



As the economy continues to change, so too does our approach to tackling the matters at hand. This week in the expert comment column, we have Joe Delaney, Recruitment Director with BDO Simpson Xavier telling us of the battle that now exists for the few jobs that emerge.

War for Jobs replacing War for Talent!

"As the "war for talent" is replaced with the "war for jobs", successful candidates will need to change the way they search for jobs. Getting an interview now should be the goal of most applicants as the demand for limited roles continues to increase and traditional forms of recruiting change.

"Before applying for a job, there are several steps you should follow to ensure you are consistent in your approach for a new job; Ensure you have dealt with any issues that are holding you back from progressing your career; ensure the role meets your own goals and objectives; ensure you have relevant experience in a similar environment; ensure you have a demonstrated record of achievements; ensure you have good career progression and academic qualifications; ensure your salary expectations are within the budget. Excellent references on performance and interpersonal skills are very important.

"Our experience from clients is that they are looking for three critical elements from applicants; specific & relevant experience with a history of achievements and performance; information well presented in a professionally prepared CV and for the applicant to present confidently in an interview. More and more, clients are willing to wait until they get the right mix before making a decision.

The Expert Comment - Joe Delaney

Written by Andrew Carey

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"To be successful in getting interviews, candidates need to look at their own experience not only from their eyes, but also the way a third party (Recruiter or HR professional) looks at it. Without having the right mix will only frustrate prospective employers and cause you more frustration as you receive another rejection letter!

"During times of economic uncertainty, many people take time to evaluate where they are at in their career. Searching for the ideal job is difficult, but not impossible. Who knows, maybe the next role you go for is the one you've been waiting for all along. As the saying goes, "Find a job you love and you'll never work a day in your life".