

worksearch

Connecting people, places & positions

Head hunters trawl web for prospects

New trend in searching for job candidates



WORKSEARCH

Blythe Seignor
blythe.seignor@scnews.com.au

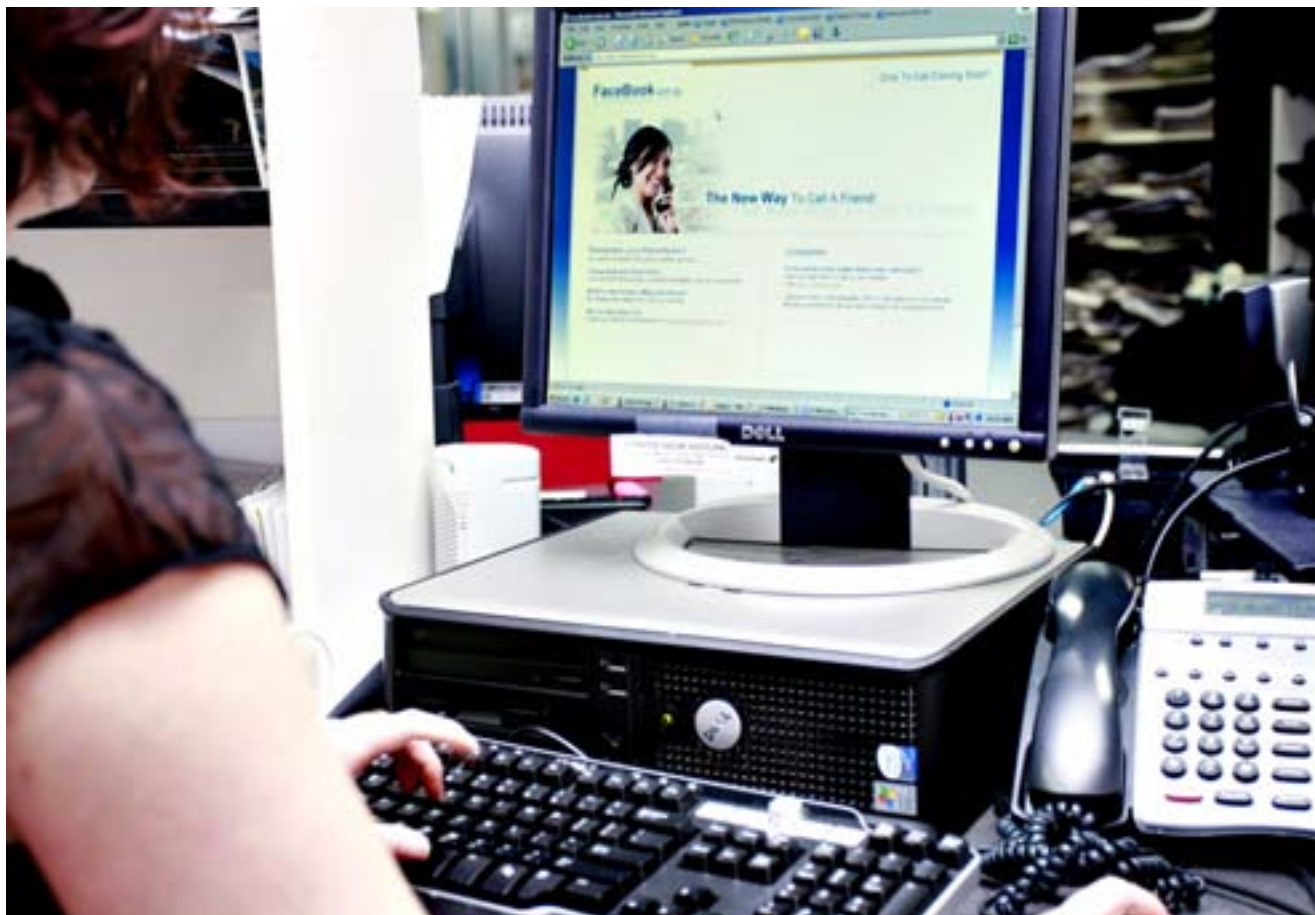
SO, you thought Facebook and MySpace were just a way to keep in touch with your friends?

Think again. The websites may also be the place you are discovered for your perfect job.

Recruitment specialists are now regularly trawling through "cool" websites to find candidates for a whole swag of different professions, according to RPO Group managing director Liam Ovenden.

He says blogs and chat communities are also being targeted to unearth potential employees who may not even be looking for work.

Interestingly, he says photos of people on wild nights



JOB SEARCH: Recruitment specialists are searching websites, including blogs and chat rooms, to find and attract the right job candidate.

PHOTO: 168893A

out with their mates are not a deterrent to head-hunters but just the opposite.

"If anything, it can make their profiles stand out. There are industries and clients we handle that seek that crazy, care-free individual, they tend to a big player in creating that vibe the client wants," he said.

"The skills shortage has

really begun to bite, times have changed and the recruitment industry has had to move with those times. Our recruitment specialists are searching a long list of websites, including blogs and chat rooms, to find and attract the right job candidate – even those doing nothing more than socialising online."

Different sites online will throw up a different type of candidate, from experienced industry professionals to the hospitality workers.

"We are in a climate where we have to be even more resourceful than ever," he said

But while the websites can be a help to employers, latest figures show they are also costing Australian workplac-

es \$5 billion of dollars in lost productivity.

Research from SurfControl Technology found that if one employee spent an hour a day on Facebook, it would cost their employer more than \$6200 a year.

More than 230,000 Australians are signed up to Facebook, with 2400 signing up each day.

Preparation crucial to good interview

CONGRATULATIONS! You've made it through the application process and are about to go to a job interview.

This is a job you really want.

What do you do now? First of all, and I can't emphasise this enough – prepare.

Before you walk into the company's office you should know as much as you can about the company.

Do an internet search and read as much as you can about the company's history and its future directions.

If the company has a



HIRE SOURCE

Peta Simpson

website you may also be able to find out some information about members of the existing team.

Also find out and memorise the names and positions of the people you will be interviewed by. Forgetting their names is a sure way to lose points.

Prepare your answers for likely questions, and practice so you come across as relaxed and confident. Questions could include:

■ Why do you think you are the best person for this job?

■ What do you know about our company?

■ Tell us about your previous experience and how it will be useful if you are successful?

■ Why did you leave, or are you leaving, your previous or current position?

■ Tell us about a time when...?

It is also important to think of some questions and

listen during the interview for things you can ask about the company. This shows the interviewers that you are interested and want to be involved.

Naturally, it goes without saying you should dress appropriately and arrive a little (not a lot) early to create a good impression.

Remember to be polite and attentive to everyone you meet, not just your interviewer.

It is possible that the interviewer will ask other staff about their impression of you before making their decision.

Some tips for the inter-

view include:

■ Remain calm, breathe, and acknowledge that nerves can be good.

■ Answer the questions accurately without going into too much detail. If the interviewer wants to know more, they will ask.

■ Make eye contact with your interviewers and don't interrupt them when they are speaking.

■ Keep your comments positive.

■ Project confidence. Peta Simpson is the owner of New Staff Solutions, and can be contacted on 5451 1108 or online at www.newstaff.com.au.

Driver shortage

GET the jobs while they're hot!

A national shortage of pizza drivers has meant all Domino's Pizza stores across Australia currently have positions available.

Domino's Pizza chief executive officer Don Meij, who began his career as a pizza delivery driver while studying to be a teacher, said the company's culture of promoting within meant delivery drivers of today may become managers and store owners of tomorrow.

"With around 75% of today's Domino's store owners starting their career as a delivery driver or pizza maker it's clear to see that a career with Domino's Pizza can be a lifelong opportunity," Don said.

"Domino's Pizza offers rewarding careers to people who are hard working, enthusiastic and want to have fun at work. A pizza delivery driver is a great job to extra money while at school or to get through university studies.

"No matter where you live or what your future holds, all our stores are in need of delivery drivers." Don said.

Domino's Pizza pays above award wages, additional delivery fees and offers flexible hours to suit students, parents and people with diverse lifestyles.

If you are interested in working at Domino's Pizza contact your local store on 131 888 or apply online at www.dominos.com.au.

The 469 stores employ more than 11,000 full-time and casual staff.

★★★

WOMEN still make up just 10% of the engineering industry, according to latest research by Engineers Australia.

Walker Technical Consultants managing director David Walker believes advertising and entitlements need to be ramped up to attract more women to the industry.

"It was disappointing to see in 2006 there were only 5000 females studying engineering in a Brisbane tertiary institution compared to 103,000 males," Mr Walker said.