

We've compiled a handy list of questions you may have about LookSee Build N.Z. If you've got any others that aren't on the list, get in touch.

**Who is the LookSee Build N.Z. target audience?**

The LookSee Build N.Z. campaign targets global construction talent to fill the immediate and short-term skills gaps identified in the New Zealand market and by participating companies.

**When will employers have access to talent?**

Participating employers will have access to a community of interested, qualified, and available candidates near the end of October '17.

**How do employers view candidate profiles?**

All candidates are pre-screened and filtered by the LookSee evaluation team. The LookSee Build N.Z. portal gives participating employers secured access to these pre-screened candidates.

**How do employers find candidates matching their requirements?**

Firstly, a brief will be taken by one of our team to establish the roles and requirements the employer is looking for. The LookSee Evaluation team will then recommend candidates that fit these roles and requirements. Additionally, Employers can easily filter and search for candidates on their own accord using Boolean search terms, as well as searching on specific fields, such as CV keyword and skills.

**How do employers request to interview candidates?**

Employers can watchlist their favourite candidates from the employer portal and then request to interview them based on the candidate's CV, profile and video introduction.

**Can employers contact candidates to conduct additional screening prior to requesting to interview them in New Zealand?**

Yes, employers are encouraged to contact candidates directly by phone or skype to pre-screen and interview them or to complete their own technical or online skills tests.

**How many candidates can employers request to interview?**

Employers can interview as many candidates as they wish. However, a request to interview constitutes an intention to interview the candidate in New Zealand if they successfully secure one of the places for the LookSee Build N.Z. week - this is important as candidates will be deciding to fly out here for the week based off whether they have a number of interview requests from employers.

**How are the LookSee Build N.Z. week participants selected?**

Employers request to interview candidates that match the skills and experience they're looking for. Candidates that attract multiple interviews will be contacted by a member of the LookSee Evaluation team to check that they meet the final requirements before they are offered a place on the LookSee Build N.Z. week.

**Which candidates will have their travel refunded?**

Candidates that are invited to attend the LookSee Build N.Z. week will be refunded a portion of their travel costs upon acceptance of a job offer from one of the participating employers.

**Are candidates reference checked?**

Yes, the LookSee Evaluation team will reference check all candidates prior to confirming their place on the LookSee Build N.Z. week.

**How do employers know if their candidate(s) have secured a place on the LookSee Build N.Z week?**

A LookSee Evaluation team member will advise both the candidate and the employer(s) who requested to interview them.

**How will employers arrange interviews with candidates during their LookSee visit?**

Once a LookSee Evaluation team member has contacted the employer and confirmed the candidates place on the LookSee Build N.Z. week, the employer can then contact the candidate directly to arrange a suitable interview date and time to be held during the event week.

**How much does it cost for employers to participate?**

There will be a small membership fee for employers to participate in the campaign and have access to the unique talent community. Additionally, employers will be liable to pay a placement fee as outlined in the LookSee Build N.Z. employer agreement if a hire is made from the campaign. Please get in touch with one of the team to find out more.

**What does the membership and placement fee cover?**

The membership fee gains an employer access to the LookSee Build N.Z. unique talent community, and provides profile opportunities for each participating employer. The placement fee covers the cost of recruiting the candidate and assisting them to become New Zealand ready.

**Can an employer still contact a candidate if they haven't secured a place on the LookSee Build N.Z. week?**

Absolutely. Candidates that have not secured an invitation to the LookSee Build N.Z. week may still be contacted directly by employers.

**What happens if an employer wants to make a job offer prior to the LookSee Build event?**

An employer can make a job offer to a candidate prior to the LookSee Build N.Z. week but if the job offer is accepted, the employer must inform the LookSee Evaluation team immediately. The employer will be charged a placement fee as outlined in the employer agreement. Please note that if the hire is made before the LookSee Build N.Z. week, the candidates travel will not be reimbursed through the program as this will mean they are no longer able to attend the week for interviews.