

## **PREPARING YOUR JOB SEARCH CAMPAIGN DURING AND POST COVID-19**

- Because of Covid-19, many businesses, especially small business, have incurred significant income, liability and cash-flow problems. This may affect the nature of positions available e.g. full-time; part-time; contract positions.
- Focus on large employers. They will probably recover sooner from Corona before small businesses.
- Be flexible with your initial salary or wage expectations.
- Focus on securing a position in your primary functional area at the best salary/wage you can negotiate. After several months, with this relevant Canadian functional experience on your resume, you can re-evaluate your compensation based upon prevailing market conditions for people with your knowledge, experience, skill and accomplishments.
- As a matter of recruitment policy, instead of offering a full-time position with full benefit costs, some employers may prefer to offer an employment contract for a fixed term to provide both the employer and the new recruit with an opportunity to evaluate the results achieved and the overall employment relationship. If the role falls within your area of expertise, accept the contract. You can re-evaluate your position towards the end of the contract to either remain with that employer or seek employment elsewhere. The experience you have gained will be invaluable.
- Update your interview-process knowledge and skills.
- Update your resume.
- If applicable, update your LinkedIn and Facebook profiles. LinkedIn is a very important employment search tool. Employers may visit your Facebook page to evaluate your social profile.

Refer to the Employment Section in this website for additional detailed information on how to prepare for your job search and how to structure your resume and cover letter (if applicable).