



**FRENZ**  
Recruitment & Immigration

# NEW ZEALAND MAKING THE MOVE

## INFORMATION & TIPS

If you've chosen to move to New Zealand, speaking as migrants ourselves, you've made a great decision! We're a country of diversity who enjoy the 'cruisy' lifestyle that puts a premium on work life balance and family.

This way, we can enjoy our little country -its breathtaking mountains, gorgeous beaches and adventure of all levels from family picnics on top of our volcanoes to foiling alongside dolphins.



## NZ's Employment Market

What's the lay of the land? NZ still has low unemployment and is in particular need of highly skilled workers. However, Immigration NZ have recently introduced requirements for employers to be able to hire those requiring visas, which are more arduous and costly.

Employers must apply for, and be granted, rights to (1) employ migrants (Accreditation) and (2) hire for a specific position-valid for 6 months (Job Check). Additionally, the hourly pay for visa holders is at least 30% higher than for NZ citizens or residents.

For this reason, employers have become increasingly discerning about who they hire on visas. Part of making yourself attractive to employers is easing the relocation process by being 'INZ ready.'

*To help you on your way, here is some basic info and for the job seeking and visa getting part of the journey to the center of the world!*

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# MOVING TO NZ

## CHEATSHEET

### STARTER LIST

- ✓ Have at least 7-8 months left on your passport expiry (and your family's)
- ✓ Get a police clearance for each country in which you've lived a total of 5+ years
- ✓ Compile your experience evidence: employment agreements, payslips, certificates of employment on your CV
- ✓ Apply for any certifications needed for NZ, e.g., EWRB for electrical roles



### DIY OR RECRUITER?

Depending on the role you're after, applying directly to an employer on a NZ job site may be an option. But we suggest a good recruiter can make better use of your first impression:

- Ensuring you're marketable
- Tapping into a strong network
- Earning top dollar
- Making you a priority

### WHAT TO KNOW ABOUT IMMIGRATION ADVISERS

Whether they're in NZ or offshore, Immigration Advisers (LIAs) must be licensed through the NZ Immigration Advisers Authority, and with a few exceptions, are the only ones allowed to give immigration advice.

Advisers adhere to a Code of Conduct and to the numerous and ever-changing immigration rules & NZ employment laws. Infringements can cause a loss of license, so they often stay focused on immigration and don't dabble in recruitment to avoid being seen as charging for employment.

### TIPS ON CHOOSING AN ADVISER

#### 1. Timing is a factor

Engaging an adviser before being offered a job has the benefit of getting direction on basic documents required and of basic visa needs.

#### 2. Put your eggs in one basket

Ideally your adviser will have a relationship with the employer and be familiar with the Job Check to avoid any 'gotchas' for the visa.

#### 3. Follow the money

For visa application cost quotes, make sure they include adviser costs, INZ application fees & NZ goods & service tax (gst).

Watch for high 'consult' fees often aimed to keep you financially tied to the adviser

### HOW TO CHOOSE A RECRUITER

#### START BY LOOKING AT:

- Site listed vacancies for quantity & quality
- Testimonials & experience
- What is involved in their process
- Industries served

*(Beware if a 'recruiter' or employer tries to charge for finding you a job. This is illegal in NZ!)*



**CONTACT  
US TODAY**

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[www.frenz.co.nz](http://www.frenz.co.nz)

The best first step is to get in touch with us by sending us your CV through an application.:

- for marine/boatyard
- for trade, technical and engineering

If you fit any of our current or potential roles, we'll get in touch with you to discuss your options and answer any questions you may have.