

# Timing is important when job hunting

When it comes to looking for the perfect job, timing might not be everything - but it can certainly help. Deciphering when the best time is to head out on the job hunt may give you a distinct advantage over other job seekers, according to Kay Vittee, CEO of Quest Staffing Solutions, who noted that certain times of the year are better than others for job hunting.



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Vittee said: "It may depend on your specific industry or job, but the end of the year tends to be a slower time for new hires as companies and their decision makers are busy wrapping up projects and initiatives before their festive season break.

"During this time of year, companies also find themselves in a position where their budgets are completely maxed out, lessening the odds of new hires. This time may be better spent researching and preparing for the New Year."

Vittee explained that companies' hiring processes are often linked to timelines, specifically the beginning of their fiscal year.

"However, retailers are an exception as they actively hire seasonal employees toward the end of the year, so that they have enough staff for the influx of festive season shoppers. For those looking for full-time employment, a seasonal job may not seem appealing but could, if you perform well, lead to a full-time position," Vittee said.

## Customer demand

Alternatively, Vittee highlighted that some companies hire when they experience an influx in customer demand.

"An example of this would be financial institutions, which may hire during the third quarter of the year to ensure they have sufficient trained staff to handle calls about transactions that must be completed by the end of the year," she said.

While these suggestions are helpful for when job seekers should rev up their search, Vittee shares her top tips of what else

job-seekers need to consider when on the job hunt:

- Do your research. You need to know what position you want to fill and which companies offer this position in your industry. Also, when applying for a position at a company or going for an interview, take some time to find out as much as you can about the company, its objectives and vision;
- Be ready and have the time. Are you ready to start your professional journey or switch paths? If so, make sure you have enough time on your hands to manage your job search well while also making good impressions on the contacts you are forming;
- Be prepared. Always have an up-to-date, well-written and ready-to-send CV, as well as a clear, professional voicemail on your cellphone. You never know when an opportunity will arise or when your potential employer will call;
- Take advantage of technology. Make use of job search engine sites and online recruitment platforms to search major job boards, company sites, associations and other sites with job postings that match your job 'wish list';
- Work with a reputable recruitment company. Recruitment companies are the first, and often the only, people to hear about a job vacancy. What better employment partner is there?
- Network. Be open to attending conferences specific to your industry, these events attract hundreds of business decision makers and present a great opportunity to get your name out there and get yourself noticed. Networking online is just as important. If you are not on LinkedIn yet, create a comprehensive profile and start making connections; and
- Don't give up. Just because you don't hear back from one company or receive a rejection email from another does not mean that there isn't a company who will happily bring you on board. Keep looking.

"Ultimately, there is no scientifically - or otherwise - proven right or wrong time to look and apply for a job, just perspective on when companies are more likely to be looking. These insights also do not take into account that companies hire for different reasons, like replacing staff who have changed jobs. Job seekers should always be on the lookout for opportunities, you never know when or where they will arise," Vittee concluded.

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