

## The Canucks are coming!



Last year Auckland Council embarked on an international recruitment campaign aimed at enticing Canadian building officials over to NZ to plug a much needed gap in our inspection team.

With 30 inspectors leaving council over the last year for project management roles with building companies and inspection roles in other councils around the country, Andrew Minturn and Sally Grey from our building control team flew to Canada on a mission to bring back 15-20 Canucks.

Canada's building code is similar to our own performance based code - particularly in the commercial fire and accessibility fields. With Auckland's commercial building work rising faster than residential, this was seen as a major factor to target qualified Canadians for recruitment.

They presented at Building Control conferences, managed stands at recruitment fairs and generally sold living in Auckland as an adventure that couldn't be missed.

We had 60 applications within the 10 days! Of these, we managed to recruit the best 15 qualified senior inspectors for a two year fixed term.

Their building control experience ranges from at least 10 to up to 30 years and the mix includes team leaders, managers and specialists. We know they will add value to our teams, both through inspection experience and mentoring.

Each has a different reason for making the leap to our shores; however most want to experience New Zealand's unique lifestyle and culture so we have set up a pastoral care team to make sure we show them our famous Kiwi hospitality.

One bonus already discussed from this initiative has been the possibility of offering Kiwi inspectors the opportunity to work in Canada on a job swap scheme. Having the opportunity to take your family on a two-year adventure across the world has added another incentive to our inspection recruitment strategy and we look forward to exploring this further.

In the meantime, the first group arrive in April with the second following in July. They will go through an intensive training program to cover any differences in legislation and construction techniques before undergoing competency assessments and finally joining their new teams around August/ September.

