



people in property
recruitment group

people in property news



A Very Warm Welcome to 2009!

We hope you enjoyed time with family and friends over the holiday period.

As we all return back to our desks, 2009 is going to be a very interesting year for all businesses - small and large with both the private and government sectors having to re-think their business strategies.

May we wish you all the very best for the New Year.

Julie Della

Managing Director
People In Property Recruitment Group

What's Going to Happen In The Job Market In 2009?



2009 is arguably going to be a very different market for both Employers and Employees compared to what we have experienced over the past 4-5 years.

PIP Group have been established in the Perth recruitment market for over 10 years and believe that the job market will stabilize over the next 6-8 weeks with companies regaining some optimism after such a "tragic" end to 2008. We believe that many of the "knee jerk" redundancies prior to the holiday season will create new opportunities in the coming weeks as companies return to work and re-focus on "surviving" the current economic climate and taking positive steps to ensure they have a strong team of professionals within their companies.

"we speak your language"



Tips For Employers!

Not since 2003 have Employers had the luxury of CHOICE when hiring NEW staff!

People In Property Recruitment Group Staff over the holiday season have been hard at work sourcing, interviewing and reference validating your future NEW employee(s).

We offer you, our client the BEST CHOICE - FIRST!

The employment market has changed dramatically over the past couple of months, and we are looking forward to providing you with some of Perth's finest candidates.

This is an excellent time for you to reconsider your staffing situation – perhaps it's time to move “non performers” out and employ “value-adding” staff to your Team?

The down-side of this candidate rich smorgasbord is the opposite effect of the last 4-5 years which is now in play... previously advertising for your own staff gave you very limited if nothing at all in the way of possible candidates... the down-side of this candidate fuelled market is now the opposite end of the spectrum. Choose to place your own ads for new staff AND you will be swamped with hundreds of C.V.'s – with many not being suitable – which means valuable down time for you and your staff.

After 10 years in the recruitment industry we have “weathered” the “highs and lows” of Perth's employment market . Call us TODAY on 9328 9755 to ensure your valuable time is utilised only interviewing a short list of the “best of the best” candidates.

Permanent

Temporary

Contract

Tips For Candidates!

Your Resume

Make sure your resume is up to date, free of mistakes and grammatical errors and includes all of your experience relevant to the position you are applying for. The resume is your sales tool, your calling card, YOUR resume is what gets you the job interview. It seems like common sense, but a resume full of errors and mistakes comes across as careless and unmotivated. Ensure that you commence with your current position first, with the month/year you commenced, the name of the Company you are working for and your current position. “Bullet” 6 or 7 key points to the role and also hi-light any special accomplishments. Review and revise your resume thoroughly, have friends or colleagues proof read it and give their opinions as well. Also, closely review the job description for which you are applying, and if you have any experience listed in the qualifications and requirements for the position, make sure that information is listed and highlighted on your resume. In a tough market it is wise to revise your resume for each individual job you apply for and specifically highlight your skills and experience for that particular job. Many Candidates make the mistake of only have one C.V. Ensure you also send a covering letter – ensure that you address the letter to the person in question – accuracy is crucial.

Choosing your Recruitment Agency Carefully

Select no more than two recruitment agencies to work with you in searching for your new career. The biggest mistake Candidates make in a tough market is to spread themselves all over town or to “blanket” the market with their C.V. Your selected Recruitment Agencies should specialise in the industry you are targeting – therefore they will be abreast of who is hiring and what is happening. It is also important that you develop a rapport with the person within the Recruitment Company and feel confident with their knowledge and capabilities.

“we speak your language”



Tips For Candidates!

Consider Moving

This might sound extreme, but even in a tough market, great job opportunities are out there, just maybe not where you currently reside. Take a look at other cities or places you would be willing to live to see what is out there and available. A move doesn't have to be permanent, so expand your horizons and consider a move!

What's In A Job Title?

Just because you have been working as a Research Analyst for the past 10 years, doesn't mean that your next job will be working as a "Research Analyst". Today the same position can be titled in numerous ways, so don't just focus on one job title as a "Marketing Information Specialist" could be right in line with your experience as a Research Analyst. Look into positions you are interested in and see what the position entails, you might be surprised with some position titles you would be qualified and suited to!

Prepare & Research Prior to Interview

Research the company and position, dress to impress, and show up on time (or better yet 10 minutes early) . Keep the interview about the job and your past professional experience related to the position. **DO NOT** get personal in the interview such as negative information about your current or former employer(s). Do not make the interview about you and bringing these types of issues into the interview reflect on you negatively. Do show some personality and enthusiasm for the position as the employer wants to know that you are excited about the possibility of working for them and in their position. Prepare well, relax and keep the conversation relevant and professional.

Be Flexible

As the "employment shortage crises" is no longer in play and redundancies are a daily occurrence, you may also need to re-consider a drop in salary if you have been made redundant. The last 4-5 years have driven salaries to an all time new high due to the "supply/demand" – please remain flexible to offers as there are now more candidates in the market giving employers "choice" and who will be in the mindset to "negotiate" their salaries. People In Property Recruitment Group have had a 500% increase since October 2008 with candidates seeking new positions.

All tough markets are temporary and everyone needs some source of income to survive. Most people have gone through tough times in their life, as long as you are honest, open and confident in answering potential employers questions in regards to why you are considering a position at a lower "stature and pay", there should be no problem with taking a job below your current level in a tough market. It is better to have a job now and you're still gaining experience as opposed to holding out for your dream job or the next great opportunity.

Stay Positive

The job market will turn around, so keep focused, even in a tough market, some companies are still doing well and so can you! Keep focused and stay positive!

Online Recruitment

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Register Online With Us Today
www.peopleinproperty.com.au

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Celebration Page - Goodbye 2008!



**PCA Future Directions
Sundowner
Friday 14th November
- Euro Bar**

A fantastic evening was enjoyed by all staff attending.

**Australian Institute of Conveyancers
Christmas Cocktail Party
Friday 21st November - Bell's Café**

Members of our Team enjoyed a night of celebration and Christmas Joy at AIC's annual Christmas Cocktail Party.

**Staff Christmas Party
Friday, 19th December**

Our team enjoyed a fantastic day at Sorrento's Restaurant in Northbridge... many staff "kicked" up their heels in Northbridge into the wee hours of Saturday morning.




**Perth's Biggest Office Party
Friday 28th November - QV1**

What a fantastic night of music and Medieval Entertainment. People In Property Recruitment Group were proud sponsors of this event which grows every year. Over 2,000 people attended this year.



**Melbourne Cup Day
Tuesday 4th November
(A)Lure @ Burswood**

Staff enjoyed a fabulous Melbourne Cup Day at the beautiful (A)Lure Restaurant - fabulous food and of course lots of bubbles!

Star Attraction was our very own Dee Gajic who "wowed" the Catwalk!



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