

## 1 SUMMER IS THE TIME IN WHICH SOME COMPANIES ARE ON VACATION. IS THIS THE MOST DIFFICULT TIME OF THE YEAR FOR RECRUITMENT? IS THERE A LESSER CHANCE OF GETTING HIRED?

It is interesting and paradoxical that summer is probably the best time to look for a job for 4 reasons:

- a) the majority of job seekers think that it is a bad time and don't try. Because of this fact, competition is virtually non-existent, or at least extremely weak;
- b) the number of ads "job opportunity" in August related to the average of 100 per month falls to 70 (ads);
- c) most of the administrative personnel are on holidays and the stream of telephone calls is less busy and overwhelming. It is then easier to reach the managers;
- d) when the manager is not on vacation and because of the weakness of administrative staff, it frees up much more time for you to focus.

## 2 DO YOU HAVE ADVICE FOR APPLYING DURING THIS TIME?

The methods used during these times are basically the same as the ones practiced under normal circumstances.

There are six strategies with regard to a unsolicited approach. The best technique is to choose not the best one but rather to select the one that is the "lesser evil":

- approach spontaneously on location "Knock-knock" method;
- chance meetings (at a conference, in a café closest to the company, in a sports club...);
- emails;
- traditional letters (paper);
- telephone interviews to obtain an interview (preferably with the assistant to avoid going into a recruitment phone interview);
- phone call to the assistant to ask him or her if you can send him or her an email with letter in PDF for his or her manager (let them know that this letter has strategic importance and is confidential, but it is not urgent. Suggest that the letter be put into the right hands at the right time when the manager is available.

## 3 WHAT ARE THE DIFFICULTIES THAT THE CANDIDATES CAN FACE?

One major difficulty is that the person whom you are trying to reach is on vacation.

If this is the case, speak to his or her substitute and speak to him or her after obtaining an appointment.

## 4 WHAT SECTORS OR FIELDS RECRUIT MORE IN THE SUMMER?

I don't have an exact answer to this question.

There is undoubtedly a strong wave of hiring for fixed-term contracts and/or interim assignments:

- For administrative positions and/or low-skill job to replace people on vacation;
- For jobs in industry and/or travel and tourism sector

## 5 ARE THE POSITIONS IN THE SUMMER MOSTLY TEMPORARY POSITIONS?

Yes, see above.

## 6 WOULD SUMMER BE A TIME THAT IS MORE CONDUCTIVE TO GAINING EXPERIENCE IN OTHER FIELDS? RE-WRITE HIS CV, PREPARE FOR A JOB INTERVIEW? REST?

As in spring, autumn, and winter, summer is a season that is very conducive to developing and growing in whatever way one wants to do it.

All activities are good of which to take advantage, if one wants to learn something from them.

The only thing to avoid is wasting away your summer.