

# Placement Partner

ISSUE NO 1

RECRUITMENT INDUSTRY NEWSLETTER

3rd QUARTER 2006

## ON A PERSONAL NOTE....

Hello all, and welcome to the first edition of **PLACEMENT PARTNER**. The name says it all - we want to be your placement partner of choice! The aim of this newsletter is to add value to all aspects of your working lives by keeping you up to date with changes, developments and opportunities in the marketplace. Whether you're looking to move or are just interested in what's happening in the job market, we hope to be your source of information to help you keep abreast with the times. In order to do this we need your help. Your comments, criticism and feedback are vital to this newsletter being a success. So, please give us a shout and let us know what you think, and more importantly what you want to talk about!

We are in the last quarter of 2006 and it seems like the year has flown by! During this year, there have been a number of exciting developments at MCT, which is good news to those of you who have already submitted your CVs to us, or those that plan to do so in the future! In April Greg Martin joined us as General Manager, bringing with him, not only a proven track record of performance excellence but also invaluable insight and experience in both operational and strategic Sales and Business Management. Greg has a management style that focuses on achieving results, and creating opportunities for you our candidates. To this end, we have expanded our recruitment service to include opportunities in Media, Communication and Advertising.

Other changes at MCT include appointing new Recruitment & Business Development Consultants and a full upgrade of our computer software package, which will allow us to communicate with you more effectively and make the processes within our organisation more efficient. Our aim is to make a difference in your lives.

All in all, a busy year at MCT - we have merged, grown, included new divisions and attracted the very best in the industry with the goal of being 'your partner in recruitment'.

Don't forget to tell me what you think of this issue of **PLACEMENT PARTNER**, by mailing me at [mail@mctmarket.co.za](mailto:mail@mctmarket.co.za). I look forward to hearing from you!

Best wishes,

**Maria**

**PS:** Be sure to enter this issue's competition and win a week end away to Sun City!



## THE FIRST STEP TOWARDS YOUR DREAM CAREER

In today's job market landing yourself that dream job is not easy. The standards to even entry level jobs are very high. No longer does a degree alone guarantee you a position in a desirable company. The competition is immense and keeps getting stronger. So how does a person set themselves apart from the rest?

We asked a few "Bluechip" employers to give us some insight into what they look for in candidates and what problems they encounter when trying to fill positions.

### In short, employers keep an eye out for the following attributes when looking to fill positions:

- **All round business skills.** This entails having a thorough knowledge of the workings of a business. From marketing and sales, to the financial and logistical aspects of a company. This develops the necessary analytical, decision-making and financial skills needed to be affective.
- **Thinking of the business as your own.** Be passionate about what you do and think about how it affects the bigger picture. Understand what the shareholders are looking for in terms of Return on Investment (ROI) and how you can assist in achieving these objectives. Know that your contribution can make a difference.
- **Knowing the business' position in the market.** Having an idea of where your company is currently positioned relative to past performance and competitors is vital to long term success. Your willingness to take corrective action if need be is also imperative
- **Knowing when to move and when to stay put.** You need to stay long enough in your job to develop the analytical, decision-making and financial skills to effectively add value. Moving too quickly "through the ranks" can have disastrous effects if you lack the added depth and insight that the new position is looking for.

### Employers find the following areas concerning when trying to fill positions:

- General lack of problem solving and decision-making skills.
- Lack of commercial and business acumen. Even postgraduate commerce graduates have a general lack of business insight.
- Career seekers apply for positions, which they do not have the required skills for. Do not apply if you do not meet the requirements.
- Career seekers who are not realistic about their skills and experience. An introvert would do themselves an extreme disservice if they apply for a sales position.
- Lack of preparation for the interview. Career seekers do not research the position, company, key areas of responsibility (KRA's), culture and style.

The general consensus is that whatever you do, make sure your reasons for moving are the right reasons. Moving for **purely** financial reasons is not sufficient. Other factors such as career growth and development must also be part of your motivation.

At MCT we pride ourselves on our relationships with our clients and candidates. Our ethics ensure that we respect candidate privacy and confidentiality and, simultaneously clients' human resources development (HRD) and business objectives. We have excellent relationships with our candidates and although we regularly follow up to track their progress, we will not approach any placed candidates with new career opportunities unless they indicate an express intention to move. This being said, we are **your** partner in recruitment and encourage you to include us in your career growth and development plans. Please feel free to contact us for any advice you may require!

## WIN A WEEK END AWAY FOR TWO TO SUN CITY!

In order to achieve our data integrity objectives we are offering career seekers who log onto our website to "update current details" or "refer a friend" the opportunity of winning a weekend away to Sun City

So visit us now at [www.mctmarket.co.za](http://www.mctmarket.co.za) to update your details and to refer a job seeking friend. The more quality candidates you refer to us, the more chances you have of winning!

All respondents will be entered into a lucky draw. The winner will be chosen at a random draw and will be notified by e-mail on **30 November 2006**.

All responses received prior to this date will be included. **Visit us now at [www.mctmarket.co.za](http://www.mctmarket.co.za) and win!**



POSITION	PACKAGE
Marketing Manager - Financial Services (EE position)	R 420 000
Marketing and Communications Manager - International Trade Relations	R 200 000 negotiable
Communications Manager - Financial Services	R 420 000
Category Accounts Manager - FMCG	R 350 000
Brand Manager - Food Service (EE position)	R 300 000
Brand Manager - FMCG	R 350 000
Brand Manager - Health and Beauty	R 350 000
Senior Research Executive	R 200 000
Human Resource Specialist (EE position)	R 300 000
Sales Analyst	R 220 000
Sales Representative (on premise)	R 180 000
Brand Ambassador	R 180 000

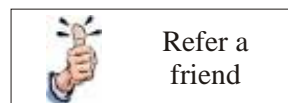
For a more comprehensive list of all career opportunities available visit us at [www.mctmarket.co.za](http://www.mctmarket.co.za)

## On the Lighter Side...



### Employers were asked to list the "Most unusual" questions that have been asked by job candidates.

- "What is it that you people do at this company?"
- "What is the company motto?"
- "Why aren't you in a more interesting business?"
- "What are the zodiac signs of all board members?"
- "Why do you want references?"
- "Do I have to dress for the next interview?"
- "I know this is off the subject, but will you marry me?"
- "Will the company move my rock collection from California to Maryland?"
- "Will the company pay to relocate my horse?"
- "Does your health insurance cover pets?"
- "Would it be a problem if I'm angry most of the time?"
- "Does your company have a policy regarding concealed weapons?"
- "Do you think the company would be willing to lower my pay?"
- "Why am I here?"



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