



6 steps for moving to Australia & New Zealand and getting a job



**Frontline
Recruitment**



G'day and Kia Ora

So, you've decided to move Down Under – to Australia or New Zealand. Great idea (if we do say so ourselves!).

Australia has some of the world's best beaches, the people are friendly, and there's well-paid work galore. And New Zealand is famous for its stunning national parks, fantastic skiing, dynamic Maori culture and so much more.

In fact, cities in Australia and New Zealand take 6 of the top 10 spots in an annual ranking of the world's most liveable cities, so you're coming to live and work in a highly desirable pocket of the world.

But before you buy your plane ticket...

... you probably want to figure out if you can get work here, right? And where do you start? How do you open a bank account so you can be paid? And what about taxes?

There's a lot to get your head around. We understand!

And while it's exciting to pack your bags and move to a whole new country, it can be a little overwhelming – especially before you've gotten work and are settled.

There is a process to follow and while you can scour job boards from afar, you first need to figure out if you have the qualifications to make the move, and are eligible for a working visa.

And to help you take the first steps towards your dream of migrating, we've put together a guide to help you with the process, from whoa to go.

It's a checklist of sorts that you can refer to throughout the process, all the way to you starting your brand new life (and job) in Australia or New Zealand.

But first...

What's the job market like in Australia and New Zealand?

Good question.

In Australia, the employment market is constantly evolving, with certain skills always in demand.

Currently, there's a skills shortage in many industries including hospitality, mining, manufacturing, construction, retail, education and health. So, if you're a nurse, teacher, barista, chef, childcare worker, builder or store manager, it's likely you're needed!

In New Zealand, there's a long-term demand for workers in construction, engineering, health and medical, IT, hospitality, science and certain trades such as electricians.

Bottom line: you're more likely to get a visa AND a job, if you're looking for work in one of the industries above and have the qualifications to show for it.

Let's start ticking off our checklist.

International Recruitment Checklist

- Step 1: Find out if you're in demand / check your eligibility as a skilled worker
- Step 2: Get the appropriate visa
- Step 3: Spruce up your CV and LinkedIn
- Step 4: Start applying for jobs
- Step 5: Get a job offer
- Step 6: Just arrived? Get settled and ready for work



Read on for more information on our checklist.



Step 1:

Find out if you're in demand/ check your eligibility as a skilled worker

Although you can always buy a one-way ticket and hope it works out on the other end with visas and jobs, it's better to start the process before you get here.

And if you suspect your skills and experience are in demand in either Australia or New Zealand, you want to start by checking your eligibility as a skilled worker.

If Australia's your destination, check out the Skilled Occupation List (SOL). You could also search the Priority Migration Skilled Occupation List (PMSOL) – which lists 44 occupations with critical skills deemed necessary to support Australia's economic recovery from Covid. If your occupation is one of these, it's highly likely your application will be given priority.

If you're heading to New Zealand, go to the online Skills Shortage List Checker where you can plug in your occupation and find out if there's a shortage. It also tells you the visas that may be available to you depending on certain occupations. You might also like to check out the Long Term Skills Shortage List as well.



Step 2:

Get the appropriate visa

Although it's great to know in advance that you qualify as a skilled worker, there are numerous pathways you could take when it comes to visas, including:

- Doing the legwork of getting a visa then applying for jobs
- Landing a job first and arranging a sponsorship visa with the company
- Being transferred by your existing company (with sponsorship), if they have offices in Australia / New Zealand
- Arriving in Australia on a working holiday visa and starting your job hunt.

If you qualify for an occupation on the SOL or PMSOL you can figure out what type of visa you might need to apply for. One of the most common visas is the Short-Term Temporary Skill Shortage Visa (482), which involves being sponsored to fill a position that can't be filled by a suitably skilled Australian. There's also an Employee Nominee Visa (186 or 187), and you'll need to stay in the job for 2 years.

Another common visa is the points-based General Skilled Migration Visa (189 or 190). You can apply from off-shore and you'll need to be aged 45 or under. The occupation list is split into the Short Term Skilled Occupation List and the Medium / Long-Term Strategic Skills List (trades, medical, IT, childcare and engineering workers are all in high demand on this list). You may need to undergo a skills assessment to determine if your qualifications, training and work experience are recognised in Australia.

If you're under 30 and aren't a skilled worker, you can always apply for a working holiday visa which gives you the right to live and work in Australia for one year.

In New Zealand, migrating as a skilled worker can be done via the Skilled Migrant Category; a points-based system requiring you to meet certain requirements, calculate your points and lodge an Expression of Interest (EOI) before being invited to apply for a visa.

Migration policies and visas can change, so it can save time chatting to a registered migration agent for a visa assessment (some will do an assessment over the phone for free; others may charge you).



Step 3:

Spruce up your CV and LinkedIn

Applying for jobs in Australia or New Zealand may be quite a bit different than how you apply in your home country – and you'll want to make sure your CV and cover letter fits the bill, is in good English and is no longer than 3 pages in total.

Hiring managers may often give priority to local job-seekers so you want to make sure they sit up and take notice of your CV. Here are our tips:

- **Tailor your CV** to every job you apply for (which is time-consuming, but worth it)
- **Ensure your CV is a close match to the job description** – read the phrasing used in the ad and weave those exact keywords into your CV
- **Tie keywords** to your personal achievements / accomplishments – so explain why the project you worked on or the job you did benefited the company
- **Focus heavily on your skillset**, especially the required skills in the ad
- **Research the company** so you're aware of its business objectives, which you can then use to address why you'd like to work for them and why you're a good fit
- **Address your cover letter to the person hiring**, if their name is on the ad or you're able to find it out. This gives a personal touch to your application and will help you stand out.

It's also worth considering that lots of large companies in Australia use application tracking software (ATS) to filter CVs. To make it more likely your CV will be seen by a human, use a chronological work history format (starting with your most recent position), keep your formatting simple, make it A4 in size and spell out full names of associations and universities you attended. You should also use Australian terminology and convert American English to Australian English.

Include your name, phone number and email only (no mailing address, especially if you're in an offshore location).

When it comes to your LinkedIn profile, you'll definitely want to give it a tweak to ensure it's both relevant and current. Use keywords in your headline for the types of roles you're interested in, so you pop up in more recruiter searches.



Step 4:

Start applying for jobs

Signing up to job agencies which hire workers with your skills and experience should be your first step. They'll save you a lot of time and energy by doing your job search for you, arranging interview times and managing the recruitment process. Not only that, they do it all for free! There's no charge to candidates.

Frontline Recruitment Group is one of these – we have agencies across both Australia and New Zealand, run by people who are experts in their industry as well as specialists in their local geographical area. We place workers in hospitality, retail, construction, healthcare, education and education.

Reputable agencies, preferably located in the area where you want to move to, will keep your CV and cover letter on file – and once registered, you'll be on their radar when jobs suiting your skills and experience come up. They can match your skills to suitable jobs, may facilitate online interviews before you arrive or set up interviews for when you are in the country. Agencies can also help with your CV and preparing for interviews.

But it helps to have a handle on the job hunt 'bigger picture', too. You'll want to create a plan and have a way to track and monitor your job-seeking efforts, whether that's with a spreadsheet or notebook where you record the details of the jobs you're applying for, documents you supplied, the outcome and the date on which you should follow-up. Finding a role can be almost like a full-time job in itself!

Aside from registering with agencies, you should have your finger in other pies during your job search, too, whether that's registering and creating alerts on jobs boards such as SEEK, or creating job alerts within LinkedIn. Given lots of jobs are found via the 'hidden' jobs market – ie, via who you know, or via social media, it may also be worth seeking out and joining Australian Facebook groups that cater to people in your particular field, as jobs can be posted in those groups, too.



Step 5:

Get a job offer

If there's one silver lining to the global pandemic, it's that remote interviews and even remote working is far more acceptable to companies than it used to be. You might find organisations are more than willing to interview you via Zoom and even make you a job offer before you get into the country.

If you are in the process of getting a visa but are looking for a company to sponsor you and help the process along, ask in the interview if the organisation has sponsored anyone before, and if they're in a position to offer you sponsorship. If they're often sponsoring workers there's a good chance they may look after you.

If you have the appropriate visa in hand (or a sponsorship visa), your references check out, and the company is keen to tap into your specialist skills and experience, they may extend you an offer of employment. It's usually at this point you will negotiate on salary and terms of the job (such as the date you're expected to start, the hours you're expected to work, whether the job is flexible or remote, and so on).

Once you've accepted a job offer, it's time to get packing!

Step 6:

Just arrived? Get settled and ready for work

Moving to a new country is a big step and it'll probably take you a little time to settle in, find a place to live and get your bearings. You'll also want to set yourself up ready to start earning.

In Australia, the first thing you need to do is apply for a personal identification number, or Tax File Number (TFN), at the Australian Taxation Office (ATO). This is compulsory for paying tax, which all workers have to do. It'll also enable you to enrol in the public healthcare system, known as Medicare.

Your employer will always ask for your TFN so it's good to get one straight away, so you can ensure you pay the right amount of tax. You'll need a valid passport to apply for a TFN online.

Also, because most businesses will deposit your wages or salary directly into your bank account, it's a good idea to apply for an Australian bank account before you start a job. This is a straightforward process that requires your postal address, valid passport and certain other forms of ID, depending on the bank you go to.

If you're arriving in New Zealand, the process is similar – you'll need to apply for an IRD number so you're taxed at the right rate, as soon as you start working.

Good luck! We can't wait to welcome you and help you transition to a successful life Down Under!





LOCAL TIPS: Helpful resources

AUSTRALIA

[Australia's Skilled Occupation List](#)

[Apply for a Tax File Number](#)

[Find a registered migration agent](#)

[Australia's Visa Finder website](#)

NEW ZEALAND

[Apply for an IRD number in NZ](#)

[New Zealand's Skilled Shortages List](#)

[New Zealand's Long Term Skill Shortage List](#)

[NZ's Skilled Migrant Category Visa](#)





LOCAL TIPS:

Can you afford to migrate?

Migration costs can be significant, depending on your circumstances. Here's a rough breakdown of expenses you may need to factor in.

Bear in mind these are just estimates and your costs may be more or less than the figures below. We've based figures on moving from London to either Australia or New Zealand, with the cheapest options (ie, shipping via sea rather than air, etc).

When migrating to Australia (one person)

Migration agent fees for Skilled Independent Visa	2,800
Visa fees for 489, 189, 190 for main applicant	4,155
Flights to Australia	2,500
First month's rent, rent deposit, living expenses, public transport	4,500
Shipping of household effects / furniture etc (eg. 1 bedroom from London)	6,100
Shipping of pets (one cat)	2,600
TOTAL:	AUD \$22,355

When migrating to New Zealand (one person)

Migration agent fees for Skilled Migration application	3,950
Skilled Migrant Resident Visa	3,615
Flights to New Zealand	2,300
First month's rent, rent deposit, living expenses, public transport	4,000
Shipping of household effects / furniture etc (eg. 1 bedroom from London)	6,500
Shipping of pets (one cat)	2,600
TOTAL:	NZ \$21,5155

Shipping costs and pet shipping costs taken from www.movehub.com/ and converted via www.xe.com/

Migration agent fees taken from: www.migrationangels.com/au/fees/ (Australia) or www.ask-an-agent.com.au/new-zealand-immigration-adviser-fees (New Zealand)

Bear in mind additional costs to bring your partner and children – in Australia, visa fees for 489, 189 and 190 for partner or child over 18 is \$2200 and \$1085 for children under 18.



LOCAL TIPS:

How old are you? Here's why it matters

There are limitations on certain visas depending on your age.

In Australia...

You must be under 50 to get the Skilled Regional Visa (489). To get the Skilled Nominated Visa (190) or Skilled Independent Visa (189) you need to be under 45.

In New Zealand...

The Skilled Migrant Visa offers permanent residency to people whose skills are in demand and you'll need to be under 55 to get it.



Australia vs New Zealand: how to choose?

You'll want to do lots of research before making a decision but here's a little snapshot of the differences between living in Australia and New Zealand.

- Jobs:** Australia has more opportunities, simply because it's bigger, has more cities and more jobs available – so there's greater career potential. Wages are also higher.
- Expenses:** New Zealand is more affordable than Australia, with consumer prices, groceries and rent all higher in Sydney, according to research.
- Indigenous culture:** Maori culture is far more integrated and prominent in NZ, and Maori is an official language in NZ. Australia's Indigenous issues are still a work in progress.
- Lifestyle:** Australia has a far larger population and its major cities can be hectic and hard to get around. It's often said the pace of life in New Zealand is slower and more relaxed.





LOCAL TIPS: Registering your skills

If you're a skilled worker, you'll need to be registered with the appropriate National Board in either Australia and New Zealand before you're able to work in either country (and this is a separate process to your visa application, if you need one).

Here's a quick list of the relevant bodies you may need to contact depending on your occupation.

In Australia



Teachers: need to register with the appropriate State-based teacher regulatory authorities. In NSW, for example, this is National Education Standards Australia (NESA).



Nurses: need to register with the Nursing and Midwifery Board of Australia (NMBA), and your application will be assessed by the Australian Health Practitioner Regulation Agency (AHPRA)



Other health workers: such as physiotherapists, paramedics, psychologists, pharmacists, dentists, osteopaths and more need to register with AHPRA.



Construction workers: will need to be assessed and formally recognised by the industry association that covers your specific occupation – such as the Master Builders Australia or Master Electricians Australia.

In New Zealand



Teachers: To teach in New Zealand you must be registered and hold a current practising certificate with the NZ Teaching Council.



Nurses: Internationally qualified nurses who met Nursing Council standards can apply to become registered with the Nursing Council of NZ.



Physiotherapists: Will need to be registered with the Physiotherapy Board of NZ.



Construction workers: You may need to have your overseas qualification assessed by the Qualifications Recognition Services (QRS) at the NZ Qualifications Authority (NZQA) to see if it aligns with the NZ Qualifications Framework (NZQF).



Sources used

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