

# NorthEast JOBS

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◆ **ACTION:** Utilising video to showcase your skills is another way to advance in your career in 2018.

## How to get a job in 2018

JOBSEEKERS will need to make their CV and online profile algorithm-friendly, add video to supplement their personal brand and be aware of the new 'find and engage' model of recruitment to be successful in their 2018 job search, says recruiting experts Hays.

"The world of recruitment is rapidly evolving as employers and recruiters turn to digital technology and data science analytics to identify suitable professionals," says Nick Deligianis, Managing Director of Hays in Australia & New Zealand.

"Rather than relying on advertisements, which only identify people who are looking at that particular point in time and often produce a high percentage of unsuitable candidates, the best recruitment practices of the past and existing candidate relationships are now combining with emerging technologies to precisely pinpoint suitable candidates.

"This makes a quality online profile that's algorithm-friendly, uses video to further demonstrate relevant expertise and uses keywords relevant to your industry and profession essential in 2018," he said.

### Advice on how to get a job in 2018:

1. Adapt to the new 'find and engage' paradigm: The advent of data science and artificial intelligence is seeing recruiters and organisations shift away from the historic and conventional 'Advertise & Apply' concept towards examining large amounts of data to prepare shortlists of the most suitable people. Extrapolate meaningful patterns and gauge how open to new job opportunities a potential candidate is. To be identified as a suitable candidate keep your online profile up-to-date and algorithm-screening friendly (see point 2) and engage through LinkedIn or other social media with your preferred recruiter.

2. Create an algorithm-screening friendly online profile and CV: 27 per cent of today's jobseekers have modified their CV and online profiles in response to automated and machine-learning algorithms that screen initial applications (current website survey findings).

Use keywords relevant to the jobs you apply for on your CV and online profiles and rather than ignore your LinkedIn profile summary field use the full character count to highlight your successes, skills and value using appropriate keywords.

Format your CV appropriately so it contains the content AI recognises, don't use unusual job titles (even if that means you change yours to an industry-standard title on your CV) and unless you are a contract or temporary worker do not change jobs too frequently as turnover can be factored into the criteria AI screens for.

3. Use video to enhance your personal brand: Employers are impressed when they search a candidate on Google and in addition to strong LinkedIn activity they can view short videos related to their area of expertise.

Whether it's a video of a presentation you've given or a short tutorial, this content is a powerful way to highlight your expertise.

4. Upskill, continuously: In a similar vein, recognise the need to continuously develop your skills.

The current rate of technological change means your knowledge and skills have a shorter use-by date, so stay on top of the latest trends relevant to your job or industry and upskill accordingly.

This could be through on-the-job stretch opportunities, massive open online courses (MOOCs), reading professional literature, attending conferences, seminars or webinars, viewing or listening to relevant online content (such as TED talks) mentorships and or membership of a professional organisation.

5. Expect initial video interviews: Be ready for initial interviews over video technology.

Make sure you are comfortable looking into the camera, speaking into the microphone and avoid the temptation to look at your own image on the screen.

Consider the location and what's behind you in frame.

Convey that you are listening, interested and enthusiastic.

6. Become adaptable and inquisitive: While the jobs of the future and the technical skills they'll require are constantly changing (and therefore necessitate continuous upskilling, as per point 4), an adaptable and inquisitive attitude is your best defence against becoming unemployable.

A willingness to learn along with interpersonal, communication and organisational skill are important too.



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### Warehouse Team Leader - Contract Packaging and Processing (CPP)

An exciting opportunity exists to join the Merriwa team as Warehouse Team Leader for our Contract Packaging and Processing Division based at Greta Rd, Wangaratta.

Merriwa Industries is recognised as one of Australia's leading Supported Employment Enterprises, providing integrated employment opportunities and community support services for people with disabilities, families experiencing hardship and vulnerable children.

The CPP Warehouse Team Leaders role is to support the Logistics Coordinator in the safe and efficient operation of the warehouse to achieve customer's requirements.

### Key Selection Criteria

- Qualifications and/or experience in Frontline Management or Warehousing Operations
- Knowledge of good warehouse practices
- Strong leadership skills with the ability to lead a small team
- Ability to work as part of a team to complete business goals
- Good written and verbal communication skills, and sound computer skills
- Current Forklift licence and Police Check

Applications addressing the Key Selection Criteria, with a CV and cover letter can be emailed to [cameron.gillies@merriwa.org.au](mailto:cameron.gillies@merriwa.org.au) or posted to Merriwa - Attention Cameron Gillies, PO BOX 392, Wangaratta 3676.

For further information or for a copy of the Position Description, contact Cameron Gillies - Contract Packaging and Processing Manager on 03 5722 7616.

Applications close 5pm, Friday 23 February 2018.

### Dental Nurse

Required for Benalla and surrounds.

Experience preferred but not essential.

Phone 0447 336 616

### Phoneyour advert

03 5723 0101

Beechworth Indian Restaurant is looking for reliable restaurant all-rounder and experienced

### Chef/ Cook.

Should have sound knowledge of Indian Cuisine and willing to learn.

Please mail your detailed resume to [beechworthrestaurant@gmail.com](mailto:beechworthrestaurant@gmail.com)

## PRECINCT BAR & RESTAURANT

### CHEF

We are seeking a highly motivated, passionate chef to work in our restaurant to help with our lunch and dinner service as rostered. You must be capable to work autonomously and with the Head Chef. You must have a can-do attitude, be a team player with great communication skills. You need to have flexibility to undertake a variety of tasks.

This position involves to work weekdays and weekends. Great opportunity and working conditions.

To apply for this position, or for further details, please send an e-mail at [info@precinctbar.com.au](mailto:info@precinctbar.com.au) or bring your resume in person.

## APPRENTICE PRINTER

Award winning newspaper publisher, North East Media, has a vacancy for an apprentice printer to work at our state-of-the-art press facility in Wangaratta, where the Wangaratta Chronicle and more than 10 other regional newspapers are printed.

The successful applicant will be committed to completing the four years of training, during which they will be taught all facets of newspaper printing.

Applicants must be self motivated, reliable and be able to work in a close team environment.

This is a full-time position of 38 hours per week, but some flexibility will be required.

If you are looking for a new challenge in an energetic and stimulating environment with a long standing publisher, we would encourage you to forward your covering letter and CV (including three referees) to:

Danny Fogarty,  
Print Manager,  
North East Media  
PO Box 221, Wangaratta VIC 3676  
[dfogarty@nemedia.com.au](mailto:dfogarty@nemedia.com.au)

All applications are regarded as private and confidential. Award wages apply.



## WANGARATTA Chronicle

## THE ROLE OF PUBLISHERS

### Advertisers please note!

Much hardship and difficulty is caused to job seekers by misleading advertising placed in the employment columns.

Our Employment column is reserved for advertisements which carry a specific and genuine offer of employment.

Ads for 'Business Opportunities', 'Commission Only' training courses and employment services should be submitted under those headings.

Placing misleading ads is an offence against the Trade Practices Act and state/territory fair trading acts and all advertisements are subject to the publisher's approval.

For further advice, contact:

The Australian Competition and Consumer Commission on 1300 302 502 or your state consumer affairs agency.

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