



Christchurch

## this issue

- State of the nation **P.1**
- NZ economic – boom **P.2**
- Auckland job market boom **P.3**
- Rebuild migration boost changes social fabric **P.4**
- Lonely Planet – Auckland - top 10 in world best-cities list **P.5**
- NZ – a top place to be a woman **P.6**
- Gregory Cooper: case study on moving to NZ **P.7**

## State of the nation

Welcome to the October edition of the Catalyst State of the Nation. By the time you read this you'll probably be fending off gangs of tiny witches, ghouls and other undesirables as the world embraces Halloween. Of course this will only last a short time before the evenings take on the soundtrack of a small artillery barrage as fireworks fill the air in preparation for Bonfire Night. Both events are celebrated in New Zealand but there seems to be less "remember, remember the 5th of November" and more "trick or treat" here, contrary to what I remember in the UK. This may though be due to the weather, as we drift into summer the nights are getting longer and any budding pyromaniacs will have to be up past 10pm to actually see the shimmering fruits of their labour! Whether you prefer treats or fireworks, please be safe over the next few days!

### Construction, PQS and Professional Project Management

It is great to finally report that we are starting to see a significant shift in activity. Auckland seems to be leading the pre Christmas Construction charge while Christchurch moves ominously towards a huge tidal wave of activity, the likes of which have never been seen in New Zealand before – even during that last boom! More and more clients are coming to us with plans for recruitment in the New Year and we've been looking at how best we can deal with the demand. In the next few weeks we'll be sending you a short questionnaire which will take only 2 minutes to fill in. The link we send you will provide direct access to our amazing Avature CRM database – ensuring the information you provide will be the information that we use to search for when the jobs start rolling in. If you are serious about New Zealand, then it is essential that we have up to date information for you. As it gets busier in 2014 that information will ensure we find your profile within a few clicks.

In Auckland the apartment activity has really picked up as Developers who have sat on their projects for 5 years now look to push ahead and start solving our housing shortage. Also a number of major projects are due to start in the next few months (Fonterra headquarters, University development and Sky City Convention Centre) and companies are on the look out for Site Managers, Project Managers, Quantity Surveyors, Estimators and Tradesmen) - Now!!

It is the first time in years that we are experiencing the double feel good factor of projects being awarded and starting as well and massive tendering activity.

PQS and Project Management companies will be gearing up again for the New Year.

If you then add in the Christchurch factor which has not actually started yet (predicting another 20,000 construction personnel required), then you will see unprecedented demand in New Zealand over the next 15+ (yes fifteen) years. Many Government funded projects have to get under way before the election – if the current Government wants to be re-elected...

**You need to start planning now!** It doesn't matter how much research you do – you will only really find out what is on offer if you speak with someone over here. For Construction

– Andy is you man. Andy is a Civil Engineer who came to NZ in 96 and has been recruiting here ever since. Having been responsible for assisting over 600 families to migrate, he can help you work out your best time frame.

### Civil

The civil sector remains fairly quiet with many looking to the New Year for a lift in activity. That said, like the construction sector, there is a significant amount of tendering going on with many companies only one project away from requiring new staff. Christchurch remains the focus of attention but interestingly three major projects on the North Island will be at full speed by mid 2014 which will put a strain on the civil requirements around the country. Another region showing signs of activity recently is the Pacific Islands (Fiji, PNG etc). A number of clients are tendering for major projects in the area and will be looking for staff in the near future. Keep Phil posted on your interest and let him know if you're particularly interested in working in the islands.

### Consultants

The consultant engineers remain fairly quiet throughout New Zealand. Having the ability to work remotely has meant that many of the consultants have been able to spread the workload throughout New Zealand and Australia. The downturn in Australia won't last long though and soon that work will stay on New Zealand shores putting pressure on the sector. Even with a flat market there is a specific need for Seismic Structural Engineers, Civil qualified Geotechnical Engineers, Façade Design Engineers and Fire Engineers with a consulting background. If your experience matches this requirement then get in touch with Mireille to find out more.

It's looking like 2014 will be a busy year and heading into November we're reminded just how close the New Year is! If you're planning a trip or a move to New Zealand before or after the New Year we need to know now so that we can help. Get in touch with us to discuss your plans and we'll do everything we can to assist in the process.



## NZ - economic boom

New Zealanders need to brace themselves for an economic boom.

It sounds crazy because good growth sure beats a recession, but after five years in the doldrums we may not be prepared for the strength of the rebound that economists are now tipping.

Next year the country will be “firing on all cylinders”, says Paul Bloxham, HSBC’s Sydney-based chief economist for Australia and New Zealand, in his latest report.

Bloxham is confident that we’ll be booming next year with GDP growth headed for 3 per cent and beyond.

His report, titled New Zealand’s boom, sets the tone for the way the rest of the world is starting to look at us.

Last week ANZ economist Cameron Bagrie noted that latest business and consumer confidence surveys were so strong they pointed to economic growth of around 4 per cent by early 2014.

Bagrie was sceptical about that happening and suggested the economy might “blow a gasket” if it were to accelerate so fast.

But he concluded that New Zealand could be on track for GDP growth above 3 per cent, putting us amongst the strongest performers in the OECD. “It’s been a long time since New Zealand can claim such rock star status,” he said.

Even the IMF expects the growth to pick up to 2.9 per cent next year - ahead of our Western trading partners (including Australia) and not far behind Asian nations like South Korea and Singapore.

The reasons we’re on the up are simple. Dairy prices have stayed at record high through a period of concern about Chinese growth which caused hard commodity prices to fall. Meanwhile, we are on track for record dairy production. That’s a huge boost to an economy that gets about 20 per cent of its income from cows.

Then there is the Christchurch rebuild, which should be kicking into top gear and boosting domestic activity.

The big risks to growth have been with our international trading partners. But last week the US dealt with its debt crisis, sending Wall Street to new highs, and China shrugged off signs of a hard landing with a 7.8 per cent GDP growth figure.

Bloxham is even relatively bullish about the slowdown in Australia, which he expects to be short-lived.

Yes, there are caveats on all those things - a Chinese housing bubble, more US politics - but there is a growing risk that everything might be all right.

A sharp acceleration in economic activity would bring new worries in some sectors of the economy.

We know interest rates will have to rise. But if things really boom they may have to rise faster and that will take money out of the pockets of many mortgage-holding households.

We can also expect the dollar to stay stronger for longer as the rest of the world buys into the New Zealand growth story. The higher dollar should help keep a lid on inflation but it will mean more pain for non-commodity exporters.

We could also see the economy hit capacity in sectors like construction and IT, meaning the kind of skills shortages we were worrying about until the financial crisis hit.

The upside is that increased activity would see unemployment fall and wages start to rise. But these things happen at the back end of a boom, meaning many ordinary New Zealanders will feel the pain of higher living costs first.

That’s going to make the economy a tricky sell for the Government in election year, even as the economists tell us things have never been better.

### Fuel injection

- \* Record dairy prices and record production.
- \* Christchurch rebuild hits top gear.
- \* China growth stays strong.
- \* US debt default delayed, economy on the mend.
- \* Stock market at record highs.
- \* Interest rates at record lows.

Source: NZ Herald, Liam Dann @liamdann  
5:30 AM Monday Oct 21, 2013



## Auckland job market boom

Auckland unemployment is at its lowest level since 2011 after activity has increased in construction and other sectors.



Geoff Cooper, Auckland Council chief economist, said in his [latest economic quarterly](#) that unemployment across the entire city fell from 7.3 per cent in the first quarter to 6.7 per cent from April to June, “the lowest level since 2011”.

He found 10,600 jobs were added in Auckland from April to June and said 20,100 more people were employed in the city compared with the same period last year, a big jump.

“Employment growth continued to broaden, job growth in the quarter was concentrated among older males, with the manufacturing and construction sectors both adding significant numbers of jobs in the quarter. The health, property and business services sectors remained key drivers of employment growth as they have been over the past three years,” Cooper said in the quarterly, out yesterday.

Hiring intentions also rose because 20 per cent of respondents expected rising employment in the quarter to December. Investments intentions also remain moderately upbeat, Cooper said.

Aucklanders’ pay rose from an average \$1124 a week real wages in the first quarter to \$1135 a week in the second quarter. The rest of the country had an average of \$1016 a week in the second quarter.

But average Auckland rents are rising too and are above the rest of the country. Auckland rents were \$442 a week in the first quarter but are now \$449 a week (\$317 nationally).

Cooper also noted how Auckland’s real median house sale price rose from \$555,000 to \$562,000.

Population is rising too. Cooper said that between 2006 and 2012, the number of Auckland residents aged up to 14 years grew by 13,000, filling the equivalent of 27 new schools over the last six years.

Big infrastructure jobs dominate the city’s economic scene. Cooper said that the Waterview Connection and the City Rail Link were the biggest.

“Earlier this year the Government indicated its financial commitment to a 2020 start date, but stated construction could begin earlier if rail passenger trips and employment growth targets are met sooner,” he said of the rail link.

The first growth target is 20 million passengers using the Auckland rail network annually, double the current patronage number, he said.

“Auckland looks likely to meet this target around 2018,” Cooper said.

But improvements to the public transport network, including rail electrification, integrated ticketing and the redesign of the bus network to integrate with rail, could mean the target is reached sooner.

“The second target is a 25 per cent increase in Auckland’s CBD employment. This looks considerably more challenging,” he said, based on the city centre growth rate over the past decade. The target might be reached around 2023.

Developing the city centre as a hub for office-based employment and business and financial services is planned, but global economic conditions will play a part.

Source: NZ Herald, Anne Gibson



## Rebuild migration boost changes social fabric

Canterbury's social fabric will be vastly different for years to come as a result of post-earthquake migration, a university professor says.

Statistics New Zealand figures released yesterday showed a net gain of about 3900 people to Canterbury for the year to September, with about 90 per cent under the age of 44.

More men arrived than women, a large number of imports were either Filipino or Irish, and about 900 people identified as engineering or construction workers.

The figures were for permanent arrivals or long-term arrivals who indicated they were going to stay for a year or more.

Canterbury experienced a net gain of 634 Filipinos compared with 436 people from Ireland.

The biggest gain - about 1300 people - was from the United Kingdom.

Other countries high on the list included China (284), Japan (138), India (267), and Africa and the Middle East (380 each).

University of Canterbury social sciences lecturer Lyndon Fraser said the social fabric of the region would be vastly different for years to come, with the arrival of both rebuild-related and other migrants.

There were many reasons behind migration statistics, he said, including a global trend of movement from Asia, Africa and the Middle East.

However, evidence showed that wherever there was temporary migration - for reasons such as the Canterbury rebuild - "people invariably stay longer".

"They fall in love, find more work and extend their visas. That will have an impact 10 or 20 years down the track," Fraser said.

Canterbury "is going to be quite a different place. It is going to be a lot more diverse."

The region would need to learn how to cope with "managing diversity", and deal with issues around schooling, housing and catering for different religions, he said.

"It is exciting and nothing to be afraid of."

The figures also showed a net gain of 2450 males arriving in Canterbury compared with 1459 females.

Migration to New Zealand hit a 10-year high in September, with a seasonally-adjusted net gain figure of 2700 people - the highest monthly net gain since the middle of 2003.

The annual net gain for the country was about 15,000 migrants, reversing a net loss of 3300 in the previous year.

Statistics New Zealand demographic analyst Nicholas Thomson said although the Canterbury rebuild contributed to the nation increase in net migration, the biggest factor was fewer people leaving for Australia.

### By the numbers

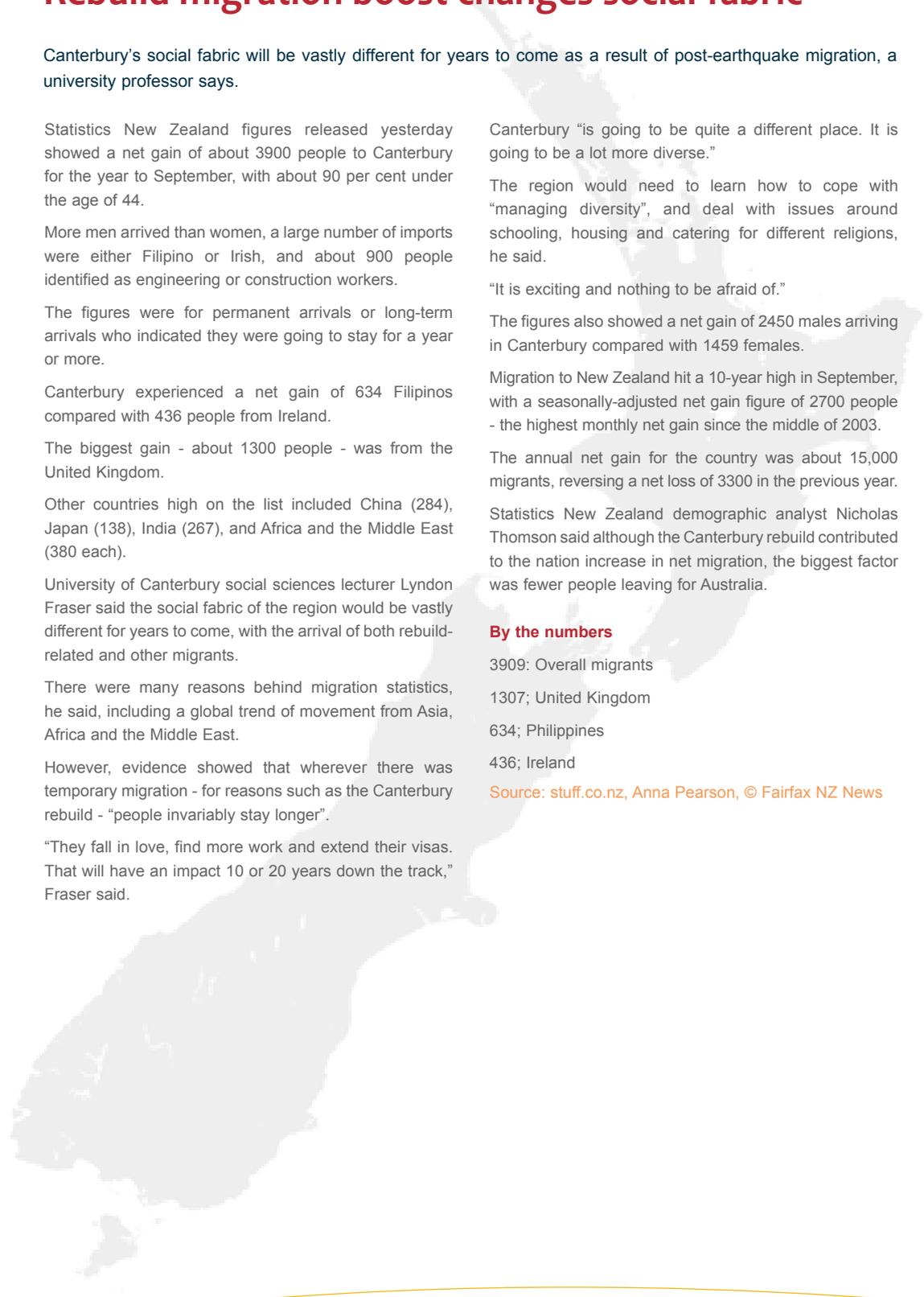
3909: Overall migrants

1307; United Kingdom

634; Philippines

436; Ireland

Source: [stuff.co.nz](http://stuff.co.nz), Anna Pearson, © Fairfax NZ News



## The other cities in the list

1. Paris
2. Trinidad, Cuba
3. Cape Town
4. Riga, Latvia
5. Zurich
6. Shanghai
7. Vancouver
8. Chicago
9. Adelaide
10. Auckland

# Lonely Planet – Auckland - top 10 in world best-cities list

Auckland has been rated one of the world's top 10 cities to visit by travel bible Lonely Planet.

Link to video - <http://tinyurl.com/Auckland-top-10>

Auckland has been rated one of the world's top 10 cities to visit by travel bible Lonely Planet.

The city, which attracts 1.8 million foreign visitors a year, sits alongside iconic places including Paris, Zurich, Shanghai and Vancouver in the ninth annual Best in Travel guide, published today. The book highlights the best trends, destinations, journeys and experiences for the upcoming year.

Auckland was praised for its newly revitalised waterfront districts such as the Wynyard Quarter, and shopping and dining precincts such as the City Works Depot and Britomart.

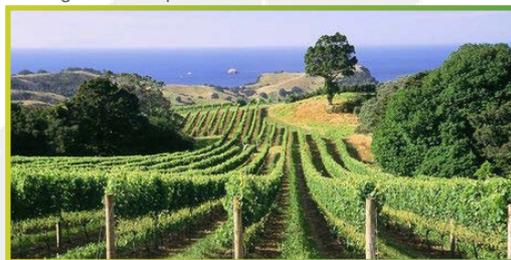
Also singled out are black-sand beaches on the west coast, the Waitakere Ranges, Rangitoto Island, Waiheke Island, the 77km Hillary Trail, the SkyWalk atop Auckland's Sky Tower and the refurbished Auckland Art Gallery



"Auckland is often overlooked by travellers eager to head for the stellar alpine and lake landscapes further south, but food, arts and exploring the coastal hinterland are all excellent reasons to extend your stay in New Zealand's biggest and most cosmopolitan city," the book says.

The only criticisms of the city of 1.4 million people are the traffic and the "inconsistent (but always entertaining) form of the Warriors".

The Top 10 Cities were independently nominated by more than 500 authors and staff of Lonely Planet, the largest travel guide book publisher in the world.



The entry is written by Brett Atkinson, who is based in Auckland but has visited more than 70 countries and had stories published on more than 45.

He has written several Lonely Planet country guides, including for Sri Lanka, Thailand and Tasmania.

Auckland marketing expert Graham McGregor said such an award from a brand such as Lonely Planet would do wonders for tourism.

"Any time somebody who's not you says you're good, that's much better than you saying you're good. You have someone ... endorsing you, saying you're the tenth best city in the world to travel to; that's a great feather in the cap and the council should definitely use that in their marketing."

The book labels restaurants Ortolana, Cafe Hanoi and Mexico Food & Liquor as trendsetters, while Al Brown's Depot Eatery & Oyster Bar is a "true Auckland experience"



The owner of Vietnamese restaurant Cafe Hanoi, Tony McGeorge, said: "Lonely Planet is an extremely high-profile publication and I would think they have significant impact on the way in which people choose a place to go.

"It's a nice thing to hear. I think Auckland is becoming a far more tourist-orientated city and people are seeing Auckland as a destination in its own right as opposed to a gateway to the wider New Zealand areas."

The Mayor of Auckland, Len Brown, said the accolade for the city was well deserved.

"The work we are doing to make Auckland a fabulous place to live and visit is paying off and putting Auckland on the map."

Brett O'Riley, chief executive of Auckland Tourism, Events and Economic Development (Ateed), said the recognition added weight to the city's marketing efforts to attract domestic and international visitors.

Ateed aims to double the contribution from the visitor economy to \$6 billion by 2021.

To coincide with the Lonely Planet accolade, Ateed posted a YouTube clip featuring comments from proud Aucklanders, including Simon Gault, Carol Hirschfeld, Kerre McIvor, Sir John Kirwan and Jeremy Corbett.

Lonely Planet's Asia Pacific sales and marketing director, Chris Zeiher, said Auckland's inclusion in the list was a testament to the sustained reinvention of the harbourside city.

It follows several other destination accolades in the past year, including Lonely Planet's current New Zealand guide labelling the Hauraki Gulf and its islands and the city the top two New Zealand experiences.

Written by Alanah Eriksen



## New Zealand: A top place to be a woman

Survey shows we're at No 1 for educational attainment but 'unconscious bias' in workplace still happens.

New Zealand is among the top 10 best places to be a woman, according to a worldwide report on gender equality.

It ranked seventh out of 136 countries in the World Economic Forum's Global Gender Gap Index 2013, with narrow gaps between the sexes in the health, education, economic and political sectors.

New Zealand was at number one - equal with several European countries - for educational attainment, which included literacy rates and enrolment in primary, secondary and tertiary education.

Minister of Women's Affairs Jo Goodhew said the results were heartening but there was still a gender gap in some industries which was "unacceptable".

"Our girls are much more qualified than they used to be when they leave school, and coming out of university. But there's still unconscious bias in the workplace, which really gets in the way of career progression and leadership pathways."

For political empowerment, New Zealand ranked 12th. That included a sub-heading on women in Parliament - where we ranked 25th - with 68 per cent of politicians male and 32 per cent women.

The country was 15th under the economic participation and opportunity heading, which included labour force participation, wage equality, the balance of senior officials and managers as well as professional and technical workers.

New Zealand ranked 98th on the list for healthy life expectancy because women were outliving men by an average of only two years - 74 versus 72.

The country had moved down one place overall from last year as the Philippines jumped up.

Four Nordic countries at the top have consistently held those positions. Iceland is in the top spot for the fifth consecutive year and had the narrowest gender gap in the world.

The annual report, which started in 2006, is the result of collaboration with Harvard University and the University of California, Berkeley.

Ms Goodhew said men in New Zealand were four times more likely than women to ask for a pay rise, and that needed to change.

A recent survey showed women earn between \$8000 and \$20,000 less than their male colleagues in some New Zealand industries - despite being more qualified.

Women starting out in the accountancy industry earned on average \$10,000 less than male counterparts.

Wellington Mayor Celia Wade-Brown said she had still encountered some sexism during her campaign.

"When I was campaigning in 2010, some people asked me, 'Do you think Wellington really wants a third woman as mayor?'"

Labour MP Jacinda Ardern said: "When compared with other nations, when it comes to things like access to education, you would certainly hope that we would be ranking highly."

"But that is no reason for complacency and we have to constantly keep an eye on how things are improving domestically, even if we're on the improve relative to other countries, particularly when it comes to the gender pay gap."

Sandy Pasley, principal of all-girls school Baradene College of the Sacred Heart, in Remuera, said: "It's important for our girls to know that they can do anything if they want to ... Whatever they choose, they can be successful at."

Lesley Whyte, of Women on Boards, said that there was "still a long way to go before we get greater equality".

Just 14 per cent of directors of the top 100 NZX companies were women.

Source: NZ Herald, Alanah Eriksen





## The Catalyst Team

# Gregory Cooper

## Case study of moving to NZ

### Current Employer: HEB Structures

Greg had been contemplating a move overseas for a number of years and first made contact with Catalyst in July 2012. The market was still quiet at this point but it wasn't long before HEB Structures were looking for an Engineer for a project they hoped to win. Greg initially interviewed via Skype in September 2012 and took the opportunity to visit New Zealand and meet with the team at HEB Structures the following month. All went well and when the project was finally awarded in February Greg was offered and subsequently accepted the role of Project Manager. Greg worked his way through the immigration process and arrived in Tauranga in August 2013.

### What inspired you to consider moving with your family to New Zealand?

I have always wanted to work overseas and the mobility of civil engineering experience was a big attraction to the industry when I left school. A couple of international tenders not being converted to wins, loyalty to projects and life generally getting in the way meant the big adventure in my early twenties has turned into a slightly different beast in my late thirties. The vision of pioneering in the Third World where no one speaks a word of the Queen's has mellowed into a search for new challenges somewhere where my schoolboy-French and a spattering of Welsh aren't going to hold me back, the bins get emptied and the bed is comfy. There is plenty of wilderness to explore in New Zealand but the home comforts are there to come home to.

New Zealand has always been somewhere I wanted to visit since watching Children of Fire Mountain as a four year old. The scenery is stunning. The climate is great. The Kiwis I have met and worked with in the UK have almost all been easy to rub along with.

A call for CVs by Catalyst Recruitment in the UK trade press came at the right time personally and professionally.

After a week over here for interview and a whistle-stop tour of the north island I was convinced it was somewhere I would be happy.

### Has New Zealand lived up to your expectations?

Pretty much. The work challenges are exciting. The self-reliance and can-do attitude in the work place is energising. Setting up home and settling in has been straightforward. The people are friendly and welcoming. The weather is great and you never more than 10 minutes from somewhere beautiful.

### How has your life changed since moving to New Zealand?

The work-life balance is about right now. I am much more relaxed and have more patience and energy in my leisure time.

### What one thing would you have done differently?

Everything got packed into a container and shipped around the world. Unpacking at the other end I am finding a surprising amount of stuff that could have stayed at home or been sold on eBay before leaving.

### What one thing do you wish you had known about before moving?

Once the visa comes through the leaving date arrives really quickly. All the admin can get sorted in that time but make sure you plan time to say farewell to friends and family otherwise the leaving do's all start to pile up.

### What advice would you pass to someone commencing the process?

Budget for a decent grill (BBQ) and outdoor furniture as you will spend so much more time outdoors at home than you ever did in the UK.

Make sure the house has a spare room as there will be a queue of visitors from back home booking themselves in to come and stay.

### Looking back with hindsight, do think you have made the right move for you and your family?

Definitely the right move.

#### Useful Facts:

1 <sup>st</sup> contact to interview:	61 days
1 <sup>st</sup> interview to offer:	150 days
Offer to arrival:	190 days
Time since arrival:	75 days



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