

**for sale**

**MUTCH** Dresser excellent condition \$300. Two seater, leather \$80 and large metal shopping cart, \$310 and prices one. Phone 5722586.

**wanted**

**KING** Size bed wanted for tall grandson. Phone 0277156426.

**DRESS MAKING ALTERATIONS**

WE PICK UP & DELIVER

Over 30 years experience

Ph. Ralys 573 7257 or 022-3172848

**situations vacant**

**txt talk**

Two year thoughts on 027 242 5266

**WE'RE RECRUITING!**

**Yealands**

ARE YOU OR SOMEONE YOU KNOW LOOKING FOR AN OPPORTUNITY TO JOIN OUR AWESOME TEAM IN MARLBOROUGH?

Due to our ongoing growth we're currently recruiting for:

- Cellar Hands
- Vineyard Assistant
- Winery Engineer
- Cellar Door Hosts

**YOUR IDEAL COMPANY:**

- We are leading the world in sustainable wine production, and are 100% committed to sustainability and producing world class wines.
- Our wines have won 29 trophies and over 1,000 medals.
- We're friendly, fun and social, but always professional with strong ethics.

If you're interested in learning more about any of our current vacancies, please visit our website [www.yealands.co.nz](http://www.yealands.co.nz) or give us a call on 03 575 7618. What are you waiting for!

**Oyster Bay**

MARLBOROUGH

**VINEYARD OPERATORS**

PERMANENT OR PART TIME

We are looking for people who want an opportunity to be part of our passionate team where there is plenty of scope to reach your full potential.

Work with us in a supportive environment where quality outcomes are our goal. You will get a variety of opportunities to share your skills and develop knowledge for a recognised career in vineyard operations.

We are all about supporting our people, we recognise and reward experience, offer on-going practical skill-building opportunities where we place you in a role that matches your skills, training and aspirations.

Apply your practical knowledge and skills on a day-to-day basis:

- Tractor and machinery operations
- Spray applications
- Irrigation operations
- Hands-on vineyard maintenance
- Harvest operations

Please apply via our website or call Delegat National Viticulture Office for an application form on (03) 572 6300, 1st Floor, Riverview House, 13 Alfred Street, Blenheim 7201.

[DELEGATWINES.COM/CONNECT/CAREERS](http://DELEGATWINES.COM/CONNECT/CAREERS)

**situations vacant**

**LV** **AV** **AV** **AV**

**The Awatere River Wine Company** is based in the Awatere Valley in Marlborough and is focused on making high quality varietal wines. We are a young company, and growing fast.

Due to our ongoing expansion we are seeking expressions of interest for the role of **Vineyard Operative**.

**Our ideal candidate will possess:**

- Understanding and ability to work flexible hours from time to time throughout the viticultural year
- Ability to work well in a small team and lead casual staff when required
- Day-to-day machine operations skills
- Ability to perform duties as directed, safely, effectively and efficiently using viticultural best practice
- Practical knowledge of machinery and implement use including ATV's, tractors and vineyard equipment
- The ability to undertake basic vineyard machinery and equipment maintenance
- Ideally be familiar with harvest activities including, but not limited to, pruning and harvest operations
- Preferably Certificate 4 Approved Handler Certificate, but training can be arranged for the right person
- Previous experience operating and working with machinery, irrigation, young vines, soils and property maintenance would be a definite advantage
- An enthusiastic attitude, open mind, self-motivation, organised, detail-focus, and strong communication with great time management skills will get far to the lead.

**General vineyard duties relating to this job will include:**

- Seasonal work - harvest, spraying, soils again
- Assisting with the Grape spray programme
- Use of vineyard machinery, including tractors, ATV's, mowers, sprayers, trimmers and other vineyard equipment
- Implementing young vine training, soils and property maintenance

A driver's licence is essential for this role. All onsite training will be given. Competitive pay rates and other benefits will be discussed at interview and will depend on experience of successful candidate. Only people eligible to work in this country should apply for this position. Please provide evidence of your work visa or citizenship.

To find out more about the role or to apply please contact Lloyd at [Lloyd@awatere.co.nz](mailto:Lloyd@awatere.co.nz)

**Create Your Future. Apply Today.**

Now hiring vineyard operators in Rapaura, Waihopai Valley and Fairhall. Guaranteed 40 hours per week, or ask us about your job share, school hours and other flexible working arrangements.

**About Us**

Constellation Brands New Zealand is the country's #1 exporter of wine to North America, with our brands Kim Crawford and Noble driving category growth across the Pacific. Here at home and in Australia, our innovation continues to hit store shelves with Crafters Union, Skalks Taste Collection and more. Our people and brands are what set us apart from the competition, to carry out our vision of 'elevating life with every glass raised.'

**About You**

- A team player with a can-do attitude
- Experience preferred but not required
- Growsafe, first aid and training is provided
- Seasonal work (harvest, spraying, irrigation, etc) may require flexible hours or shift work
- A current full driver's licence

**Key Responsibilities**

- Following all safety and PPE protocols
- Supervision of
- Mulching, spraying and general maintenance
- Tractor and
- Harvest
- Work
- On

Create your future here.

# Marlborough Recruitment Survey 2018



# Executive summary



55 employers, with 3,757 employees, across a dozen industries, spread throughout Marlborough.



85% of employers had permanent job vacancies.



80% of employers said it is Difficult (28%), Very difficult (40%), or they Cannot fill (12%) vacancies.



76% said the biggest challenge was they don't get applicants from people with the right skills.



Issues that need to be addressed for the attraction and retention of talent are the Shortage of labour (24%) and Lack of / affordable accommodation (22%).

# Myths busted

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“Marlborough only has seasonal work”

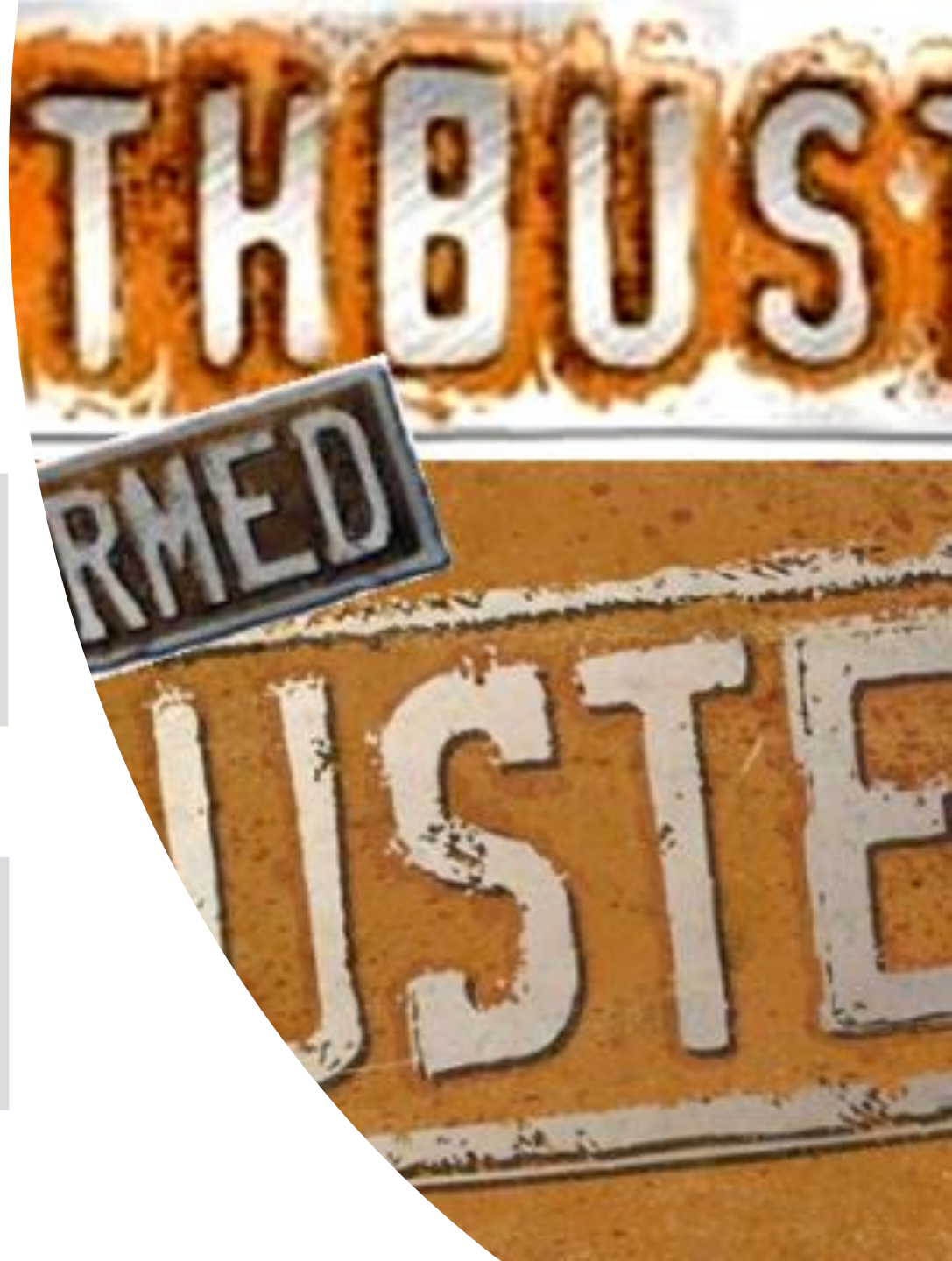
85% of employers had vacancies for permanent jobs.

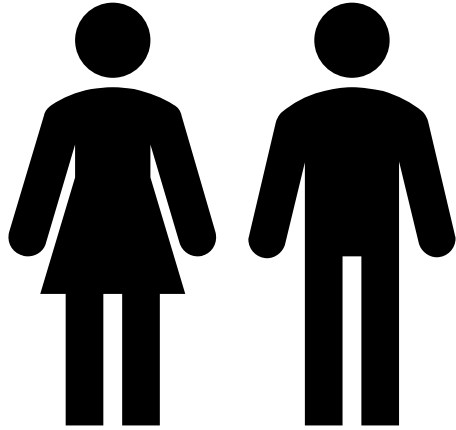


“Marlborough only has low paid jobs”

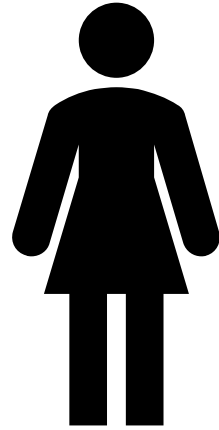
The most difficult vacancies to fill are Skilled positions (89%) and Technical Experts (88%) i.e. well paid jobs.

*“I've had a skilled roofer vacancy on Trademe for two weeks and not one applicant.”*

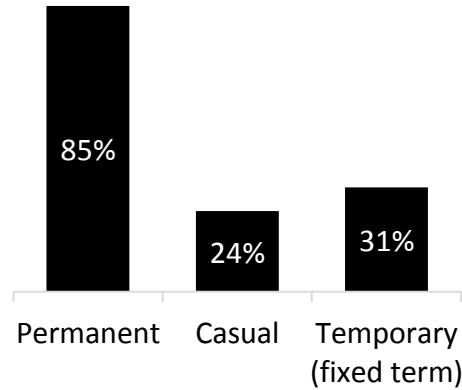




Average of 3.6  
vacancies



5% of all jobs vacant



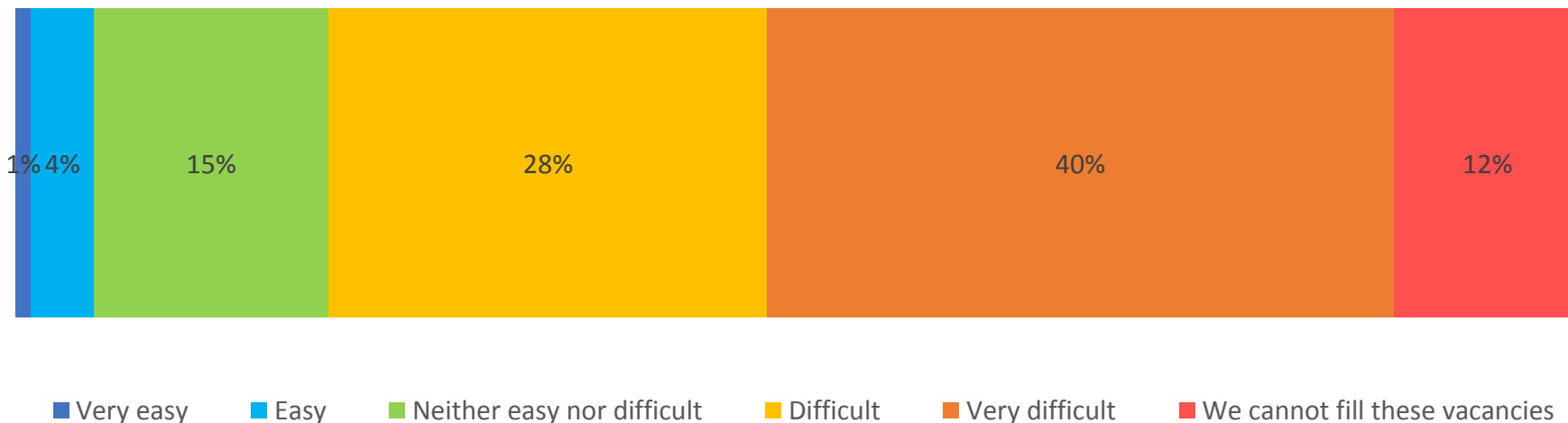
85% of employers  
had permanent job  
vacancies



Average staff  
turnover 14% last 12  
months

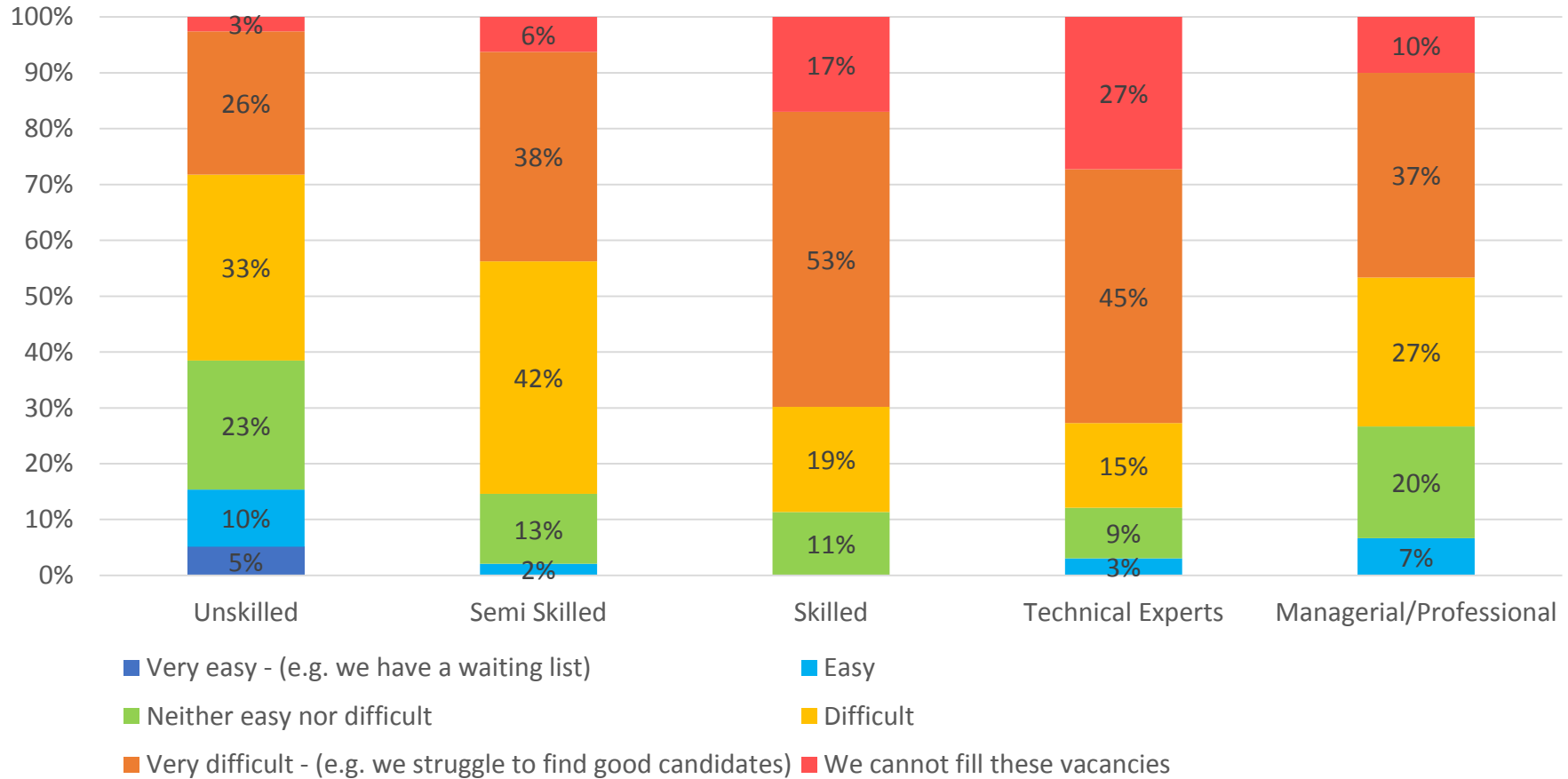
# Vacancies and staff turnover

# Ease/difficulty of filling vacancies



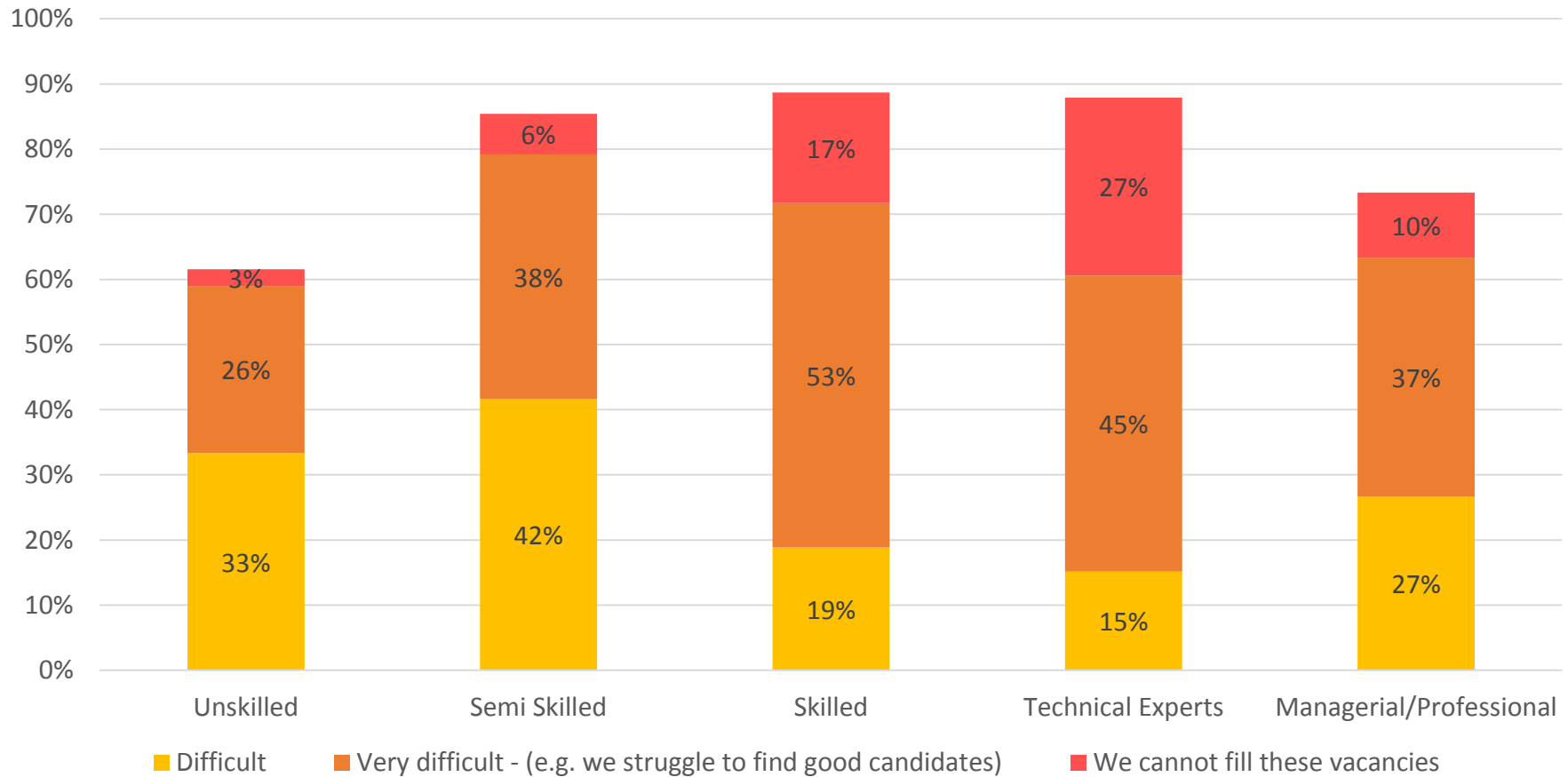
- 80% of employers said it is Difficult (28%), Very difficult (40%), or they Cannot fill (12%) vacancies.
- Only 20% of employers found it Very easy (1%), Easy (4%) or Neither easy nor difficult (15%) to fill vacancies.

# Ease/difficulty of filling vacancies - level



Please indicate how easy you currently find it to recruit good candidates for each level - please click N/A if you do not recruit these types of employees  
 Base: those who recruit these types of employees

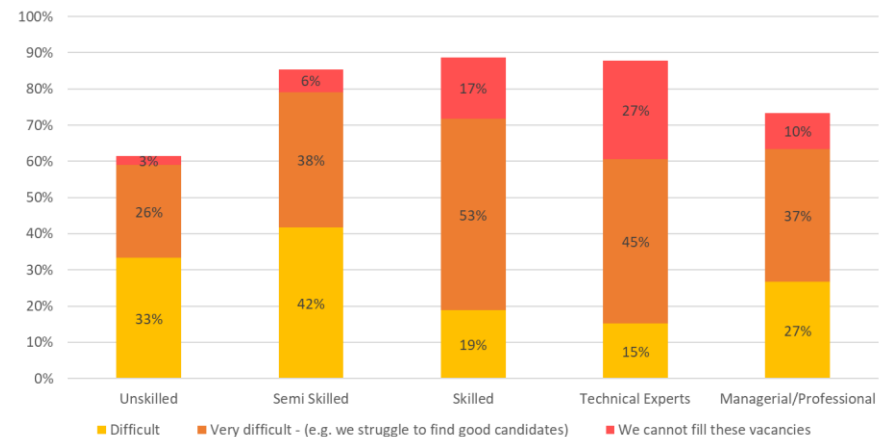
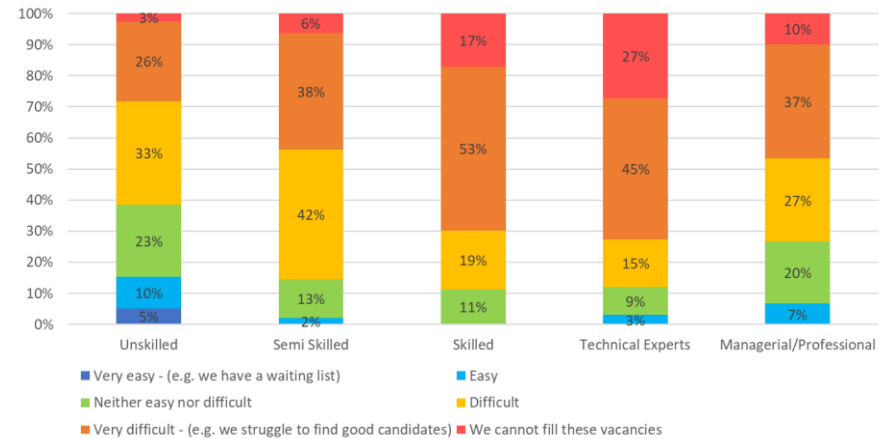
# Difficulty of filling vacancies - level



*Please indicate how easy you currently find it to recruit good candidates for each level - please click N/A if you do not recruit these types of employees  
Base: those who recruit these types of employees*

# Difficulty of filling vacancies - level

- It is difficult to fill vacancies at all levels.
- Unskilled vacancies 62%
- Semi Skilled 85%
- Skilled 89%
- Technical Experts 88%
- Managerial/Professional 73%

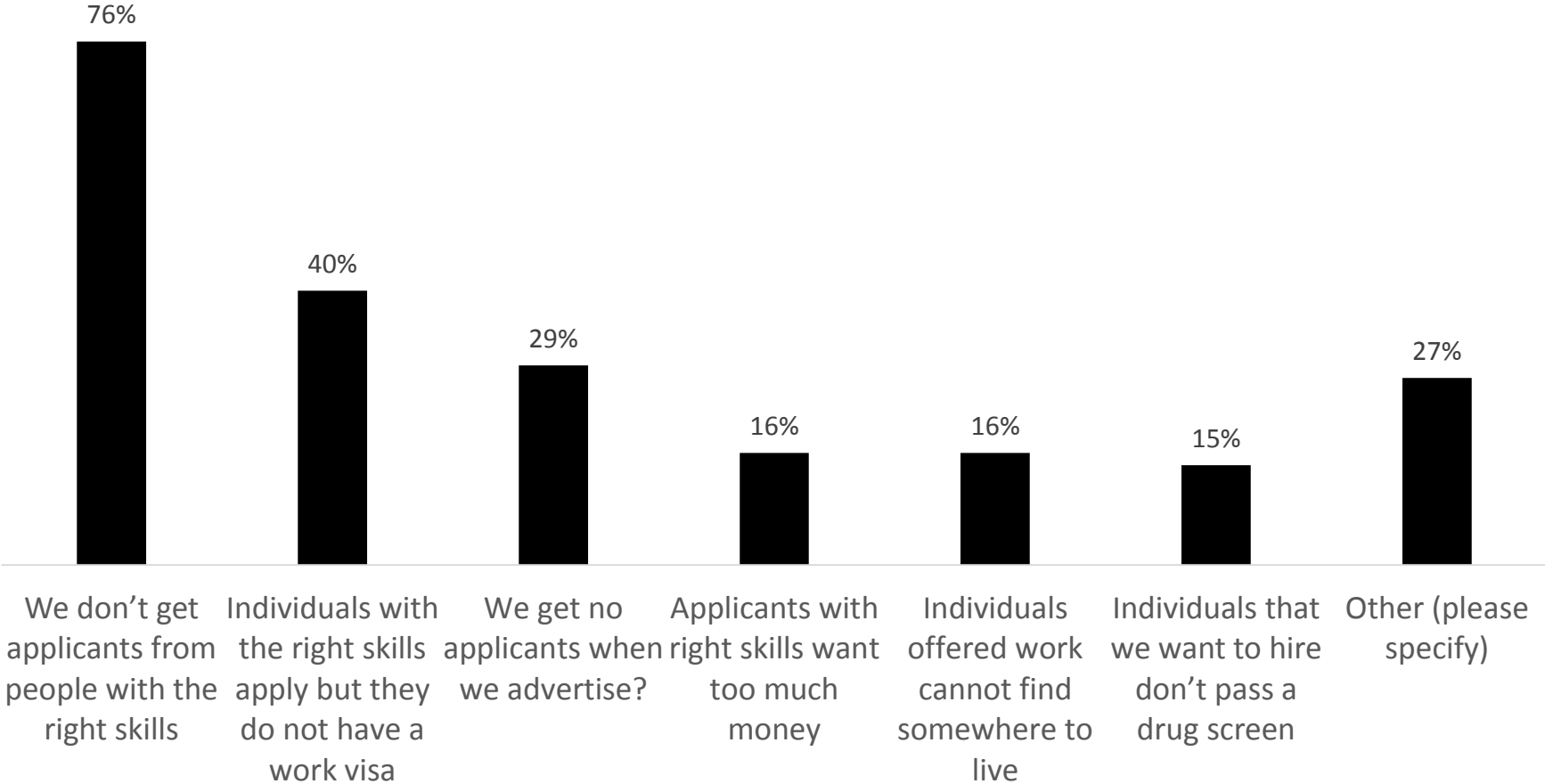


Please indicate how easy you currently find it to recruit good candidates for each level - please click N/A if you do not recruit these types of employees

Base: those who recruit these types of employees



# Challenges filling vacancies

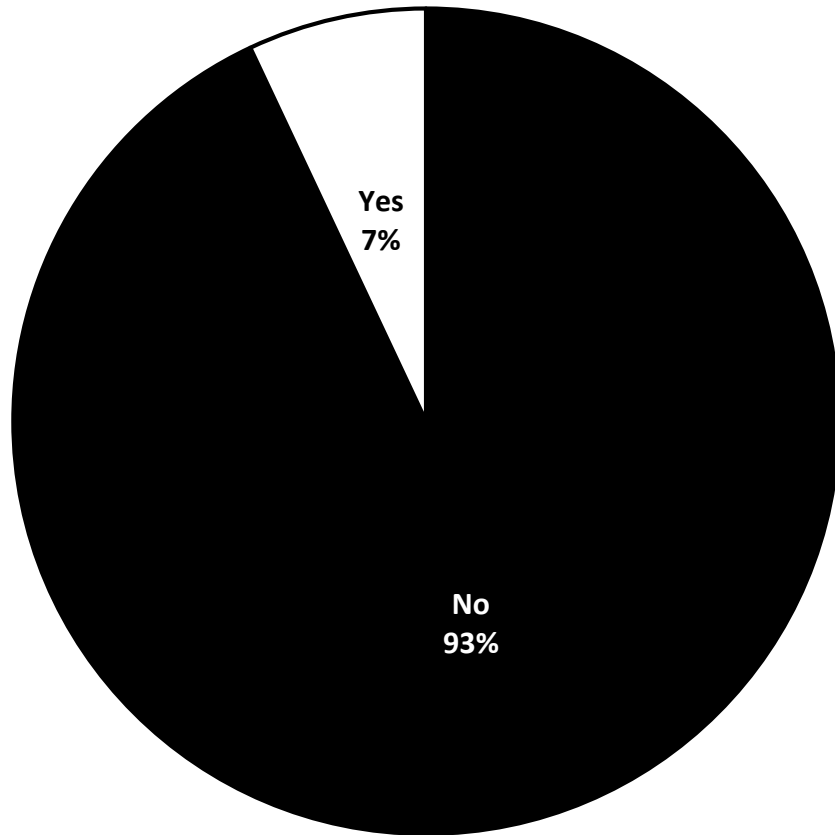


*your two biggest challenges in filling your positions.*

# Challenges filling vacancies - Other

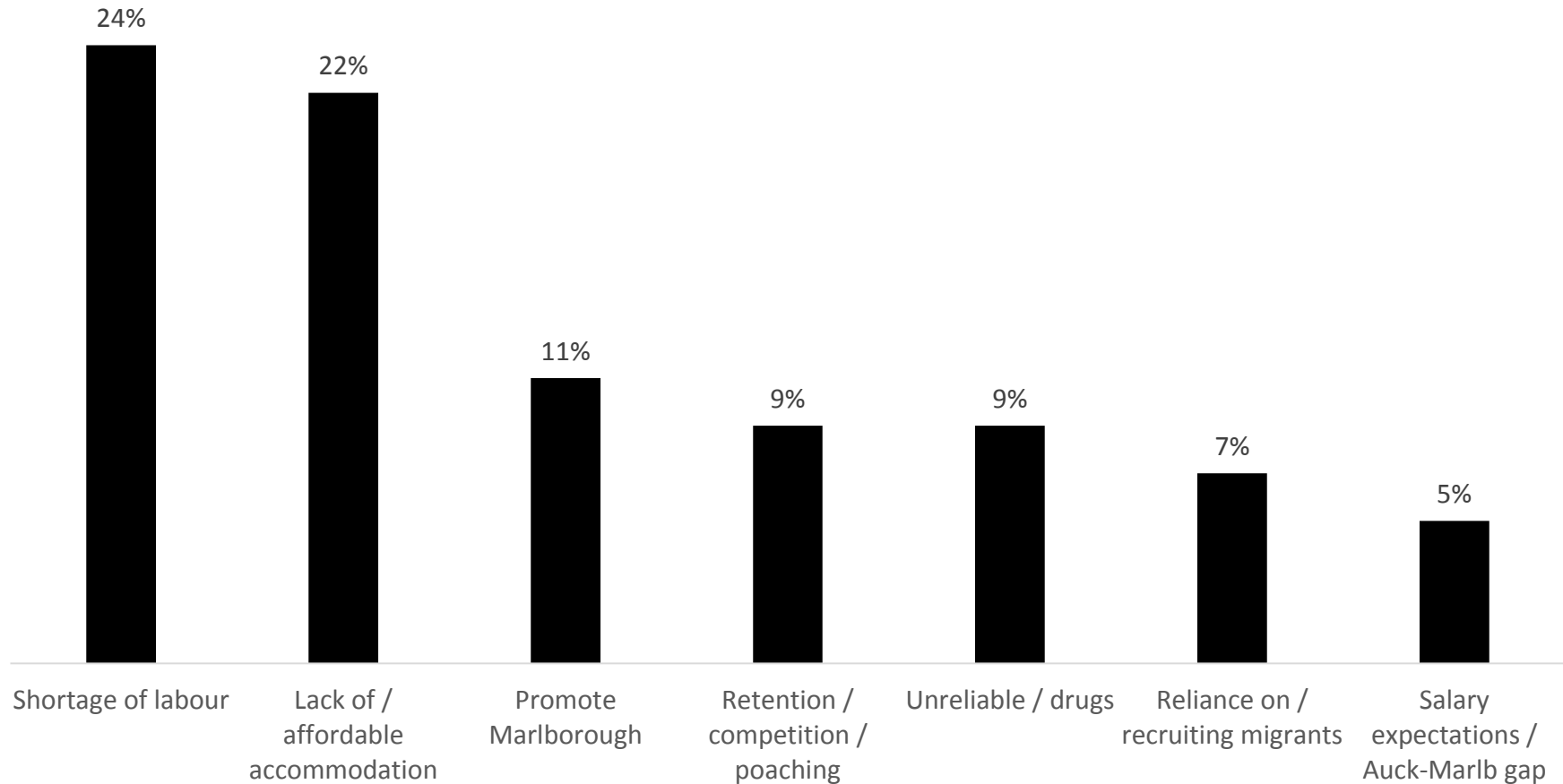
- Hard to compete with urban centres
- There is not a lot of positive spin or marketing of this region
- Skilled positions not recognised by Immigration NZ so no-visas/short-term visas only

# Do you have any training needs for your employees not currently being met?



- The vast majority of employers (93%) did not have any training needs not currently being met.
- This is a little surprising 76% said the biggest challenge was they don't get applicants from people with the right skills.

# Attraction & retention of talent



*Any other comments you wish to make about attraction or retention of talent in the region.*

# Attraction & retention of talent

## Shortage of labour (24%)

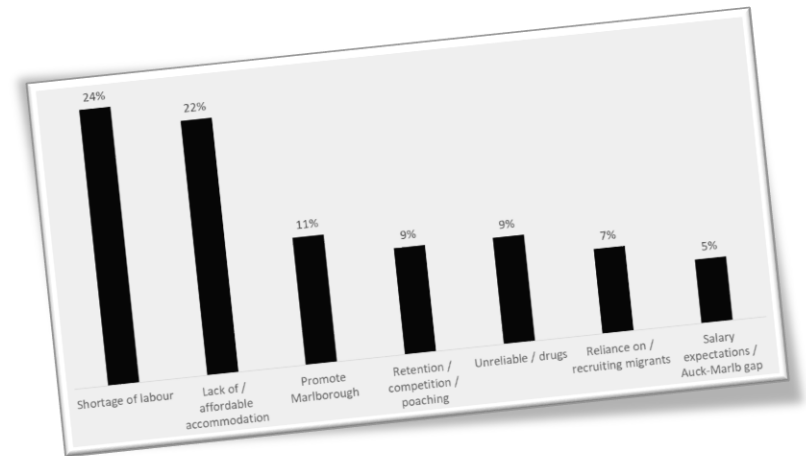
- Vineyard/machinery operators
- Service/hospitality staff
- Cleaners/housemaids

## Lack of / affordable accommodation (22%)

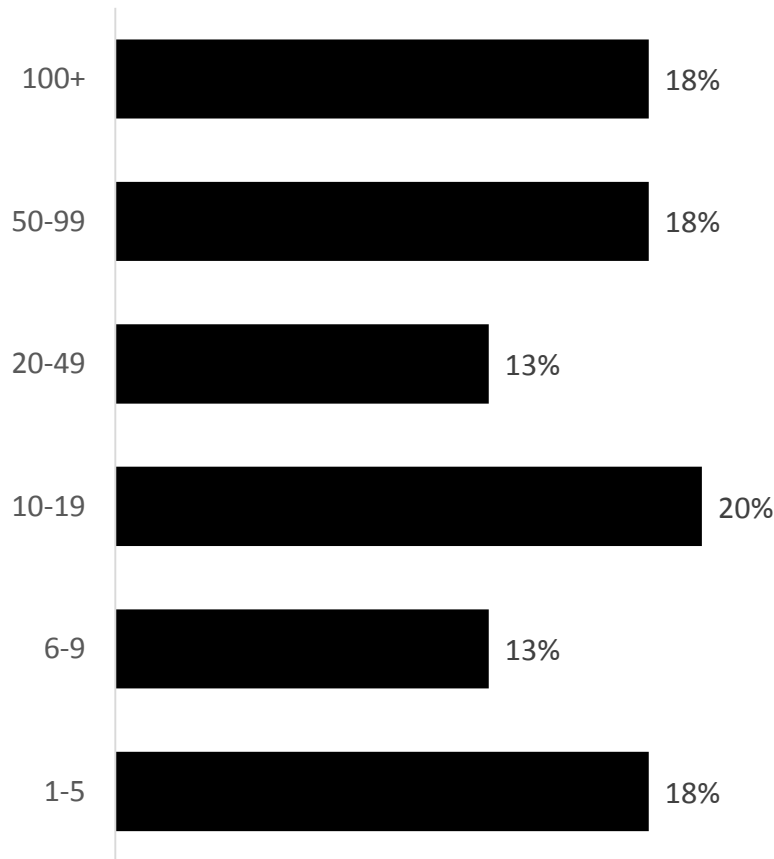
- Lack of accommodation, especially rentals
- Affordability of housing, affordability relative to wages

## Promote Marlborough (11%)

- Plentiful jobs
- Great climate and outdoors

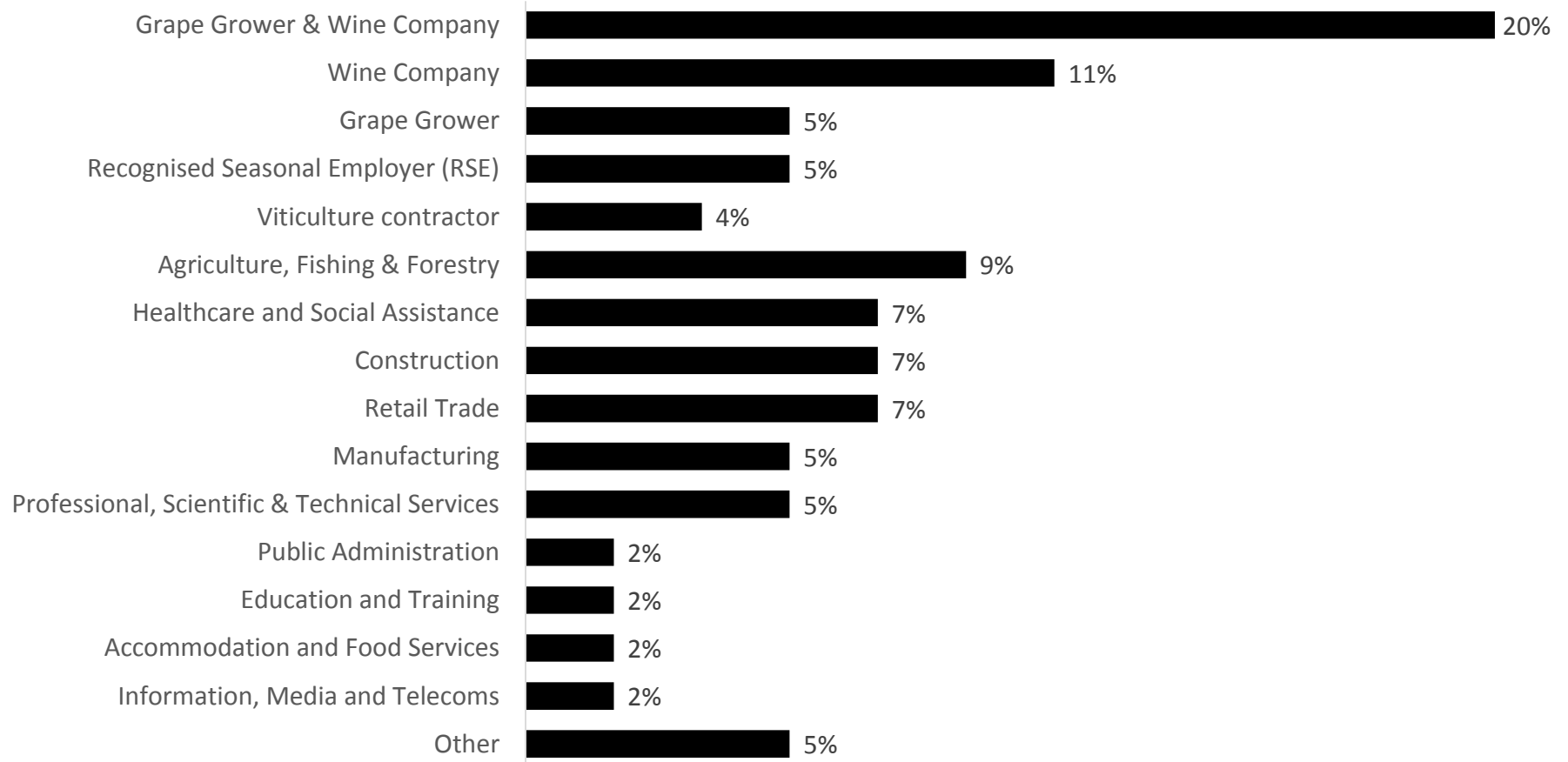


# Employer size (headcount)



- In total 55 employers responded to the survey
- The 55 employers have a combined total of 3,757 employees
- Employers' headcounts ranged from 1 – 500+ employees

# Industry type



# Location

