

# Clearvision Embraces Global Talent Pool

## An employer's story: Clearvision Communications



For the last 18 years Clearvision has grown and expanded while riding the ups and downs of the fast changing telecommunications industry. They began by specialising in the installation of TV aerials but have evolved into one of New Zealand's trusted leaders in the installation of both wired and wireless networks.

At the same time their employment requirements have also grown and it has been the Chamber's Migrant Employment Programme which they have turned to for much needed support and talent.

In such a highly technical industry, Clearvision must benchmark itself against the technological developments occurring on a world stage. Naturally they have seen great value in recruiting new migrants with the globally recognised skills and international perspective they can bring to Clearvision's business.

"We have found the Migrant Employment Programme team wonderful to work with" explains Fabiola Fernandes, Clearvision's HR Manager.

"The roles we are looking to fill are extremely technical and I can see the Chamber's employment team make a real effort to try to understand what we are looking for.

I also appreciate the ongoing communication. They are quick to respond, are up to date and I haven't found myself having to follow them up at all."

Within the last 6 months of 2014, Clearvision has employed 2 candidates through the Chamber's Migrant Employment Programme.

After receiving the position brief the Migrant Employment Programme were able to respond within just 48 hours with 4 carefully matched CVs of which 2 candidates were then brought in on trial periods and ultimately offered full time employment.

A success rate of 50% is an outstanding result given the highly skilled and technical requirements of the roles Clearvision had on offer.

"We have found the candidates to be impressive; they are open to the demands and the responsibilities of the roles and are flexible and willing to learn which is important in our changing industry".

When considering migrants in employment contexts, language and communication skills are often put up by employers as a barrier to considering new migrant candidates.

But Fabiola is quick to dismiss any issues around language and communication skills.

"In our experience we have found all the candidates and especially those we have since employed, to be clear and comprehensible, which is pretty critical given our business is so reliant on great customer service!" ■

*Interview with Fabiola Fernandes, HR Manager, Clearvision - conducted by Rebecca Hendl-Smith Auckland Chamber of Commerce in December, 2014*



The Migrant Employment Programme is for skilled and/or experienced migrants looking to gain recent relevant experience and to connect to roles in the following industries: IT, Manufacturing, Business Services and Finance. Participants must be in receipt of government assistance and from Auckland. Call **0800 709 907** or email [recruitment@chamber.co.nz](mailto:recruitment@chamber.co.nz) for more information.

The Migrant Employment Programme is a partnership between the Ministry of Social Development and the Auckland Chamber of Commerce.