a recruitment consultant will proactively search for top-tier candidates, sometimes headhunting individuals from other companies.

03 PERMANENT PLACEMENT

Definition: A recruitment agency that focuses on placing candidates in full-time, permanent positions. The agency typically works on behalf of an employer to find a candidate who will stay with the company long-term.

04 CONTRACTING/CONTRACT ROLES

Definition: Short-term or fixed-term work for a set duration, usually for a project or specific time frame. Contractors often work for several employers during the year, and the employment is usually not permanent.

05 TEMPORARY STAFFING

Definition: Similar to contracting, temporary staffing refers to short-term roles but is typically for less specific durations. Temp staff are often placed by agencies to fill in for employees on leave or for busy periods.

06 LABOUR HIRE

Definition: A service provided by recruitment agencies that places workers into temporary or permanent positions with different employers. Labour hire is commonly used for roles in construction, warehousing, and manual labour industries.

07 TALENT POOL

Definition: A group of pre-screened candidates who are not actively looking for work but have the skills and qualifications needed for potential future roles. Recruiters may keep a talent pool of candidates for quick access when new roles become available.

08 RECRUITMENT PROCESS OUTSOURCING (RPO)

Definition: When a company outsources part or all of its recruitment processes to an external agency. RPO providers manage the entire hiring process, including sourcing, screening, and interviewing.

09 SCREENING

Definition: The process of reviewing and assessing job applications or resumes to decide which candidates meet the basic qualifications for the job.

10 SHORTLISTING

Definition: The process of narrowing down a pool of candidates to a select group that will be invited to interview for the position.

11 AGENCY FEES

Definition: The fee that an employer pays to a recruitment agency for helping to find and place a candidate. Job seekers should be aware that agencies do not charge fees to candidates for their services in New Zealand (unless specified as part of a specialised service eg executive or career coaching). It is important to note that professional recruiters DO NOT take a portion of the candidate's or contractor's remuneration. Agency fees may be calculated as a percentage of remuneration, but is a fee for service, not a share of the candidate's income.



HERE'S TO NEW BEGINNINGS!

Targeting and connecting with the right recruiter or recruitment agency is a crucial step in your job search journey. By working with an agency that aligns with your career goals, offers strong communication, and has a good industry reputation, you increase your chances of finding a role that fits your skills and aspirations. Additionally, working with an RCSA member agency offers the added benefits of professionalism, ethical practices, access to exclusive roles, and the confidence of knowing that the recruiter has industry-recognised standards.

Recruiters and recruitment agencies can be an invaluable resource in your job search, but to truly benefit from their help, you need to approach the relationship strategically. By researching the right agencies, working closely with recruiters, and managing your own job search alongside their efforts, you can increase your chances of finding a role that fits your skills and career goals. Stay proactive, stay engaged, and be prepared for the journey! You've got this!