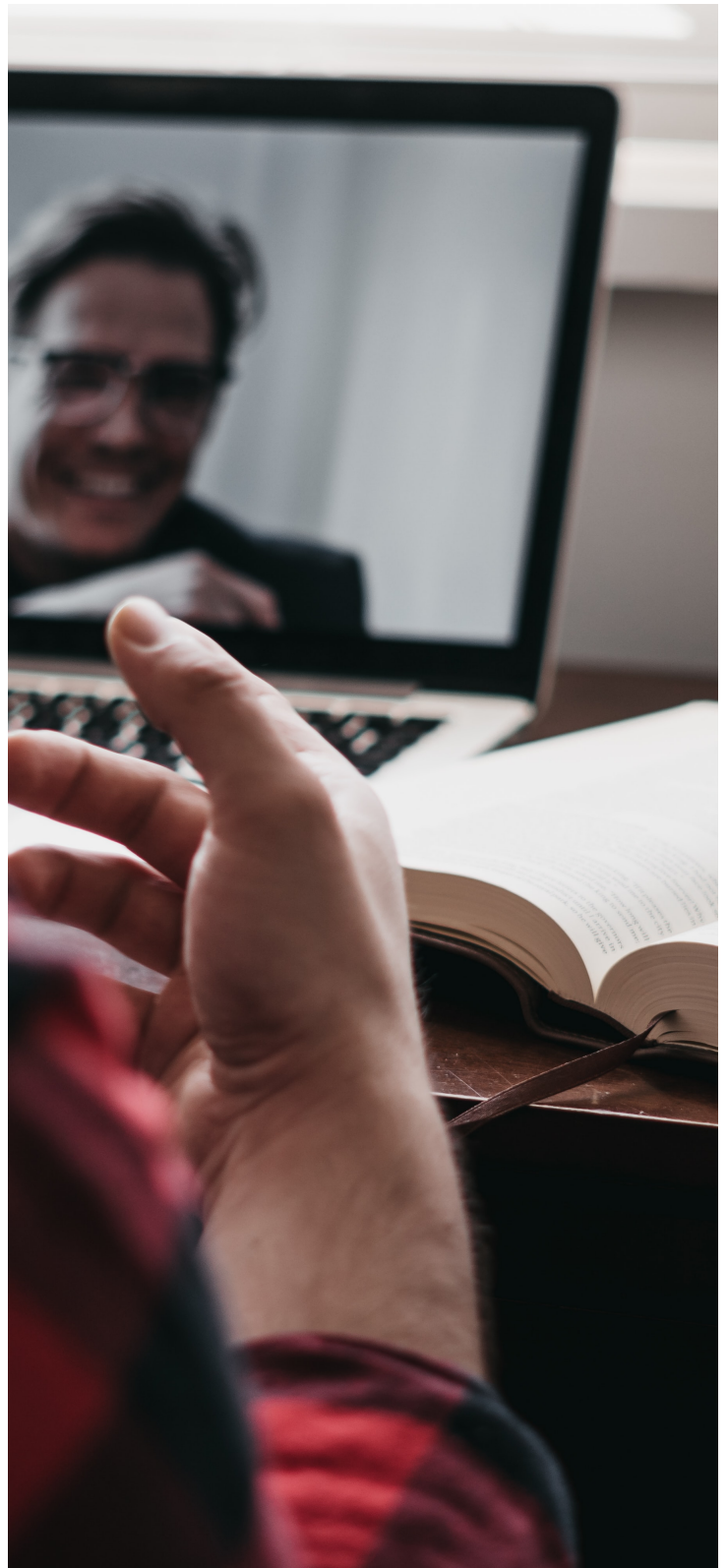


**Top 10 insider
tips** from
experienced
recruiters on
**how to make
your job
search on the
Dutch market
successful**
during Covid-19



The global Covid-19 pandemic has taken its toll on the Dutch labor market. As experienced recruiters that have been dealing with economic challenges throughout our career, we realize that it can feel challenging and often frustrating for people to find a suitable opportunity in such turbulent times. This is why we would like to share out top 10 insider tips on how to make your job search easier during the pandemic.

1. *Some industries are more affected by the pandemic than others*

Industries that were hit hard by the pandemic include the tourism and hospitality industry. Industries that are booming during this time are the online entertainment industry, the eCommerce industry, the IT industry and the Online Learning industry. When you apply for jobs take a moment to reflect on how the business of the company you are applying to is doing at this point of time. You want to start at a stable company whose business is growing and gives you opportunities to stay long-term. The more stable the industry, the more likely that they will actually hire somebody for a position right now.

2. *Apply via recruitment agencies instead of company websites*

Recruitment agencies are in touch with their clients on a daily basis, which means that they receive regular updates about the status of the vacancies. If a role is put on hold, or if a company suddenly cannot hire somebody for the role after all (due to the pandemic or other circumstances), the client will let the agency know straight away-keeping you updated on the status of your application. When applying via agencies you know that you are applying to roles with companies that are actively reviewing profiles, inviting suitable candidates and ready to hire the right person. When applying to jobs via company websites directly or via LinkedIn, you may experience not hearing back from companies at all and not knowing if the position is even still available. Companies often have vacancies on their website and make it seem like they are planning on hiring somebody for a certain role, while they often experience great insecurity about the current situation and do not know if they have the right budget to hire somebody. Save yourself some time by applying via agencies!

3. *Make usage of your LinkedIn network*

Do not hesitate to reach out in your network and letting others know that you are open to new opportunities. You never know, sometimes the right opportunity comes

along via previous colleagues, people from your education or in your close surrounding.

4. *Use this time to invest in yourself*

Don't sit around at home, hoping for the right opportunity to come up. Instead, be pro-active and use the time to invest in yourself. Follow an online course, improve your Dutch skills, learn a new skill and spend time exploring your own strengths and your own WHY. Maybe you discover something about your job preferences that you were not aware yet and you get a new perspective along the way.

5. *Remember that you are not alone*

While you may not be the only one applying to vacancies at the moment (which may feel like a lot of competition), remember that you are going through a global pandemic and that you should give yourself some credit. We face a lot of uncertainty and it normal to feel overwhelmed or stressed at times. But always remember: you are not alone and there are people around you who can support you in this time. It also is calming to think that you are not the only one who is going through this challenge. We understand what you are going through and are here to support you. Visit our Abroad Experience Recruitment website to receive support in your job search and check out our additional online courses and on-one-one coaching options. We are here to help you!

6. *You have a unique set of skills and knowledge that nobody else can offer*

You are you and there is no need to compare yourself with others who may have "more experience" or "more language skills" or "have been here for a longer time". Focus on your own journey and believe in the fact that you have what it takes to succeed in an international working environment. Focus on what you have instead of what is missing.

7. *Focus on applying to roles in your area*

Even though companies offer employees to work from home at the moment to assure health and to help to flatten the curve, the majority of them expect their employees to come back to the office once the pandemic situation has improved/ passed. Thus, try to apply to roles that are in your area with a maximum commuting time of 60 minutes per way. Companies usually tend to invite those candidates first that live in the area, before they consider people who need to relocate within the Netherlands or even from outside the Netherlands.

8. *Upgrade your CV and LinkedIn profile*

This is the time to make your CV and LinkedIn profile look even more professional and to get it ready for the current Dutch market. Every country has different expectations

of how a CV and good cover letter should look like. If you are looking for support in making your CV ready or better for the Dutch market, check out our blog article on <https://www.abroad-experience.com/blog/how-to-build-a-perfect-cv/> and our Youtube video on https://www.youtube.com/watch?v=GMOVIPbm_cg

9. *Have the right mindset*

'Dress for Success' and 'Turn your success switch on!' Mindset is not everything to finding your next job but it plays a huge role in the process. If you have the right mindset you go a long way: applying to jobs that you know fit your expectations and skills, attending interviews confidently and bringing the right set of skills and knowledge to the table are part of the journey. Yes, this is a more challenging time to apply to jobs but that does not make it impossible. At Abroad Experience Recruitment we have placed a large number of international professionals, like you, with international clients of ours. Your right job is out there, it may take time and patience, but you will get there when you believe in yourself and approach the application procedure positively and with an open mind.

10. *Take it one day at a time and celebrate small steps*

Instead of self-sabotaging yourself for 'only applying to xyz number of jobs today' or 'not having received any job interview invitations' so far, focus on chunking up your to do list. Every application is a step forward and it often takes time until you get invited and find the right role. Use positive affirmations and be kind and patient with yourself, especially during the pandemic.

11. *Take a step away and re-focus*

If you feel stuck and do not feel like you are productive or making any progress with applications, step away from your laptop for a while and do something else. Sometimes taking a walk, getting some fresh air or doing something else for a while helps you to re-focus and offers relief to any frustrations that have built up. Sometimes less is more, so make a priority list and a to do list in the morning and plan your day in order to get more done in less time.