

the QUARTERLYFIT

April 2021

For many of us the month of April heralds the start of a new financial year – a chance to review where we've been, and plan for what's ahead, taking on board the learnings of the previous year.

Well, what a year of learning it has been since that initial Level 4 lockdown back in March 2020! Somehow it feels like it was just yesterday and that it was a million years ago all at once!



Our look back over the year has included some real challenges, but also some wonderful opportunities and positive outcomes and experiences for our business, our team, clients and candidates alike.

What we've seen is that there is a good level of resilience among our clients. There has been plenty of recruitment activity – a sure sign that confidence is better than we all might have expected.

As we approach our 17th Anniversary we would like to acknowledge, and thank, our clients who have been on this amazing journey with us.

Kind regards,
Lisa

THE CANDIDATE LANDSCAPE

The candidate market remains competitive, (I think we've been saying this pretty much since the dawn of time!!). Great candidates are being snapped up quickly and we have commonly seen counter-offers and multiple offers going out to those superstar candidates.

Our top tips to keep ahead in the race are:

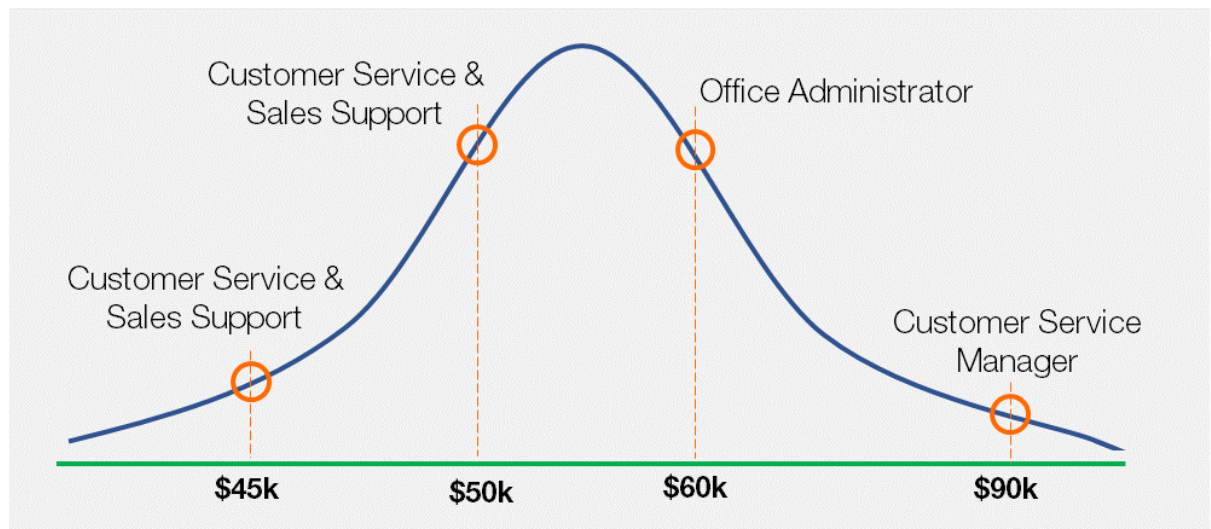
- Keep your recruitment process moving at pace
- Make sure you have a compelling offer
- Be cautious about needing to see millions of candidates – are they as good as the incumbent... they should be your benchmark
- Trust your recruiter!

If you are planning to recruit, please contact [Lisa](#) directly to discuss your recruitment strategy. Lisa is more than happy to offer advice and share her vast knowledge of market salaries and current market demands.

WAGE & SALARY UPDATES

Market Salary Update

Our salary information is taken from a selection of the permanent and fixed term contract roles we have recently recruited. To find out more about appropriate salary levels for similar roles through to senior management level, please [contact us](#).



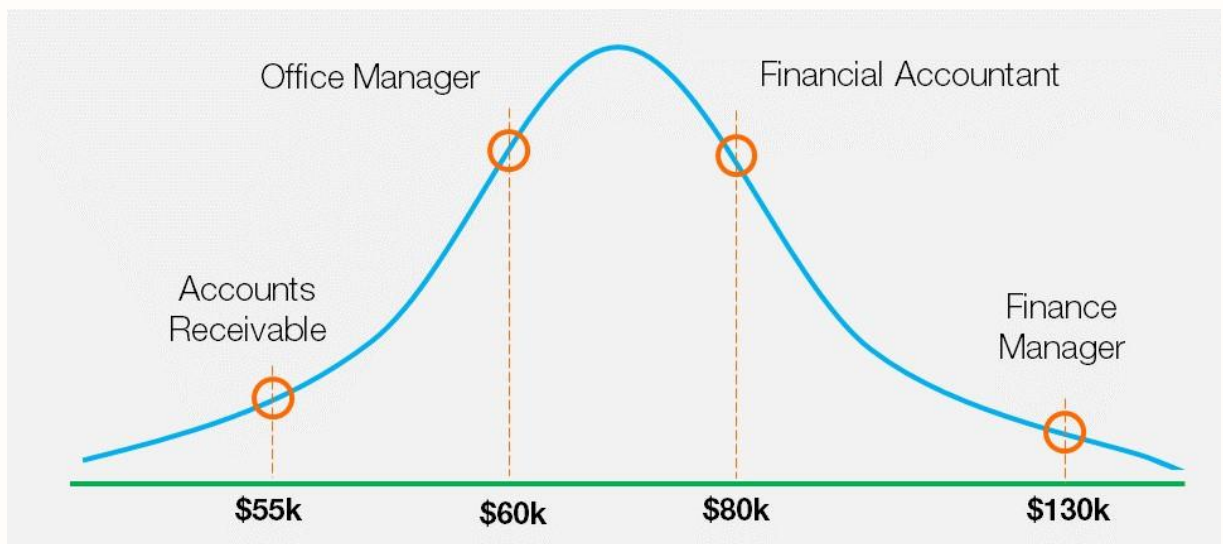
Customer Service

Customer service roles range from customer service administration/order entry through to team management. In the past quarter we have seen an increase in the requirement for customer service roles with the majority of these roles providing first level customer service and administration support. Typically, the salaries sit between \$50,000 and \$60,000.



Sales | Marketing

Sales and Marketing roles have a very broad pay scale. At the lower end you find your junior sales representatives and executives, or marketing graduates. At the upper end you will have sales managers, head of department, or national roles. The majority of the sales and marketing roles we have recruited recently sit between \$80,000 and \$120,000. These role types are sole charge marketing manager, account manager, digital/social media manager, and business development manager.



Accounts | Finance

Salaries in this category can vary depending on the size and scale of the business. Here we depict a range of 'typical' salaries we have recruited for. Where a candidate specialises, such as payroll, salaries can increase significantly.

Salaries can also depend on the complexity of the accounts and size of the business. For example, an office manager/company accountant, who looks after accounts for a small business, with less than \$2M turnover, could expect a salary of up to \$65K. That same office manager/company accountant, who manages the accounts for a business with up to \$10M turnover, would expect a salary of closer to \$80K. If they have a relevant qualification, then the salary may be higher again.

Employment Law Minimum Wage Increase

Effective 01 April 2021 the minimum wage increased from \$18.90 to \$20.00 per hour.

By now you will have advised your employees of the change and checked that the settings in your payroll systems and processes have been updated.



It is also the perfect time to review whether employees on training wages are eligible for adult wages, and that all employment agreements are up to date. Employment New Zealand has additional information to help you with pay relativity and business budgeting, which can be found [here](#). We recommend you have a quick read if you haven't already.

HELPFUL TIPS & TOOLS



Tips for successful video interviewing

The most critical part of conducting a successful job interview, via video, is to make sure you practice first. Avoiding any potential technical issues will mean you are confident about the process right from the start.

First impressions count. An interview is not just about your view of the candidate, but it is also their first perception of you as a potential employer. [Read more](#)



The hidden cost of unused leave – and how to protect your business

When times are uncertain employees like to 'save' their annual leave. In their view, if they lose their job, they have a financial buffer when paid out. This makes sense.

However, carrying annual leave is a debt on your balance sheet, and if too much is accrued, you're holding the risk: debt affects the amount of money you can borrow, and impacts your cashflow if things become tight. [Find out more here](#)

THE GOSSIP COLUMN



Women in Business - A Remarkable Journey with Tracey Melville-Smith

Thursday 15 April 2021
10:00am – 12:00pm

As the key sponsor of Business North Harbour's Women in Business, we are pleased to announce that Tracey Melville-Smith will be our next guest speaker.

Tracey is the Co-founder of The Remarkable Chocolate Company. Tracey prides herself on making local handcrafted, high-quality chocolates, that are sustainable and DELICIOUS!

If you would like to join us, please [register here](#).

We look forward to seeing you.

Welcome back Laura

Laura Keown may be a familiar face to some of you as she has worked with Eclipse Recruitment several years ago and recently re-joined our team as a business administrator. She ensures the smooth running of the Eclipse office providing support to the team and back-up to the Temporary Consultant and Accounts Administrators.

Laura loves to be the go-to person. She is energized by positivity and kindness and loves the buzz around placing great people into their next job.

We're thrilled to have Laura back on the team.

How do I attract more candidates? Call us today.

Very impressed with all candidates

"We were very impressed with all the candidates you put forward. Any one of them would be an asset to the company. If our preferred candidate had declined our offer, we could have extended the invite to any of the others we interviewed. Many thanks."

Andrew, 2021

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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Thank you

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