

COMMENCING YOUR JOB SEARCH



Drawing up a defined list of 'must haves' for your next role is a significant first step. It is important to always be ambitious yet realistic with your career aspirations. Identifying your key drivers, deciding if you do in fact need to leave your current employer to achieve your desired outcomes, establishing a list of entities you'd like to work for and being available and visible throughout the recruitment journey are all areas we explore in this article.



1 GETTING STARTED

Prior to commencing your job search, please ensure that you have a clearly defined list of what you want your next role to entail. Always be both ambitious and realistic with your career expectations. A lot of roles will require you to have a certain qualification level alongside experience (paid or voluntary) which align with the particular positions you are seeking. Identifying key aspects of the roles you are looking at will keep you focussed when important decisions need to be made throughout your search.

2 KEY DRIVERS

What are your motivations? Identifying the key drivers that have resulted in you seeking a role elsewhere will help dictate and outline the type of role you are looking for and possible entities/organisations you may wish to be a part of. Are you seeking career progression, a new challenge, more money, a broader / more diverse client base? Is your boss a horrible person? Or is morale so low in your team that you cannot hack it anymore? When weighing up these particulars and variables, sometimes a move to a new company is not always the right answer.

It is always worth identifying whether your drivers would be better served with an internal move or an external move. Sometimes, a simple move to a different department within your current entity could satisfy the desire for a more diverse client base without the headache of jumping to a new organisation 20 km across town. Food for thought! We recommend that you write down your own personal values and the values you are seeking in an employer, so you can easily revert back to them at key stages of your job hunt.

Making a difference to the people making a difference

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3 HAVE YOU DEFINITELY MADE UP YOUR MIND? IS THIS YOUR FINAL DECISION? DO YOU REALLY WISH TO LEAVE?

Is there anything your current employer could alter that would make you stay? If there is, then we recommend you speak to your current boss about it. Would your employer be open to feedback about their glass ceiling? Have you checked that you've had the pay review outlined in your contract? Have you spoken to friends, colleagues or your recruiter about the strains, stresses and frustrations you find yourself facing? They may have found themselves in this exact predicament with this entity before and can chat to you about how matters have historically been resolved. If you are having issues with your direct line manager and feel that you cannot speak to them directly, we strongly recommend you speak to your HR department or their manager.

4 ESTABLISH A LIST OF THE TOP COMPANIES YOU WANT TO WORK FOR

Have a think about the organisations/hospitals/NGO's that may be interested in your skillset. Is there an organisation starting a new program that may be expanding? Consider organisations with an exceptional reputation, culture and retention rate. Speak to people who work within your particular domain. Your recruiter may have warm relationships with a particular entity and as such may be privy to openings that are not necessarily advertised.

5 TRACK WHERE YOU ARE APPLYING AND BE VISIBLE

Clients often explain to us that receiving numerous applications from the same candidate through different sources, particularly for a broad range of roles, can often diminish the authenticity of an application. Be sure to keep a log of entities and roles where you have sent your CV, alongside a list of recruitment agencies you have registered with or asked to represent you. Be sure to have your phone close by and we encourage you to be visible and responsive to the stakeholders that could be looking to speak to you throughout the process.

From a healthcare recruitment perspective, maintaining momentum throughout the hiring process is paramount. Decision makers in the not-for-profit and hospital environments can be extremely tough to 'pin down' and as such those arranging interviews are often working to a particular timeline. Being responsive and communicating in a timely manner is common courtesy and gives your potential employer the sense you are truly committed. All employers working within the health and wellbeing space prefer to work with proactive people so we encourage you to start as you mean to go on!

The team at Curamoir Healthcare Recruitment are always here to assist with any aspect of your job search. Just drop us an email or give us a call to discuss how we can help.

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