



# Understand How Employers Recruit

## And Improve Your Chances

Understanding how the employment market works and how companies find their next employee is the first step in knowing how you can position yourself for the best opportunities, and take the most effective steps for your circumstances.

The first thing to know is employers are inherently risk averse and the recruitment process is designed to limit risk and cost. So, companies are going to use their low risk and low cost options first, ie who internally can be promoted or who do they already know in the industry and have proven skill set and credibility.

Individuals are also inherently risk averse, so typically starting at the least risky option, which is to search the numerous job boards and then submit an application to an advertised position. No risk of having to put ourselves out there, pitch our value or approach someone for a meeting and feel uncomfortable and nervous.

The problem with this approach is the first step many employees take is the last place an employer looks.

### **Olos Careers**

from end to beginning

**email:**

[hello@olos.com.au](mailto:hello@olos.com.au)

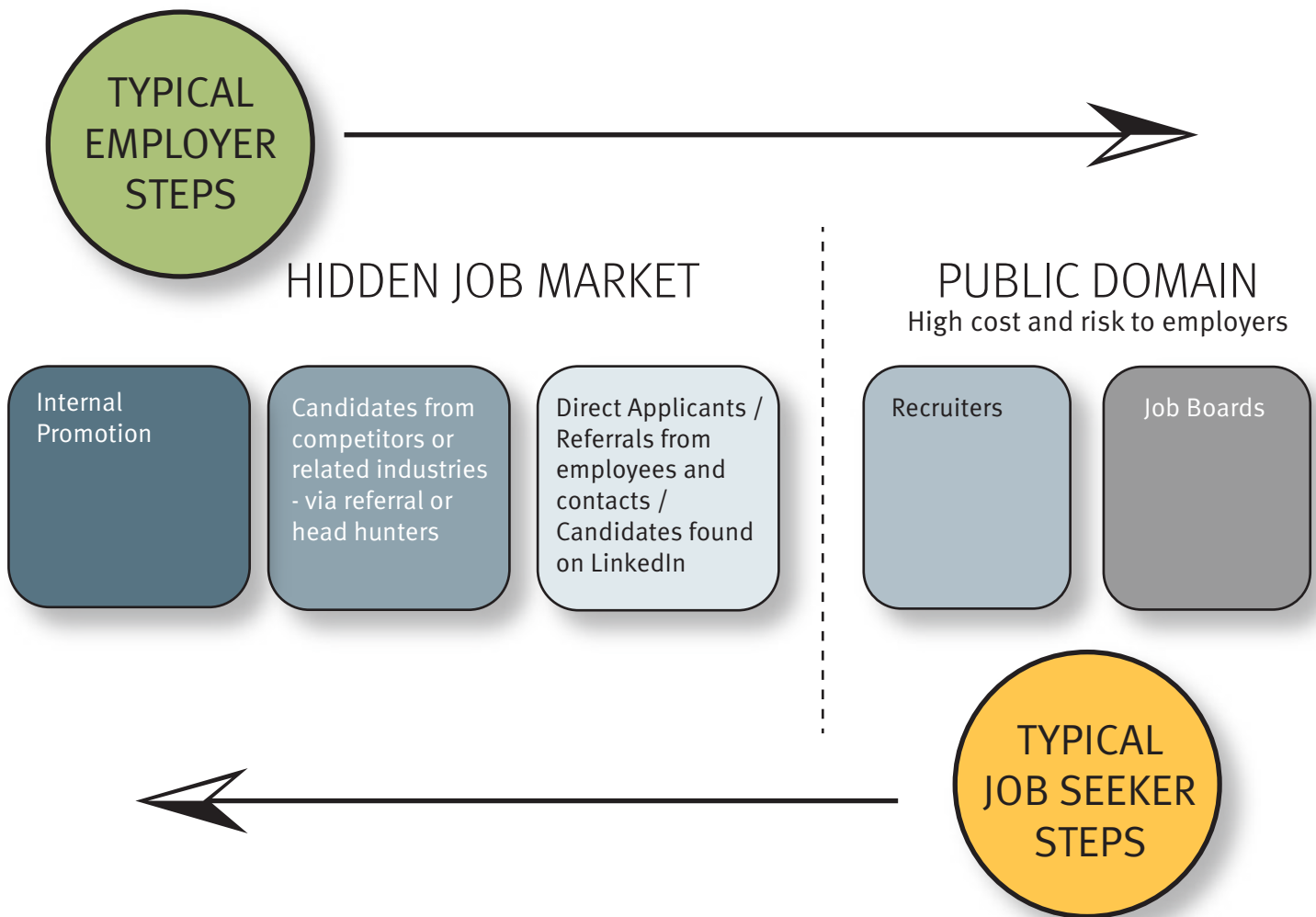
**web:**

[www.olos.com.au](http://www.olos.com.au)

**postal:**

PO Box 512 Paddington, NSW 2021

**OLOS**  
careers



## What Stage Are You At?

Depending on your individual situation different stages will be most relevant.  
For example:

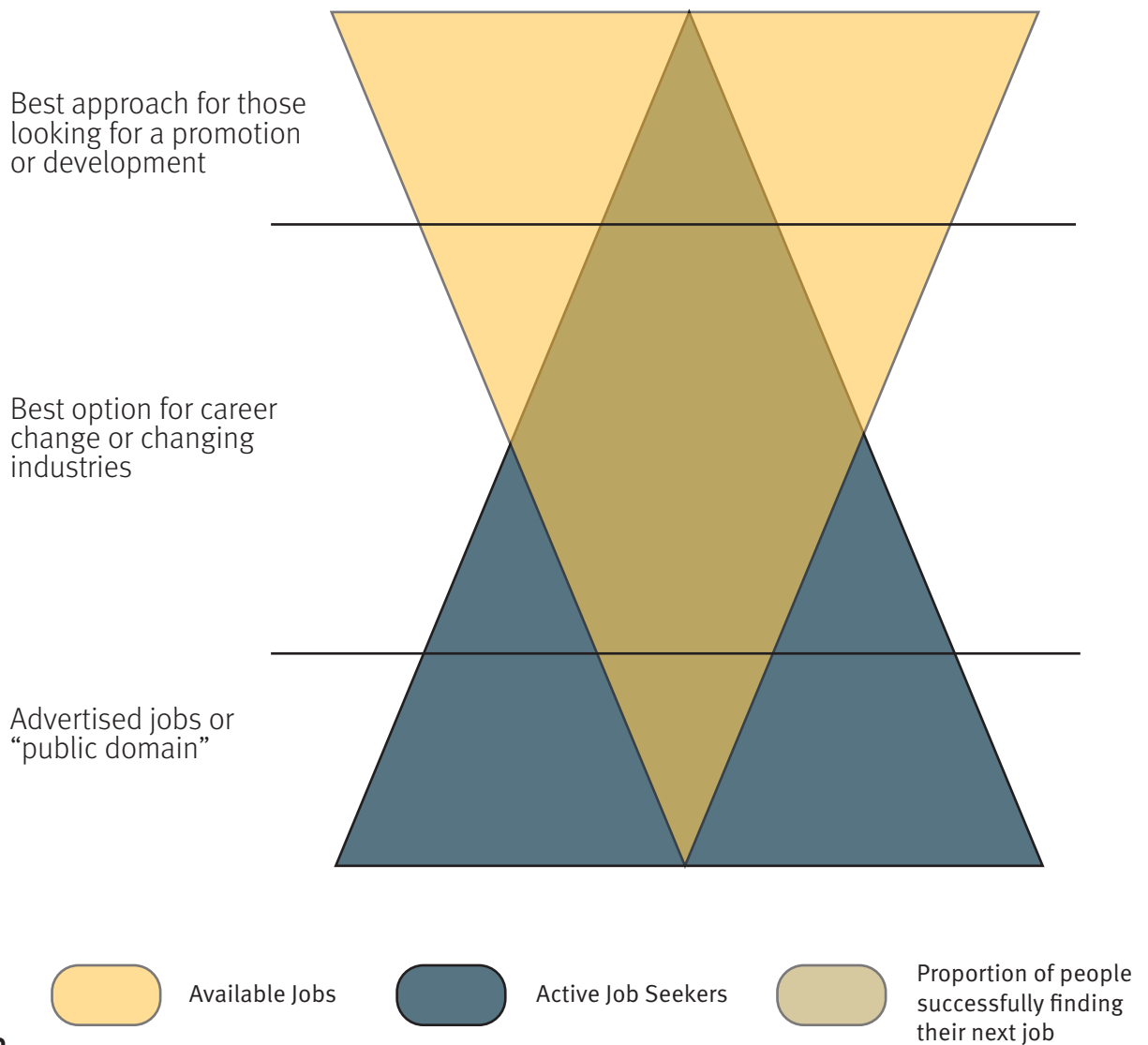
- **Looking for a more senior role in the same industry**  
Focus on internal opportunities and network with contacts in the competition and related industries. Possibly approach a head hunter if in a senior role.
- **Looking for a similar role but in a different industry**  
Focus on networking with your contacts that work in your preferred industry. Approach a reputable recruitment consultant in your field as well as set alerts for advertised positions.
- **Looking for a career change**  
Focus your efforts on networking to gain referrals to organisations you want to work for as well as pitch yourself directly to companies. For more information refer to the Six Degrees of Networking and Hidden Job Market resources.

It is worthwhile to note that government and some not-for-profit positions are required to follow all 5 steps in unison.

# So what are your chances of finding a job?

The diagram below shows you where the majority of vacancies exist. The top 2 segments represent the hidden job market, and the bottom segment is the public domain.

If we understand that the larger proportion of available jobs is at Step 1 for employers, (with jobs reducing as we move through the steps), and we understand the number of people searching for jobs is at step 4 and 5, your best chances of finding an available role exists in the hidden job market.



## Need more help?

Contact Olos Careers for personalised suggestions and assistance.

**email:**  
[hello@olos.com.au](mailto:hello@olos.com.au)

**web:**  
[www.olos.com.au](http://www.olos.com.au)

**postal:**  
PO Box 512 Paddington, NSW 2021

It's easy to feel like we're doing a lot of activity and applying for many roles but the probability for success may be limited.

Focus on the job search activity that has the greatest potential of securing the role you want.

Good luck on your job search and if you need help along the way, contact us for an initial consultation.