

☒ Thinking about coming to NZ?



VIEW JOBS

GREAT!!

Recruiters with experience in the UK market are in hot demand!

Over the last 6 years we have successfully assisted many recruiters from the United Kingdom and Australia to find their ideal position in New Zealand. On this page we've summarised things that you'll want to know about being a recruiter in New Zealand including:

- [Key facts about the business environment](#)
- [The NZ recruitment market](#)
- [Job opportunities](#)
- [The lifestyle vs money dilemma](#)
- [How to get yourself 'NZ market ready'](#)
- [Immigration options](#)
- [How to start the process](#)

If you'd rather just get on with it send us your details to the.team@rec2rec.co.nz and we'll make contact or call us directly on **+64 9 337 0637**.



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Key facts about the NZ business environment

- The population is just over 4 million with over a quarter of those living in the greater [Auckland](#) urban area! [Wellington](#) and [Christchurch](#) are the next biggest metro centres.
- NZ has a mixed economy that operates on free market principles. However, we are very proud of anything NZ made and will expect you to be too!
- We are a country built on SME businesses. 96% of them employ fewer than 20 people!
- We are well known for being innovative and trying new things. We have a number of products with international recognition – you may have heard of 42 Below, Icebreaker and Navman to name a few.
- The average income around the country is approximately \$40,000pa.
- For more general information on New Zealand visit www.newzealandnow.info

Fair recruitment professionals

The recruitment market

The New Zealand employment market has changed significantly over the last 10

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years. We have gone from candidate rich to candidate tight – very tight!

In fact NZ currently has 3.6% unemployment, the lowest in over 30 years! This has dramatically changed the recruitment market landscape.

No longer can you be a transactional recruiter in this market, there simply isn't the volume of talent to screen and process. Today's recruiter is much more candidate proactive. Networking, in-person and online, using various methods of search and creative sourcing techniques are all required in order to be successful. And, it's competitive out there!

There is a 'village' mentality which is prevalent when choosing business relationships. Clients need to 'like you before we'll do business with you'. It is important to take this approach when establishing yourself in the NZ market.



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Job Opportunities

The upshot is that we have a shortage of recruitment expertise across NZ.

NZ is very much about 'earning your stripes'. No matter the level you've achieved overseas be prepared to consider 'hands on' roles as your entry point to the NZ market.

There are some practical issues about size of company and size of market that may mean your dream job just does not exist here. Please remember this is not a comment on your ability. There is an upside and it's that you may have the opportunity to get a lot closer to the running of a business or a much broader look at a market you've previously been a specialist in.

For recruitment professionals

As you can see from the diagram below the sectors are broad. For example, instead of specialising in just banking roles it is more likely you will work across the banking, finance and accounting sectors – all at the same time!

| | | | | | | |
|----------------------------|---------------------------|--|--|------------------------------------|------------------------------------|---|
| Executive Qualified | General Management | Accounting, Finance, Banking | IT – qualified, management, specialists | Sales & Marketing | Technical & Engineering | Health & Scientific, specialists |
| Semi Qualified | Office Support | Finance admin, Accounts & Banking support | IT Support, help desk | Sales and marketing support | Trades & Industrial | Nursing Bureau |

It's also worth noting that New Zealand companies are very open to short term contracts, providing you have the right Visa and it suits your travel arrangements. It's easier here than other markets.... so we are told!

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Money

Ahhh yes... the old lifestyle vs money dilemma!

It's tough (and really quite impossible) to compare markets with markets. You



simply cannot apply an exchange rate calculation to your current remuneration. To put generic salary levels in some perspective:

For all people 15 years and over:

- 58% earn under \$30,000 pa
- 14% earn between \$30,000 and \$40,000 pa
- 9% earn between \$40,000 and \$50,000 pa
- 10% earn between \$50,000 and \$70,000 pa
- 7.5% earn over \$70,000 pa.

Source Statistics NZ www.stats.govt.nz

Broadly speaking as an entry point into a recruitment role (depending on your level of expertise) you could expect a base salary to be between \$40,000 - \$75,000 pa for a consulting level position. In your first year add another \$20,000 as potential 'at risk' in incentives and you'll arrive at your 'on target earning'. Naturally these figures vary considerably and this is where rec2REC™ can advise you personally about where you 'fit' in this market.

At management level, remuneration structures are made up in a wide variety of manners. From profit shares to incentive on personal and team sales.

So why would you come here?? Have a look at: www.newzealand.com

How to get yourself "NZ market ready"

You do not need to keep your CV to two pages for NZ.

Make sure it is a professional document with some depth related to your recruitment work. This could include 'responsibilities and achievements', relevant tertiary study and show progression in roles e.g. if you've been promoted.

Be aware referees will be contacted generally by telephone during the course of your application. It is important that they be able to give more information than your dates of employment and confirmation of job title.

Be clear about your level of commitment to being in NZ. Our clients like to know that offshore candidates have either been to NZ before or have booked tickets to come some time in the future. It is rare to place people 'sight unseen' here.

Send us your CV right now!

Immigration

Immigration is a specialist area that changes on a regular basis. We would suggest you refer, in the first instance to www.immigration.govt.nz for a comprehensive overview of New Zealand immigration requirements.

In general, New Zealand is keen to attract skilled individuals who will add to the growth and prosperity of the country. The key ways to enter New Zealand are:



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Skilled Migrant:

This works on a point system, with points earned on the basis of qualifications, work experience, age, family connections to NZ etc. There is a 4 stage process, once sufficient points can be established. Different weighting can be attributed to different aspects and the points "threshold" also changes depending on the economy, unemployment levels and other influencing factors.

Talent Work Visa:

These are awarded to individuals:

- seeking to work for an accredited employer; or
- are offered a job on the Long Term Skills Shortage List (LTSSL); or
- have a specific talent in arts, sports or culture.

Work to Residence:

People who receive a work permit under the Talent category may apply for residence after two years in NZ.

General Work Visas and Permits:

If an employer can prove a case that they have been unable to source appropriate staff from the New Zealand market, they may be able to assist an individual to obtain a General Work visa or permit. Whilst recruitment is not on the LTSSL, it is hard to fill recruitment roles. We have supported a number of candidate applications under this category based on being able to demonstrate the impact on revenue for the recruitment company. This is where we can assist many of our experienced overseas recruiters.

Working Holiday:

If you are between 18 and 30 you may travel to New Zealand and apply for a Work permit. Specific arrangements differ from country to country, with some requiring individuals to work in short term (up to three months) roles, whilst others allow work up to the limit of their permit. You will need to check what applies to your specific situation. In recruitment, clients may entertain the idea of a 12 month contract, or shorter term if your skills are highly specialized (i.e.. Projects / in house).

The difference between a Visa and a Permit:

A Visa allows a person to travel to the New Zealand Border and a permit allows them to remain in the country. Permits are usually issued at the border. Special conditions apply if you wish to leave and return to New Zealand and an additional visa may be required.

Whilst there are some recruitment companies who are accredited employers, recruitment (as a skill) has not yet made the LTSSL.

For people thinking about emigrating to New Zealand, refer to:
www.immigration.govt.nz/longtermdestination

For information about all aspects of the New Zealand work environment, refer to



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The next steps...

The first thing is to make contact with us.

We can run through our **Recruiter Relocation Process**. This will help determine what opportunities exist for you and what the next best steps are.

Don't be fooled by the fact that we are called rec2REC™, we're not what you might expect. No CV brokering, no head hunting – just true one-to-one talent representation.

As New Zealand's only national recruitment-to-recruitment company we can represent you to a wide variety of organisations throughout the country, effectively doing all the legwork for you. This means you can arrive in New Zealand with back-to-back interviews and make the move down under with confidence.

- With over 50 years recruitment experience from the major local markets we are qualified to 'consult' to you about your career in NZ.
- We are passionate believers in recruitment being a credible profession. You'll be dealing with experts!
- Longest established recruitment to recruitment business in NZ
- 9 times bigger than our largest competitor
- Only national company with offices in Auckland, Wellington and Christchurch
- A no head hunt policy that means our relationships are market wide – there are no barriers to where we can match you.
- We are candidate centric – we find jobs for candidates – not candidates for jobs! This stems from our motivation to manage the attrition rate within the industry and make sure we are matching you appropriately.

For recruitment professionals

Our candidates' feedback rates us a 9+ out of 10 and they tell us it is due to the great level of personal and professional service they receive.

So if you have recruitment experience then get in touch with us – we will give you honest advice and information on the market and discuss your options to come up with a plan that works.

In the meantime [subscribe](#) to our free recruitment network e-newsletter and 'Hot Jobs' updates.

Send us your details...

Simply provide some basic information on our website <http://www.rec2rec.co.nz/inspired> and one of our recruitment specialists will contact you to discuss the next steps.

If you'd rather talk with someone directly call us on **+64 (9) 337 0637**.

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