

BUZZ

RECRUITMENT


AGENDA

- ▶ Who we are
- ▶ Clubs NZ
- ▶ Current Employment Market
- ▶ Immigration
- ▶ Clubs Unique Selling Points
- ▶ What we can do to assist you

WHO WE ARE

BUZZ RECRUITMENT


- ▶ Christchurch Based, operating in NZ since 2006
- ▶ Dedicated Hospitality Specialist
- ▶ Nationwide recruitment with International reach
- ▶ 20 years recruitment industry experience, 30 years hospitality experience within restaurants, bars, hotels, FMCG and Sales
- ▶ Currently have over 35000 people in our database



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WE RECRUIT

- ✔ Executive
- ✔ Hospitality
- ✔ Lodges
- ✔ Catering
- ✔ Restaurants
- ✔ Bars
- ✔ Travel
- ✔ Tourism
- ✔ Sales
- ✔ FMCG

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CLUBS NZ

- ▶ Within Clubs NZ we are able to assist in the recruitment of the following positions:
 - ▶ Managers/GMs/Ops Managers
 - ▶ Function Event Managers and event staff
 - ▶ Kitchen Staff - incl. Executive chefs, Sous chefs and Chef de Partie and experienced banqueting staff
 - ▶ Front of House - incl. F & B Managers, Restaurant Managers, Bar and Duty Managers
 - ▶ Office and Finance Managers

CURRENT HOSPITALITY EMPLOYMENT MARKET

- ▶ 1500 jobs advertised on Seek.co.nz
- ▶ 2050 jobs advertised on Trade Me Jobs
- ▶ Severe shortage across New Zealand which I will address in further detail soon, especially Duty Managers and Chefs
- ▶ Sector is heavily reliant on the migrant workforce
- ▶ Wages are on the increase
 - ▶ Sector is booming off Tourism, CHCH rebuild, new hotels being built nation-wide
- ▶ Kiwis do not see Hospitality as a long term career

IMMIGRATION

What to consider when employing migrant staff

- ▶ Although we are not licensed immigration advisers, we understand the process
 - ▶ Target specific countries that will integrate into our culture and system easily
 - ▶ Risk vs Reward
 - ▶ Must pay Migrant workers on salary for any hours worked over 40 hour standard
 - ▶ As the median wage continues to rise, so will the wage/salary band for migrant workers



CLUBS UNIQUE POSITION

WHAT ADVANTAGE DO CLUBS HAVE WHEN RECRUITING STAFF?

- ▶ Stable employment
 - ▶ Not volatile like some stand alone restaurants and bars can be
 - ▶ Community values and environment
 - ▶ Family environment
 - ▶ Large network for career progression
 - ▶ Most clubs have car parking



HOW DO WE ATTRACT STAFF TO YOUR CLUB IN A CANDIDATE SHORT MARKET?

HIGHLIGHT YOUR BENEFITS

- ▶ Hours of work
- ▶ Health insurance
- ▶ Petrol allowance
- ▶ Staff meals
- ▶ Car parking
- ▶ Gym access
- ▶ Additional employer Kiwi saver contributions
- ▶ Staff Development
 - ▶ Training courses
 - ▶ Personal Development Fund
- ▶ KPIs

KiwiSaver™
Poua he Oranga



WHAT WE CAN DO TO HELP YOU

WE ARE NOT JUST RECRUITERS!

- ▶ Specialise in recruitment including access to a wider selection pool, including international candidates, additional job boards, social media
- ▶ Job Descriptions
- ▶ Assist with Interview Process if required; can include setting questions and/or actual involvement in interview
- ▶ KPIs
- ▶ Reference and/or Police checks
- ▶ Assistance with immigration process including working with Immigration NZ

THE BEST PEOPLE ARE NOT ALWAYS
LOOKING FOR JOBS, THEY ARE
ALREADY WORKING. TO HIRE THESE
CANDIDATES, YOU HAVE TO KNOW
HOW TO FIND THEM.

QUESTIONS???

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