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This Guide

Working abroad sounds like an adventure to many people. However, without thorough preparation and starting with a successful application, it is bound to fail. Therefore, Expertise in Labour Mobility (ELM) has prepared a set of country guides describing the main routes to employment in over 40 countries. Are you interested in working in Australia, Brazil or China? Has your partner accepted a job in the United Kingdom, the United States of America, or the United Arab Emirates? Are you looking for an internship possibility in South Africa, Singapore or Switzerland? The 'Looking for work in...' guides from ELM will help you with accurate information and practical tips on working cultures and differences in job hunting in over 40 countries.

As an extra addition to the series – following many requests – ELM introduced the Looking for work in International Organisations guide, which explains how to successfully look for work in, for instance, the institutes of the European Commission, UN institutions and NGOs.

This guide contains information on New Zealand. It tells you how to apply for a job in New Zealand and the cultural differences that you will come across when looking for a job in New Zealand. Do not underestimate those national differences. What is common in one country might be very unusual in another country. Despite globalisation, to find a job abroad you need to be aware that national differences

manifest themselves not only in different languages, but also in different recruitment practices. Thus, looking for work in another country involves more than writing your CV/resume in another language.

No matter the country in which you are looking for work, the key focus of your CV should be to persuade the employer to invite you for a job interview. Accordingly, your CV should be regarded as a marketing tool, adapted to the market in which you intend to use it. The information in this guide, together with the sample CV, will help you to adapt your application for the New Zealand job market. However, make sure your application remains a reflection of your personality. Working abroad is one thing, but having a job that does not suit you will definitely cause homesickness!

A handwritten signature in black ink, appearing to read 'Nannette Ripmeester', with a horizontal line underneath it.

Nannette Ripmeester, M.A.
Managing Director
Expertise in Labour Mobility



Country Profile

Country

New Zealand is located in the south-west Pacific, between the equator and the South Pole. The country lies in the midst of two tectonic plates, the Australian and Pacific plates. This causes most of the geographical diversity in New Zealand, ranging from mountains, glaciers and fjords to thermal geysers, volcanoes, a subtropical rain forest and semi-tropical beaches. The landscape is largely unspoiled by humans, because it has a low population density, but also because most people live in urban areas.

New Zealand has a surface of 268,680 square kilometres and consists of two principal islands, the North and South islands, which are surrounded by some smaller ones.

The capital city of New Zealand is Wellington (population 390,000). The city is also the political centre of New Zealand,

with all the government ministries and international embassies and consulates residing in it.

Auckland is the largest and most populous city in New Zealand, with close to 1.4 million residents. It lies in the North island of the country, amidst the Waitakere and Honua Ranges, the Manukau Harbour, and the Hauraki Gulf. Other main cities include Hamilton, Christchurch, Invercargill, New Plymouth and Palmerston North.

Climate

New Zealand is located in the southern hemisphere, which means that January and February are the warmest months, and July the coldest. New Zealand generally has a temperate climate, although there are some regional differences between north and south. The northern part of the country has hardly any variations between seasons. In the south, however, especially inland, there is a wider variation between the seasons. New Zealand has a rather mild climate, and temperatures hardly ever get colder than 0°C or warmer than 30°C.

Population

New Zealand has a population of 4.4 million. It is a true multicultural society, with people from all over the world, most of them of European decent (78 percent). Other large groups are the native Maori (14.6 percent), people of Asian or Indian decent (9.2 percent), and Pacific islanders (6.9 percent).

History

The Polynesian navigator Kupe discovered New Zealand in 950 AD (In fact, Maori legend has it that Kupe fished the North island out of the sea). He named it Aotearoa, Land of the Long White Cloud. Centuries later, around 1350 AD, an extensive migration flow from Hawaii, Kupe's homeland, followed his trail. Polynesian settlers sailed to New Zealand, eventually supplanting or mixing with previous residents. In 1642, the Dutch explorer Abel Tasman (the same explorer that discovered Tasmania) sailed along the west coast of New Zealand, he mapped parts of it, named the country Nieuw Zeeland (after a region in his home country), but did not land. In 1769, the British naval captain James Cook circumnavigated the two main islands aboard the Endeavour. Captain Cook and his crew became the first Europeans to set foot in New Zealand.

New Zealand had first no national government or national leaders. However, the increased and continuous European settlement proved problematic: a policy was urgently required regarding land deals between settlers, or Pakeha as the Maori called them, and the Maori. Maori and Pakeha groups asked Britain to provide protection, law, and order. The British answered with the Treaty of Waitangi, in which the Maori ceded the sovereignty of their country to Britain in exchange for protection and guaranteed possession of their lands. In addition, the treaty prevented the Maori from selling land to anyone but the British, while providing a property system that would prevent abusive behaviour and protected the buyers as

well the sellers of land. While eager at first to sell their land, the Maori eventually stopped selling their land. The demand for land of British settlers, however, remained as high as before. This led to a number of illegal land purchases, and many violations of the Treaty of Waitangi on the part of some British settlers and government land agents, which eventually led to what came to be known as the New Zealand Wars, or Land Wars. These wars were fought in the North Island, while the South Island remained relatively peaceful. There is an ongoing discussion on whether the agreements made in this treaty were understood the same way by both parties. Some of the terms used in the treaty such as sovereignty, and governorship were not part of the Maori language. The question remains whether the Maori were fully aware of the fact that they were handing over the sovereignty – as understood from a Western European point of view - of New Zealand to the British.

By the late 19th century, things had temporarily calmed down. The discovery of gold had engendered much prosperity, and widescale sheep farming meant New Zealand became an efficient and mostly self-reliant country. Sweeping social changes - New Zealand was in 1893 the first country with women's suffrage and in 1935 a 40-hour working week, a state-funded health and welfare system, and child care services were introduced - cemented New Zealand's reputation as a country committed to egalitarian reform. The Maori population is now increasing faster than the Pakeha population and

About the Authors



Nannette Ripmeester

Nannette Ripmeester is founder and director of Expertise in Labour Mobility (www.labourmobility.com). ELM specialises in the communication between organisations and their expat population. Nannette has co-authored 38 books on managing and working across borders and job-hunting internationally and has written numerous articles on the topic of globalisation and its effects on the HR profession. As advisor on international

mobility issues to the European Commission and various governments, but foremost in her role as strategic expatriate consultant, Nannette has developed extensive knowledge regarding the skills that make people internationally mobile. Her expertise is about 'making mobility work' – and for nearly 20 years she has worked with expats, graduates, universities and employers to make working in an international arena a success.

Furthermore, Nannette is a board member of the Advisory Board of the University of Amsterdam (IIS). She read 'European Studies' at the University of Amsterdam, where she has written a thesis on the labour market demand for higher education in Europe and the need to focus on graduate employability as an outcome of a higher education degree. For more information you can contact Nannette at n.ripmeester@labourmobility.com.

Nannette Ripmeester is a professional speaker who can be booked through Speakers Academy (Europe's Leading Lecture Agency) to enhance your conference or seminar programme. Website: www.speakersacademy.com.

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Joseph is a Spanish national born in Sydney, Australia. After living 5 years in Australia and 6 in Spain, he moved with his family to the Netherlands where he has been living ever since. He has completed a bachelor degree in Political Science at the University of Leiden, where he currently follows the master programme of the same discipline; His main interests lie in the fields of international relations,

and western political philosophy. After successfully completing his internship at Expertise in Labour Mobility, Joseph joined the ELM Team as Researcher, Writer & Editor. He has contributed to various ELM publications as well as written many of the company blog articles. Joseph has a passion for the written word and enjoys using it academically, professionally, and in fiction. The first two help him to influence and learn about the external world, while the latter helps him learn and think about himself.

Co-writing the New Zealand career guide was a challenging task, but ultimately a very satisfying one for Joseph. His connection to Australia gave him a point of reference when analysing New Zealand, and helped him to identify the crucial differences between both nations. It is this comparative process between cultures that has helped so many people understand the differences and contexts of human situations in different countries.

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