

# “Exceeding Expectations”

An employer's story:  
Peter Murray, Managing  
Director, Goodson Imports



“Most of our contact with the Chamber's Migrant Employment Scheme has been in the form of providing project/work experience contracts for up to 8 weeks,” explains Peter Murray, Managing Director of Goodson Imports.

“We have found the candidates to be really conscientious, with a very good work ethic, keen to contribute and enthusiastic.

I guess for some they see the work they are doing here as a make or break opportunity. They have made the commitment to move to New Zealand and so the better they do the more likely they are to find permanent work and settle in faster.

They often have very good qualifications and experience but because they are new to New Zealand they are also happy to take on jobs at perhaps a lower level than what they are used to, because they want to build up their NZ work experience and connections. Being so qualified means they get up and running with any projects we give them really quickly and they tend to demonstrate good self-management.”

Peter highlights the convenience and the great level of service provided by the Chamber's employment team as one of the main reasons they are a committed client. He also credits the Chamber's hard work at managing and vetting their candidates as a major factor behind the success of the placements at Goodson Imports so far.

“The Chamber's employment team make it easy to take people on. They have taken the time to get to know the candidates and their skills so you can trust that good people will be put forward for the role.

I don't find it particularly difficult or time consuming providing these work experience opportunities. I just make sure I put some time into thinking about the project I want done and what I want to achieve and then the Chamber team match the skills needed to their available candidates.

The candidates are very experienced and tend to have higher skills than needed in some cases so I find they are quick to get a handle on what needs to be done and are proactive in getting on with the job fast.”



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 a benefit 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.



Peter recognises that these project/work experience opportunities are a valuable foot in the door for most of these job seekers. New Zealand based experienced is given such a strong emphasis by so many companies advertising for staff and this 8 week contract is an important asset in these new migrant's job portfolio.

“I am happy to give good references and really appreciate the work they do for us during their work experience period.

One of the situations which stood out to me was when we took on a Nigerian engineer who had trained and qualified in Canada. He was on board to just help us with some work in our warehouse but it was obvious he had skills which could add value in many other areas of our business. I set him the extra task of looking into an OSH system for our business and he ran with it. Not only did he research the OSH requirements for our industry fully, he designed a system and then took us all through the training we needed to implement the system into our work processes. It was a fantastic example of how skilled and proactive these new Kiwis are and how the skills they have can be of great value to our kiwi businesses.

Having had them in on project/work experience means that we can get to know them too, see how they fit in and if they have the skills and attitude we like. It means we are much more likely to think of them when a permanent position comes up. We have done this recently in fact. We didn't have a job opening at the time our new recruit was doing his project/work experience with us.... but as soon as something came up he was the one we called and offered it to.

We have gone on to permanently employ a few New Kiwis through this programme in our own team. Having bi-lingual staff is greatly appreciated by our multi-cultural customers. If there is any issue with their English skills it hasn't lasted long and is far outweighed by the benefits they have brought to our business.” ■

*Interview with Peter Murray, Managing Director, Goodson Imports, conducted by Rebecca Hendl-Smith, Communications Executive - Auckland Chamber of Commerce 10/9/2014.*