QUARTERLYFIT

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As we move into the second half of 2026, the recruitment market continues to present a mixed picture. Activity levels remain below the peaks of recent years, and some businesses are still approaching hiring decisions cautiously. That said, some encouraging signs are emerging, particularly in sales and business development recruitment, where we've seen a noticeable increase in opportunities and some excellent candidates entering the market.

One trend that continues is the gap between application volume and getting the right candidate. While many employers are receiving large numbers of applications, identifying the people who genuinely fit the role, the business, and the budget can still be challenging. In this issue, we explore some practical ways to improve interview outcomes and look at why recruitment can remain difficult even when candidate numbers appear plentiful.

We also explore ways businesses can think differently about role design, capability, and transferable skills.

In late June, we celebrated 22 years since Eclipse Recruitment opened its doors. We're grateful to the clients, candidates, and supporters who have been part of the "never-a-dull-moment" journey. Reaching this milestone in a constantly evolving industry is something we're proud of, and we appreciate the trust our clients continue to place in us.

As always, if you'd like to discuss a recruitment challenge, salary expectations, or opportunities within your team, we'd be delighted to help.

Best wishes

Lisa Hill
Managing Director

In This Issue

Recruitment Insider

Advice & insights to help find the right fit

This quarter's *Recruitment Insider* article looks at how to get better outcomes from interviews, and we explore what can cause a gap between the role and the market.

People & Culture

Fresh HR thinking for today's workplace

In this issue, we explore how managers can communicate effectively during times of change.

Salary Guidance

Up-to-date market salary information

With the volume of candidates currently applying for many roles, it can be tempting to assume businesses now have access to highly experienced people at significantly reduced salary levels.

One challenge we're seeing currently is a mismatch between the capability a business wishes to secure and getting the salary level right for the role. We take a look at how to find the right balance between salary and role expectations.

Legislation & Compliance

Employment & immigration law updates

A new Employment Leave bill is on the horizon to replace the Holidays Act.

The employment dispute system is open for public feedback from organisations and individuals on what works well and what could be improved.

We also touch on what's making immigration media headlines in the lead-up to the election.

Recruitment Insider

The Gap Between the Role and the Market

One of the more interesting contradictions in the current market is that many employers are receiving very high application volumes, yet still finding it difficult to identify the right candidate for the role.

On the surface, that can seem surprising. If there are so many people applying, why does finding the right fit still take time?

The reality is that application volume and candidate alignment are not necessarily the same thing.

Read the full article here

Getting Better Outcomes from Interviews

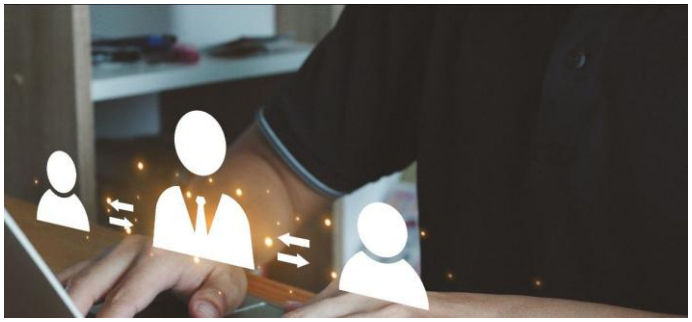
Interviews remain one of the most important parts of the recruitment process, yet many hiring decisions still come down to fairly broad impressions.

Comments such as “they interviewed well”, “good communicator”, or “seems like a nice person” are common feedback points after interviews. While those observations can absolutely form part of the picture, they don’t always provide enough insight into how someone is likely to perform in the role itself.

The most useful interviews tend to move beyond first impressions and focus more closely on how a person approaches their work, solves problems, and operates in different situations.

Click here to find out where interviews fall short...

People & Culture



Communication During Change

Most businesses go through periods of change at some point. Sometimes it's driven by growth and opportunity, and other times by economic pressure, shifting priorities, restructures, or tighter operating conditions.

While the type of change may differ, one thing tends to remain consistent: people pay close attention to communication during uncertain periods.

When communication is limited or inconsistent, people often fill the gaps themselves. Assumptions start to form, uncertainty grows, and small concerns can quickly become bigger distractions within a team.

For more tips on communication during change, read the full article on our website...

Salary Updates & Insights

Salary Expectations vs Role Expectations: Finding the Right Balance

With the volume of candidates currently applying for many roles, it can be tempting to assume businesses now have access to highly experienced people at significantly reduced salary levels.

While there is certainly more movement in the market than we've seen for some time, the reality is often more nuanced than that.

One of the most common challenges we're seeing at the moment is a mismatch between the capability a business is hoping to secure and the salary level attached to the role.

That doesn't necessarily mean the budget is wrong. Sometimes it's the role itself that needs refining.

Read the full article on our website...

Legislation & Compliance

Immigration takes Centre Stage

Paul Janssen - Manager, Turner Hopkins Services

Interestingly, while the media has been caught up in citizenship tests, English language and the various political parties rolling out their future approaches to immigration policy, one major, upcoming change has taken a backseat.

On 24 August 2026, the Government will introduce two new pathways to residence for skilled migrants, which will fill the existing gap that exists for tradespeople and technicians and those applicants with great work experience, but no formal degree.
Continue reading here...

Employment Law Updates

Proposed Changes to Leave Entitlements

The Government has introduced the Employment Leave Bill 2026, which is intended to replace the current Holidays Act 2003 with a simpler and more practical framework for managing employee leave entitlements.

The proposed legislation includes changes to how annual leave, sick leave, bereavement leave, family violence leave and alternative leave are accrued, taken and paid.

While the Bill is expected to progress through Parliament this year, the proposed implementation date is not until 2028. This is intended to provide employers, payroll providers and software developers with sufficient time to update systems and processes.

As the Bill moves through the parliamentary process, changes may still be made before the final legislation is passed. In the meantime, employers must continue to comply with the existing Holidays Act requirements.

For more information about the proposed reforms, visit the Employment New Zealand website.

Employment Law Updates continued

Government Seeks Feedback on Employment Dispute System

The Government is currently reviewing New Zealand's employment dispute system and is inviting feedback from employers, employees and organisations on how well the system is working in practice.

The review is seeking views on a range of issues, including how long employment disputes take to resolve, the costs involved, the role of employment advocates, and the wider impact disputes can have on businesses, employees and workplaces.

The consultation period is open until 31 July 2026. Businesses that have had experience with the employment dispute process may wish to consider whether they would like to contribute feedback.

Further information about the consultation process is available through MBIE.

Our Services

Permanent Recruitment
Temporary Recruitment
Candidate Skills & Aptitude Testing
Interview Coaching

We connect businesses with standout candidates across a wide range of roles. With experienced recruiters, local knowledge, and a commitment to personal service, we help you recruit with confidence. Our Services include:

Read more about us here...

Roles We Recruit

Accounting & finance

Administration and business support

Customer & client service

Marketing & communications

Sales and business development

Permanent & Temporary Positions

For further market updates, salary information or a general discussion on what the business and recruitment landscape looks like right now, we would love to hear from you.

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