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Look Afar for Your Career Featuring Kathryn MacMillan

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Your job search and career prospects are critical in your life, especially for millennials and younger generations.

We spend most of our time at work and it helps us achieve our hobbies and goals in life.

But how much thought do you put into your career, or looking for a job?

Do you seriously consider where your career is going?

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Look further ahead is advice Kathryn MacMillan suggests. She is the Managing Director of Nine2Three Employment Solutions and was kind enough to share her insight in an interview.

Below is her bio.



Kathryn MacMillan is the founder and Managing Director of

Nine2Three Employment Solutions and Nine2Three HR Management Solutions. She is an Accredited Recruitment Professional with the Recruitment Consulting Services Association (MRCSA), a certified professional member of Australian Human Resource Institute (CAHRI), as well as a Registered BAS Service Provider with the Tax Practitioners Board. She is the Author of the popular Human Resources book 'Kick Start Your Career...Again!' And is a professional speaker on Human Resources, Employment Protection and Business Strategy.

Kathryn has more than eighteen years of experience in recruiting and managing staff and is a specialist in the employment and business arena. Currently undertaking a Masters in

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Human Resource Management and Industrial Relations at Sydney University, Kathryn is a specialist in the employment and business arena. Her presentations draw on her past experience in business as well as her specialist recruitment and human resource knowledge. With in-depth knowledge of business building, management and growth, Kathryn has a vast array of information and experience to impart.

Here is what she had to say, starting off with what is wanted in job candidates today.

For recruitment, and for organisations in general, what trends or changes do you see in what will be required of candidates?

It depends on the industry. If you are a job seeker in manual labour or labour demanding roles, there will be a relative decline in available roles.

It's because of technological advancements. Businesses will invest and replace many roles with machines and automation.

You need to look towards the future. Ask yourself, "will my job exist in five to ten years?"

You have to be clear about the future of the position you are seeking.

What is increasingly wanted in candidates today?

As technology advances, there will be a greater emphasis on people with soft skills. How well you manage people and how honed your interpersonal skills are will be great

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benefits in your job search and future career.

Roles won't be the same, as businesses will increase automation. It will place further emphasis on soft skills as jobs will be based on person to person work that requires high levels of interpersonal skills.

How do millennials fare, regarding soft skills?

Given social media and technology, millennials are wanted for their media savvy skills. They know how to communicate and connect with a broad range of people through social networks.

Employers need people that can connect with others online effectively, which makes millennials attractive.

What do recruiters look for when placing candidates?

Recruiters generally hire based on attitude. Technical skills can be taught, but having the right attitude is something invaluable.

Culture is also important. Organisations want individuals who will be part of their business and unique culture.

As an experienced recruiter, you would have seen many candidates and how they progressed in their careers. What trait was common among

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those that were successful?

People that are very flexible and willing to do some hard work from the start are most successful.

These professionals weren't necessarily placed in ideal roles in the beginning. But they didn't mind taking on these roles and working hard, while gaining valuable experience.

With employers too, individuals that were flexible in meeting the needs of their organisations went far.

Also, following on from not being afraid of hard work, success followed those that pushed that extra mile and asked for more work.

Millennials sometimes are seen as the job flighty generation. Often, they seek roles elsewhere because they can't see any opportunities in their current role.

A fear they have is being perceived as wanting to leave when they ask for career opportunities of their employers. How do you think they should approach the issue?

It's all about how you communicate your needs. If you are an employee, seek the right people to talk to and be clear in what you are proposing.

“I love working in this organisation. How can my skills be used elsewhere to help grow your business?”

Find out the needs of your company and your managers and build relationships. It's about managing relationships and communicating effectively. It falls down to your interpersonal ability.

Also, job hopping can be a symptom of not seeing far enough. You need to plan your career for the long-term strategically. Managing relationships as I mentioned just before can be one way to plan strategically out your career and find opportunities.

Thanks a lot Kathryn for sharing your views and insight. Please check out Kathryn and Nine2Three on their home page, www.nine2three.com.au.

How do you plan out your career? What do you think?

Please share your stories and insight in the comments below.



By *The Career Scoop*

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