

Maximise Your Job Search Success

The Aberdeen employment market is enduring turbulent times with the most significant employer in the region, the oil and gas industry, making redundancies, restructuring and sharply reducing recruitment activities.

We share guidance to ensure you are best prepared for weathering the uncertainty and securing a job.

Be Flexible

The tough truth is that you are most likely going to have to revise your expectations and compromise. Keep an open mind and consider being flexible on all aspects of your job search:

- ✦ Consider every size of firm and type of industry.
- ✦ Consider short-term assignments.
- ✦ Don't discount potential opportunities because the salary is less than your previous employment. Although, be aware that employers may be sceptical about hiring someone who is over-qualified for fear of losing them at a later date.
- ✦ Widen your geographic area of search, extending beyond Aberdeen if necessary.

Presentation

First impressions really do count. Although perhaps obvious it is critical that application forms, covering letters and your CV are well presented and free from errors. Likewise at interview it is important that you perform as well as you possibly can, from turning up on time (or a little early!) and dressing smartly to answering questions thoughtfully and astutely.

Your recruitment consultant can provide really valuable preparation techniques to help you perform strongly at interview.

Temporary Work

You may not have considered temporary working before but it could be a great interim solution, providing the opportunity to gain experience across a variety of sectors. Many temporary assignments lead to permanent employment as situations change or you prove your value to an organisation.

Voluntary Work

Opportunities to work on a voluntary basis could lead to you learning new skills. Although working for free may suit very few personal circumstances don't dismiss it immediately as it also affords you the chance to meet new people and derive satisfaction by contributing to a worthy cause and yes, it does look good on your CV. Bear in mind too that voluntary work need not be limited to the charity sector.



Further Education

If you have a genuine interest or want to enhance your knowledge in a particular area going for additional studies now may differentiate you from the crowd later. Learning doesn't have to be restricted to professional practice, pursuing a new hobby interest at night class could give you a well deserved confidence boost.

Networking

The more people you know the better. Although it is tempting to hide away until the bad times pass this won't do your job hunting any good. There are a wide range of networking opportunities in person and online. If you have been feeling isolated you'll quickly learn you are not alone (which is usually a big relief) and, getting involved will raise your personal profile and be a great way to share and receive advice.

Communication

It's good to talk. So that your recruitment consultant can do the best possible job for you there's a responsibility on you to stay in touch and to share any changes in your circumstances. For example, would you now consider temping, or travel further afield for work? By keeping in regular contact your recruiter will also be able to quickly advise you on any confidential vacancies - jobs which may not be advertised online at the request of the employer.

There's More To Life Than Oil and Gas

Although you may have spent your entire career within the oil and gas industry it doesn't mean it's the only sector you can work in. Your skills, knowledge and experience could be transferrable, opening up opportunities in other industries.

Take Advice

Former colleagues, family, friends and the people you meet when networking will all have advice to share, but it may get a bit overwhelming. From your recruitment consultant you'll receive first-hand information which is relevant to your specific job search, the employment market and hiring companies.

Persistence

Don't give up - determination is an important attribute. Remember, it only takes one break to a secure a new job! People tend to respond much more warmly to positivity and enthusiasm so try to keep as open a mind as possible during the application process, keep listening to advice, follow up all referrals and don't let your confidence be eroded by rejection.

