



JOB SEARCH -

LOOK FOR AN

EMPLOYER

FOR ATHLETES





“IT IS SAID THAT EMPLOYEES DON'T LEAVE COMANIES, THEY LEAVE PEOPLE”

→ WHY?

You will spend a lot of time working, so find an employer (or company, or manager) that you are excited about and would like to support and learn from. Be mindful of how an employer might fit with your own values, interests and passions.

→ WHAT?

Things to look for (find out about) in a prospective employer/company include:

- a culture where respect is the norm
- a workplace that values and provides effective feedback
- an environment where successes are celebrated, and employees are appreciated
- working relationships that are built on trust
- an organisation that works to retain talented employees
- a workplace where mentoring is encouraged.
- A workplace that has an approachable and understanding work ethic.

→ HOW?

Step 1 — Make a list

Make a list of organisations where you'd like to work, or people that you'd like to work with and prioritise these.

Step 2 — Research and analyse

- Conduct some research on each of the companies and people on your list. Note down useful information such as size, location, purpose, other.
- Determine pros and cons of working with each employer and record these. What do you find attractive and what causes you concern? Discuss these with others, they might know something else you don't about the employer.

Step 3 — Define and establish your personal brand

- Begin networking.
- Seek people who work at the companies or with the people on the list, and make contact.
- Schedule casual chats and discuss where you're at in your career journey and what interests you about them/the company.

Step 4 — Review and strike

Reflect on your list, your connections and your chats, and make a short-list of companies and people that you want to focus on and pursue. Then:

- look out for job advertisements from them
- read news items and anything they publish
- keep connecting with any contacts.

DO'S AND DON'TS

- ✓ **Do** look at the company's values, vision, mission and purpose, and consider if these align with yours.
- ✓ **Do** your research. Look at company history; financial information; employees; media and more.
- ✓ **Do** find out about the company's policies and consider if these suit you and how this might fit with your sporting commitments.
- ✗ **Don't** take a job just for the money or without having considered how it will benefit you personally and professionally.

USEFUL LINKS

Glassdoor is a job and recruiting site that also provides company reviews, CEO approval ratings, salary reports, interview reviews, company benefits reviews, workplace photos and more.

ACTIVITY

1. Complete Steps 1 and 2 and discuss with your AW&E Manager.
2. Equipped with feedback from your AW&E Manager, complete Steps 3 & 4.
3. Consider using the AIS Employer Network to look for opportunities within 'Athlete Welcome' Workplaces.



JOB SEARCH - LOOK FOR AN EMPLOYER FOR AW&E MANAGERS





AS WITH ALL ASPECTS OF CAREER PLANNING, RESEARCHING PEOPLE AND COMPANIES IS PART OF ENSURING THAT A JOB ALIGNS WITH THE ATHLETE'S VALUES, DREAMS AND LIFESTYLE.



[5 Important Things to Consider Before Accepting a Job Offer](#) contains a list of questions that you can ask the athlete to support them in what they need to consider when they are researching potential employers and companies, or when they are deciding upon a job offer.

Keep in touch with past athletes who may have had work experience, internships or paid roles with employers to identify those employers best placed to support the needs of elite athletes.

Another good way to get to know employers is to speak to an industry recruitment specialist. Often they have insight into employers, their culture, work environment, business challenges, goals and the nature and pace of work that would be required.



ATHLETE ACTIVITY

1. Support the athlete in finalising their list and in looking for pros and cons. Enable them to determine what would be their ideal company culture.
2. Encourage them to meet with an AIS Career Practitioner who will support them best in preparation to reach out and keep them accountable to get in touch with future employers, see what is possible and strive to achieve their long term life goals.

References: <https://www.thebalancecareers.com/top-ideas-about-what-employees-want-from-work-1919064>
<https://www.forbes.com/sites/nelldebevoise/2018/01/08/dont-look-for-jobs-look-for-an-employer/#74a4d066151f>
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