

Majority of vacancies are not advertised

Findings compiled from multiple sources, including CNN and The Wall Street Journal, indicate that 80% of vacancies are not advertised online, in print or anywhere else. This highlights the risks of simply relying on finding and responding to job advertisements as a one-dimensional job-hunting strategy.



© Rob hyrons - Fotolia.com

Despite the above statistic, it is still important to keep an eye on relevant media such as online job portals and career newspapers, to be informed about the 20% of jobs advertised in this way. "Knowing how to read a job advertisement, interpret the sought after skills and experience and discern whether you are qualified for the position, is the first step to successfully using this job-hunting method," says Kay Vittee, CEO of Quest Staffing Solutions.

Role of social media

Online networking and social media sites is by far the fastest growing resource for candidate recruitment and job-hunting. Sites like LinkedIn, Twitter and Facebook are being used to engage candidate markets and find and recruit top talent at all levels across all industries. Employers also use these sites to do research on possible candidates so it is vital that your online presence is professional, up-to-date and above criticism.

"Knowing how to leverage the various online networks to your advantage is becoming increasingly critical in a job hunting strategy," says Vittee. "From the seemingly obvious such as actually having an online presence to using a professional image in your profile to keeping the content current and comprehensive to the more advanced such as making interesting commentary to sharing topical content to participating in discussions."

Personal networking

Networking pertains to your personal and professional network both online and offline. Put the word out there that you are looking for employment, identify key role players within your network who have influence or a wide audience and request that they endorse your skills, share your profile or introduce you to the right people.

If you are shy and reserved and find it difficult to meet and confidently engage with strangers then opt to do your networking online before making the transition to networking in person. If you are comfortable being the newbie in a room full of friends and associates you are yet to meet, then get involved in workshops, conferences, trade shows and networking events. "Even though recruitment has made so many technological advancements, little works as well as word-of-mouth," states Kay Vittee.

Recruitment agencies

Many organisations use recruitment agencies to fill both permanent and temporary positions they have on offer. By partnering with a reputable staffing solutions company you will dramatically increase your probability of getting your CV in front of the right people.

"Staffing solutions companies actively cultivate strong, and often exclusive, relationships with industry leading businesses. For you as a jobseeker, that means that your recruitment consultant can put your CV forward for jobs you may not hear about anywhere else. Recruitment agencies also have great knowledge and tips that can enhance your application, give you advice on the type of salary you can expect from new roles, and give you the edge, by handling the negotiation for you when it comes to your new contract," says Vittee.

For more, visit: <https://www.bizcommunity.com>