



BULLETIN 192 – July 2010

Recruitment Tools

Replacing a staff member is, on average, one and a half times their annual salary, according to research. When it comes to recruiting the right candidates, it seems logical that the company views the cost as an investment rather than a reluctant expense, because retaining key personnel and attracting the right candidates are vital to a company's success. A great stable team is the cornerstone of any organisation and goes a long way in combating absenteeism, reducing workplace stress and conflict and affecting productivity.

To help you reduce risk

Interviewing is only one method of staff selection. The costs related to recruiting involve not only direct recruiting costs, but can also include psychometric evaluation. When used professionally and correctly, they form an essential tool in the selection process. Quality profiling and ability testing provide measureable and impartial insights into an individual's likely (unseen) behaviours. They are proven methods of reducing the risk associated with staff selection and exponentially improve your chances of appointing high performing staff.

The best result

Unfortunately psychometric evaluations have, in the past, been oversold as the panacea, the infallible solution to finding the perfect employee. This is definitely not the case! Specific tests are used to measure specific criteria - the "one size fits all" type of test is far too vague and insubstantial. Also, a personality test on its own has no predictive validity. The best result = interview + reference checks + ability test + personality profile + motivation questionnaire.

Advice

If you find you need help or advice with any of these tools mentioned above, we are only a phone call or email away!

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Sales & Marketing

LW116 BSc Hons (Physiology) – 3 yrs exper pharma industry marketing/sales/reg affairs support. Above average candidate, mature & intelligent with 'attitude' and passion seeking career progression in medical sales role.

LW117 MSc (Medical Sciences) – Sound hands-on lab exper progressed to med lab sales, product specialisation & mgmt in scientific arena. Broad product knowledge suits diagnostic, life science R&D & industrial markets. Highly exper & capable sales prof enjoys cutting edge tech & autonomy. Seeks role \$80k ++

LW120 BSc (Ecology) – 4 yrs practical exper incl lab bench work + 5 yrs Account Mgmt diagnostic, life science, research & industrial markets. Ready for next career move in product, marketing or sales mgmt. Pref Akld/Waikato territory.

LW121 MSc (Biological Sciences) – Research Scientist with 10 yrs lab exper immunological techniques + 2 yrs Account Mgmt scientific sector. Highly effective sales professional with excellent technical understanding. Self-starter & team player seeks new opp.

LW122 BSc Hons (Cellular & Molecular Biology), PhD – NZ qualifications + solid background lab work genetics & oncology for both research & diagnostic purposes. Past 6 yrs in Product Support & Applications roles specialist diagnostics products in healthcare market in UK. Now seeks return to NZ, sales or applications role.

LW123 BSc (Chemistry) – Paint & coatings specialist chemist with solid UK & NZ technical sales exper. Sharp & intelligent professional seeks new options in sales. Flexible regarding industry but prefers Auckland base. \$80k neg.

Management

NS37 MSc (Hons) Chemistry, Dip IT - 15 yrs exper pharma industry. Audits, calibration, validation, method develop. Outstanding analytical chemist with expertise in mgmt integrated IT systems for lab/IT interface reports, planning. Seeks perm or temp role. Open to any opportunities. Available immediately.

Food

NS51 NZIFST Prof Member, IBD, Assoc Member Brewers Guild NZ – 20 yrs exper beverage industry. Expert QC, QA, sensory evaluation, training, taking new products to market. Prof & technically strong candidate seeks role in food & beverage industry. \$65k.

NS52 B Tech (Massey) – Food Tech with 7 yrs exper NPD & tech support. Confident, dynamic prof with good comms skills looking at moving to Akld. Worked with biggest brands in NZ. Exper with meat, meat products, petfood & dressings & sauces. NPD, cost reduction, technical support & process improvement expert.

LW125 PhD Nutritionist/Wellness Manager (Corporate) – Extensive exper with global co's in QA, nutrition, labelling, marketing, advising, technical writing. Seeks challenging role in health / food / nutrition/ manufacturing. Outstanding international exposure. \$70k

Operations/Logistics

SD168 BE, PG Business Admin- Broad mgmt exper across various disciplines including BDM, sales, operations, project mgmt & logistics. Science quals to understand product & great ability understanding customers business. Personable, interacts well at all levels. Seeks Auckland, Brisbane or Melbourne based role to utilise quals & background exper.

Maintenance Engineering

SD172 Maintenance Engineering Manager - Fitter turner trained in food industry. Significant food & beverage exper including project management, team supervision & co-ordination, planning, etc. Good all rounder looking for NZ wide opportunities.

Service Engineer

SD179 Industrial Electronics Apprenticed, Adv Trade Cert, ESTA&B – David Forman training Cust Services & Comms. Over 20 yrs graphic & medical imaging systems exper, leadership & business mgmt. Good natured, efficient with sound judgement & positive approach. Seeks tech challenging field role, Akld based.

NEED A TOP PERFORMER?



Laboratory

NS49 Pharmaceutical – Extensive UK exper, 5 yrs cGMP, FDA/MHRA guidelines & audit exper. HPLC testing, troubleshooting, method develop & validations. Proficient SOP revision, CAPAs, change controls & IQ/OQ/PQ docs. Competent, motivated & driven. Willing to relocate.

NS56 MSc (Texas) (Biochem & Micro) – 2 yrs Biotech research exper. 4yrs exper development chemist mainly acrylic polymer chemistry. Fast learner, adaptable, open to consider industries. Returning to NZ. Available August.

Microbiology

NS55 BSc (Food Science) – Outstanding microbiologist in QA industry. 2 yrs progressive career as lab technician. KTP, IANZ signatory. Confident, ambitious, personable. Seeks the 'next step up' preferably in manufacturing.

Quality Assurance

NS54 BSc (Chemistry) – 3 yrs QC Analyst exper. Method development, writing SOPs & QC testing on HPLC, GC-MS, GC, AAS, XRF, UV-Vis & FTIR. Fast learner, hard-working prof promoted to senior analyst in 1 yr. Excellent team player. Now seeking career QA role. Akld based.

LW118 BSc, (Food Tech, Cert QA, Internal Auditor) – 10+ yrs Research/QA exper food & pharma environs to senior & leadership level. Broad knowledge HACCP, GMP, ISO, MAF regs for USA, EU & Asia markets. Auditor & trainer. Ambitious yet excellent team player. Suit medical devices / Pharma / Food role, \$70k.

Production/Manufacturing

NS50 Biochemistry & Microbiology quals – 17 yrs pharma/sterile prodn exper. Progressive career with exper production technician, QC, supervision & QA. GMP, ISO & NZFSA audit exper. Open to new opportunities – QA/QC/Production. Immediate start.

NS57 BSc – 5 yrs exper chemical / mfg, 2 yrs exper polymerization & resin mfg + 4 yrs compounding exper with adhesives & acrylic emulsion. Approved handlers' cert & forklift license. Immediately available.

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Scientist

LW126 PhD Immunology – Excellent exper flow cytometry, immunodiagnostics, histochemistry, cell markers, molecular biology etc. Outstanding teaching, R&D, research scientist seeks role suited to 20+ yrs high technology exper. \$75k+

Temporary/On-hire Staff

NS53 Qualified & exper temp staff available for QC/QA/Lab Tech roles in micro & chemistry including instrumental chemistry. Food / pharma / chemical industries. Manufacturing & production technicians also available at short notice for short-term / fixed-term contracts.

Contactors

LW115 PhD Chemistry, MBA - Extensive exper Tech, R&D, NPD, GM. Extensive hands-on & strategic mgr with offshore exper & exposure to petroleum, plastics, packaging & chemical manufacturing sectors. Seeks contract or permanent management role. Akld base preferred.

LW124 BSc (Agricultural Biochemistry) – Consultancy in technical, managerial & scientific areas. Projects, training & materials, safety & audit, product contamination issues, risk mgmt, performance monitoring, strategic planning, regulatory affairs, QA & audits.

SD178 C&G Mechanical Engineering Technology, PG Maintenance Mgmt – Pharmaceutical processing, design, commissioning & de-commissioning. Equipment modification + technical support mgmt with 30 yrs in pharma industry. Will add exceptional value as Contract Engineer &/or Project Manager. Proactive, compliance focussed. Looking for contracts NZ or international.

New Graduates

NS58 BSc (Biology & Marine) – outstanding vibrant grad with great communication skills. Driven & ambitious, this graduate will fit in any team. Looking for career starter role. Available immediately.

LW119 BSc (Biomedical Sciences) – New grad with passion to apply knowledge in research role related to biomedical sciences. Fast learner seeks entry level position \$40k.

Environmental

SD177 MPhil, BA (Geography & Environmental Science) – Environmental Management /Law /GIS Systems / Planning. Exper in monitoring air & water systems, compliance, oversight & enforcement from audits ISO14001, industry inspections & permit mgmt. Engaging, determined, positive. Will soon gain results & take the lead. Looking for NZ wide opportunities, Auckland based preferred. Available from September 2010.

Electrical & Electronics

SD175 Service Engineer. Broadly exper electronics / electrical technician with exper in variety of sectors. Most recent role as biotech service engineer installing & maintaining autoclave bioreactors & integration equipment with on-site services. cGMP legislative requirements ensured. Previous team management up to 8 technicians & engineers. Positive, proactive relationship builder. Looking for opportunities NZ wide.

SD176 BE Electronics/Computer Engineering. Exper R&D Engineer (over 13 yrs) with hands-on prototyping, R&QA, EMC & safety testing. Exper includes high tech telecommunications, mix signal design, human interface electronic / mechatronic systems. Looking for mechatronics or similar opportunities where previous exper or cross over creative & project leadership skills may be best utilized. Prefers Auckland based opportunities.

Technical Management

SD180 Trade Certificate Electronics – Significant product sourcing, product development, design oversight +QA/QC. Asian factory relationship management. Component sourcing including plastics, audio, electronics, metals. Looking for innovative growing company. Available now for Auckland based roles.

Instrumentation & Controls

SD145 HNC & OND Aeronautical Studies – Very exper Team Leader / Manager in high technology environment. Auditing (testing calibrating) to ISO9001/ISO14001 standards. Excellent supervisor / manager for precision test house environment. Arriving from UK mid August 2010.

The art of choosing men is not nearly so difficult as the art of enabling those one has chosen to attain their full worth.
- Napoleon Bonaparte

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