



Given the financial crisis now, job search has become even challenging with the limited positions available. Nonetheless, there are still organizations who are hiring. The trick is to know who these organizations are and how you should approach them. Read on the article to discover some handy tips!

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Job Search At This Time

How should you approach companies now? Why would companies even talk to you? Where would you look?

These are questions that job seekers have been asking over the last few weeks.

Please note that as the market is in state of flux, some of the specific occupations and industries mentioned are in an evolving situation. The general principles of the advice remain the same.

The first step in such times of change is to give yourself a little time to soak in the changes. As with any loss, don't generalize on the situation. Give yourself a time frame to talk with people you respect in your industry to get a sense of where your industry is going and about the relative prospects of different companies.

Networking

Networking now involves much more gingerly management of conversations that focus on the person you are conversing with more than your situation: How are you doing? How is your company handling the current environment? Which companies do you think are best positioned to deal with the current situation? Who seems positioned to do well going forward? What work needs to get done in the short term at this point?

Talk with two or three people more senior than you about their take on your industry and where and how your skills could best be used. Conversations with these mentors can clarify your skills and strengths as well as help you ascertain where you fit best in the evolving market.

Smaller Companies

Some smaller companies are looking to meet with people who have left larger companies. You will need to vet these organizations to get a sense of their business model, leadership team and financials to see if it is the right company for you.

No company has been recruiting in masses, but they have been having meetings with job seekers and have brought some people aboard. Some of these meetings/ opportunities have been in IT, finance and operations, areas which need attention, no matter what the state of the economy.

Career Alternatives

Many people are considering exploring career alternatives. Career transitions work best when there is some transferability of skills. It is easier to transition either function or industry, but not as easy to change both.

Transferable Skills

Skills such as IT, HR and accounting can be more readily transitioned between industries than skills that are based on a subject matter expertise within an industry.

People with those industry-specific knowledge bases are best suited to transition to a different type of organization within the broader industry category. People sometimes also use these times to enhance their skills by furthering their training or education. Business school applications go up.

Basic Job Search

All of these suggestions are based on the principals of good job search and career management that apply to any point in the economic cycle:

1. What are your key skills, assets and deliverables? How do you best express them on paper or when you meet people?
2. Who do you know and who can you get to know to give you insights into and contacts in companies?
3. What skills/knowledge will make you more marketable going forward? How do you best acquire those skills/knowledge in a contained amount of time?
4. What are the needs of your industry going forward?
5. What companies are best positioned to do well in the next year to two years?