

Submission for 2020 Exceptional Experience Contest

I am delighted to present the 'exceptional experience' I acquired in 2019 in getting a full-time engineering job at one of the best Canadian employers thanks to Staffmax and, in particular, to Marnie Tod, Senior Recruitment Consultant.

In 2019, I resigned as a team leader from a major research and development project in Europe and relocated to Canada. Having landed in Toronto, I immediately took advantage of services for newcomers, took a course that highlighted features of Canadian labor market including work ethics and workplace culture. I also received help in creating a resume according to Canadian rules and requirements. I was surprised that personality and soft skills are of a paramount importance for technical specialties, and, in some cases, can compensate for the lack of technical skills. This fact gave me confidence and considering the combination of my personal qualities and technical skills, I saw my chances for the success as high.

However, in reality, my first steps in job search were fruitless. Quite a lot of online job postings turned out to be a hoax, and they often contained mutually exclusive things. Applying to these vacancies was pointless and did not lead to anything. Nevertheless, I decided not to stop searching via the Internet and expanded the scope to other provinces, not only Ontario, hoping that I would have more luck there.

On one of the Internet sites, I found a job advertising that was fully compatible with my experience, and it did not contain any red flags. It was posted by Staffmax and the position was in Manitoba. I filled out all the necessary forms on their website and sent my application. It was the end of the week, Friday, if I remember correctly. Surprisingly, after the weekend, on Monday, I received a call from the recruiter who introduced as Marnie Tod from Staffmax and the call was about my candidacy for the position I applied to. During this brief phone call, I confirmed basic information about me and confirmed my readiness for the possible relocation to Manitoba. We scheduled a phone interview for the next day in order to discuss details.

The next day, at agreed time, Marnie clearly described requirements and terms for this position and patiently answered all my questions. I would like to note that she clearly understood all technical details from my resume and was able to effectively present my candidacy to the employer.

Moreover, I am grateful to Marnie for providing all the necessary details that helped me develop a competent strategy for interviews with the employer.

Later on, all follow-ups and updates I received from Marnie in clear and concise way. Every time I was immediately informed on the next steps in the hiring process for this company and was never left blindfolded. As it turned out, the process consisted of several stages of interviews and online tests. Frankly, I had never participated in such a complicated hiring process before, and I was not optimistic about a positive outcome after the first interviews and tests. However, Marnie, provided moral support, which was very helpful even though all the communication was over the phone or email. As a result, I went through the hiring process with flying colours and received the job offer that I gladly accepted.

Thanks to Marnie, moving to Manitoba went smooth. She proposed several neighborhoods and apartment buildings worth considering to live in. In addition, I am immensely grateful to Marnie and her husband for meeting me at the airport with gifts.

I will recommend Marnie to anyone who is in the same life situation as I was and especially for engineers who are looking for help in finding employment. Marnie went out of her way for me, and she demonstrated exceptional professionalism during the recruitment process.

Respectfully submitted,

Artem Krutilin