

# HOW TO FIND A JOB

You need to make yourself stand out from the crowd if you're going to succeed in Australia's competitive job market, *writes Leanne Short*



**F**or those of you who are thinking about heading to Australia to live, the daunting prospect of finding a job or funding your travel will have weighed heavily on your mind.

The vast majority of you will no doubt be reasonably settled in your homes and in stable employment earning a reasonable salary. You might even have a young family but are still craving the warm sun on your skin and that laid-back outdoor Aussie lifestyle.

For those of you in that situation it's a fine balancing act, considering packing up

your worldly goods and saying goodbye to loved ones to take that leap of faith, starting a new life and adventure in the intriguing land Down Under, so of course you'll want to be well prepared.

Whilst the economy in Australia is buoyant and there are ongoing skills shortages, the job market is competitive.

For some employers, hiring international personnel is now standard practise but others are still deterred from employing people outside of Australia due to the costly protocol concerning sponsorship obligations and the uncertainty surrounding resettlement and

retention. So, what are your options? For those of you who have made up your mind and are already on the road to gaining permanent residency, but have not yet secured employment prior to your arrival, it is advisable to start networking.

## START NETWORKING

There are a number of agents both in the UK and Australia who will be able to help connect you with suitable employers.

By liaising with UK agents it is likely you will be able to get a face to face meeting, have a clear discussion about your options and in turn they should >>



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advise you of what you can realistically expect. Aim to build a good rapport with your chosen agent and check out the relationships they hold with their Australian clients and those who have gone forth before you.

Working with Australian recruiters is another option. With today's technology they are likely to be able to arrange an interview for you via the internet.

In addition, don't underestimate the power of social networking. Making sure you have a professional social media profile will stand you in good stead.

Actively taking part in strategically selected forums and industry specific topics will help raise your chances of stumbling upon job opportunities and getting recognised in your chosen sector.

The power of these tools is becoming increasingly influential and a popular choice amongst employers to research potential candidates, and it's free!

Seeking out a well-connected and established migration agent to process your visa application might also hold the key to you finding the desired job offer, as they too may be working with numerous Australian employers and have many

professional contacts they can refer you to. After all everybody wants value for money so why not take advantage of your agents resources.

**WORKING HOLIDAYS**

If you're lucky enough to still be between the ripe old age of 18 to 30 years old and toying with the idea of a life Down Under, a working holiday could be the option for you.

This route gives you the chance to experience breathtaking coastlines or explore the rustic outback whilst finding your feet and deciding if Australia is the new home for you.

Not all of us are impulsively brave and comfortable with jumping on a plane with not much more than a rucksack and some petty cash in our back pocket to get the journey underway.

The slightly less adventurous of us will more than likely be asking the question, 'how do I finance my travel and secure work once I get there?'

For those wanting some additional security and assistance in this process then a Working Holiday Maker programme may be the answer for you. These

programmes assist you with the basics of obtaining your visa, meet and greet at the airport, providing accommodation on arrival and aim to give you the necessary training and skills recognised by Australian employers, making you work ready on arrival.

They will also have employers waiting in the wings ready to snap up your services on landing. Whilst this approach attracts a cost, the benefits are that you get to relax and enjoy the ride.

You will receive ongoing support and advice during your travels and get to make acquaintances with others in the same boat. You never know, you may find some friends for life to share the experience with, or your future roommate, for when you bag the ultimate prize of an employer willing to sponsor you, the golden ticket to extending your stay to live and work in Australia.

**THE 457 VISA**

Certain skills are in high demand in Australia and if you're one of those fortunate people who hold the relevant qualifications and necessary experience, there's every chance of landing a job prior

to your departure through the Temporary Work (Skilled) (Subclass 457) visa programme. Employers need to be approved sponsors by the DIBP (Department of Immigration and Border Protection) in order for them to bring in overseas workers.

For the lucky people who manage to secure a job through this pathway, you will usually be offered assistance with relocation and resettlement in your new country, with the costs of your flight and accommodation on arrival covered, or sometimes a cash sum.

To find this type of opportunity you can start by searching Australian job boards via the internet. Generally employers who are open to international applications will state this in their adverts.

Again, networking is a major player and knowing or rubbing shoulders with the right people may provide you with an advantage in the race to secure that all important job offer.

Choosing the right recruitment agents, who have a proven history in dealing with migrant workers, or are specialists in your chosen industry, are likely to be of the most value to you. Maybe make a shortlist of your top 10 most desirable Australian employers and they may well be able to

connect you through their contacts. An added bonus with the 457 visa programme is that it offers the option to apply for permanent residency in Australia after a two year qualifying period.

The other alternative, if you're working for a company with ambitions to go global and the ability to invest A\$5 million (£2.6 million), perhaps you can persuade them to invest in setting up in Australia with an opening for you in their new business set-up? It could be worth a shot!

**LIVING THE DREAM**

Robert Johnson, a heavy diesel mechanic working in the mining industry made the move last year from the UK to Australia. He says: "I have a far better work life balance and the majority of employers here actively invest in staff welfare. To

finally live, work and enjoy family life collectively is great. Housing was the biggest consideration when weighing up the budget, but the country offers fantastic weather, beaches, parks and gardens, with free facilities which don't eat in to your disposable income."

Although the cost of living Down Under is pretty pricey, salaries in general reflect this and can provide a reasonably balanced lifestyle.

Skilled workers in Australia are paid a minimum salary of A\$53,900 (£28,694) per annum upwards. This can vary depending on your trade or industry, whether it's a workshop or site based role and the Australian state in which you're employed. Some terms of employment will have various site agreements and bolt on remuneration enhancements. 



■ Leanne Short is the UK Recruitment and Migration Manager for the ISA Group. ISA Group is an Australian specialist that offers recruitment and migration services under one roof and outsources HR consultancy to various businesses throughout the country. If you're interested in attending one of its forthcoming seminars in the UK you can register your interest at [uk.isa.com.au/live-and-work-downunder](http://uk.isa.com.au/live-and-work-downunder). To view its latest vacancies go to [www.isa.com.au/recruitment](http://www.isa.com.au/recruitment).

