



# Let's remove the job-hunting obstacles

Emily Zhang

Nov.2021

# Emily Zhang

**HR business partner**

**Recruiter**

**Career advisor**

- Born and grown up in China
- Experience from China - HR
- Master's degrees – from China and France
- Moved to Norway in 2009
- Start to work in Norway since 2010
- Working as recruiter/headhunter since 2011

# Work Experience

2011 – Now Senior Recruitment Consultant **NES /Aker Advantage Solutions AS**

2010 –2011 HR (intern) **Aibel As**

2010 –2011 Social Activity Assistant **Bydel Vestre (Part-time)**

2006 - 2009 HR Manager /HRBP **Haicheung Trading Ltd.**

2005 –2006 HR Supervisor / HRBP **Hubner Interface Systems**

2002 –2003 HR Consultant **Genshen Management Consulting**

1997 – 2001 Project coordinator **Det Norske Veritas**

1995 –1997 HR **Vivid Dragon Shipping**

# Typical job-hunting obstacles

Emily Zhang





shutterstock.com · 251520754



# Standard recruitment process



# Job Hunting Process



# Typical obstacles

- Wrong target
- Lack of bridges to the targets
- Communication obstacles





# Target

- Target role I want to apply now
- Target role for your career life
- Target a career path

Identify your right target

**Fundamental step**

# Find your propriate target

---

- Analysis of myself
- Analysis of the market
- Analysis of the available chances
- Find your **unique** selling points –

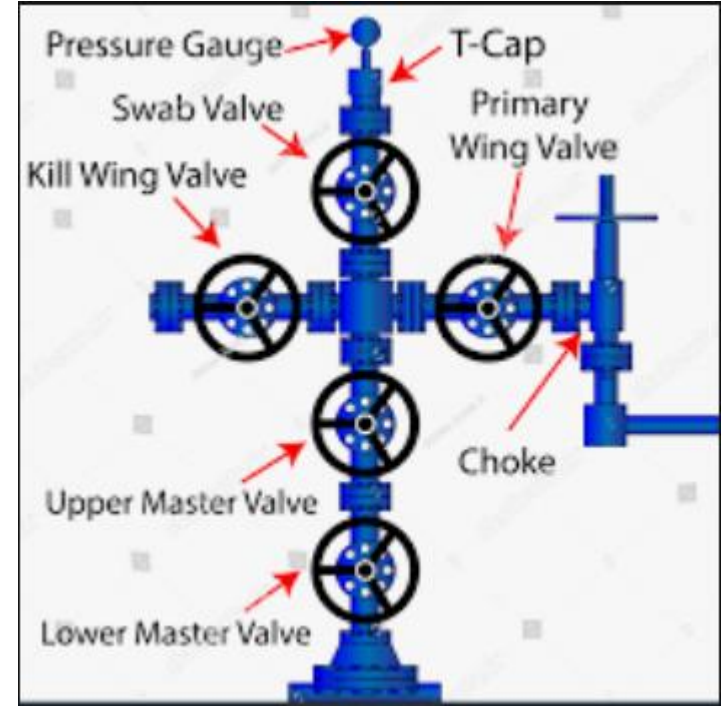
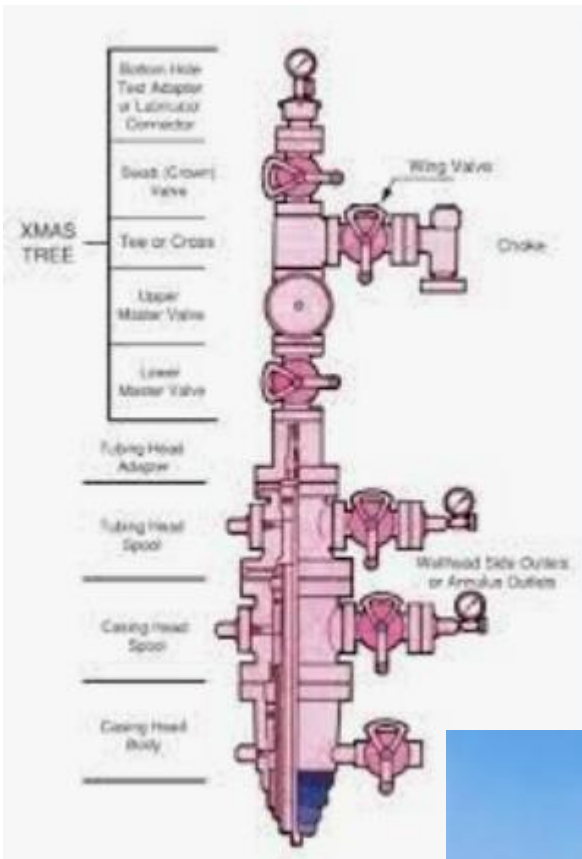
**I am the UNICORN you are looking for!**



# Typical Targets & Traps

- Starting point in the market
- I am not satisfied here
- This looks interesting
- Career development
- All possible – follow my fate
- Nothing is possible
- My next job will be all perfect
- One step to the target
- $A = A?$   $A = B?!$
- Opportunity costs
- Moving targets

# X-Trees



# Bridges & Traps

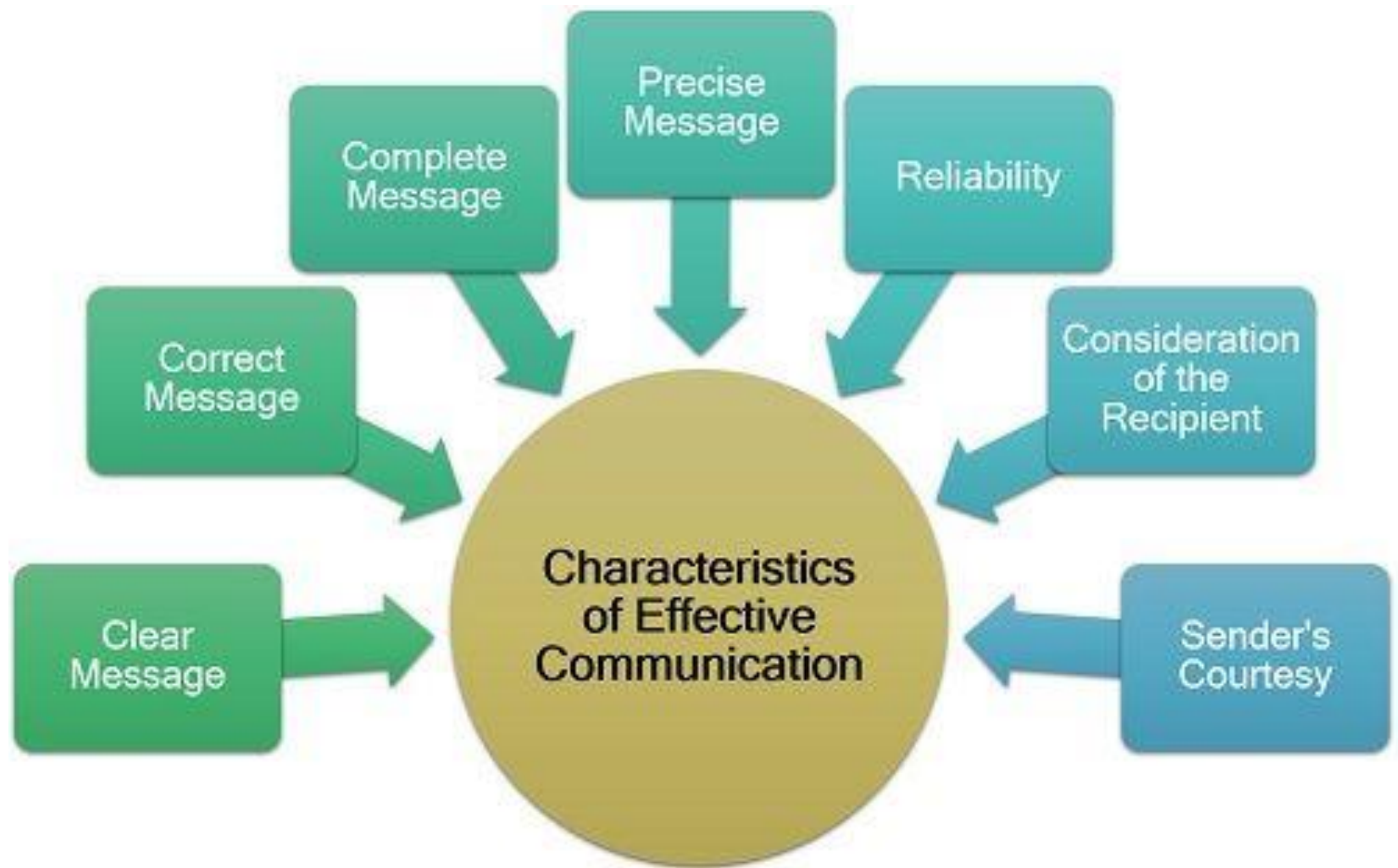
- Job Advertisements
- Networking
- Headhunters
- Social Media
- Quantity helps
- One fit to all
- Zero usage vs. Overuse networks
- Headhunters vs. Apply myself
- Social Media = LinkedIn

**Hard to build up a bridge**

**Never burn any bridges**

# Effective Communication





# Different interests

Hiring Managers' interests

Productivity

Fit to the team

Loyalty

Availability

Candidates' interests

Competences

Career

Salary



# Traps in Effective Presentation

- Mispositioned
- Selling points missing
- Misalignment in communication
- Effective communication
- Actions more powerful than words
- Culture awareness

# Hired-ins vs. Permanent staff

- Differences
- 3-4 years regulations

Requirements for permanent positions following long-term temporary employment

Depending on the basis on which the employee was temporarily employed, he or she will be entitled to a permanent position upon appointment for more than three or four years.

BASIS FOR TEMPORARY EMPLOYMENT	ENTITLEMENT TO PERMANENT EMPLOYMENT
Temporary employment as cover staff and temporary employment on a general basis	Considered to be a permanent employee following temporary employment of more than three years
Temporary employment because the work is temporary in nature	Considered to be a permanent employee following temporary employment of more than four years

# Impact of Covid-19

- Covid Illness
- Temporary lay-off
- Lack of social contacts with colleagues
- More challenges with Meeting on Teams
- Disrupted by small kids
- Travel restrictions

# Impact of Covid - 19

- Less stress with meetings
- Less business travels
- Taking care of Family
- Work remotely possible
- Split of work location possible
- Less labours from outside Norway
- More jobs for local labours

# Legal

- Things outside of labor law
- Lay off, temporary lay-off
- Fired - Dismissed – Lay off
- Sick leave
- Sick child leave
- Overtime
- Maternity leave, paternity leave – NAV regulations
- Responsibility, obligations for employers and employees.
- Holiday, leaves, pension, notice period. Probation period.

# Other

- <https://www.nho.no/en/english/articles/basic-labour-law/>
- <https://lovdata.no/dokument/NLE/lov/2005-06-17-62>



Q & A

Good Luck!

Lykke til!

祝你好运!

