

VISA PAK ISSUE 604 — 1 NOVEMBER 2024

ADVERTISING IN JOB CHECK APPLICATIONS – QUALIFICATIONS AND WORK EXPERIENCE

This advice provides guidance to staff on how to apply immigration instructions when assessing advertising requirements at the Job Check stage of Accredited Employer Work Visa instructions.

Accredited Employer Work Visa instructions contribute to the overall work visa objectives of:

- facilitating the access of New Zealand employers and New Zealand industry to global skills and knowledge; while
- complementing the Government's education, training, employment and economic development policies; and
- ensuring that the employment in New Zealand of non-New Zealand citizens and residence class visa holders does not undermine the wages and conditions of New Zealand workers.

These objectives require immigration officers to apply instructions in a balanced manner, as they relate to the particular circumstances of an application.

The following guidance aims to help with applying instructions in a balanced manner. The instructions being discussed are [WA3.20 Labour Market test](#).

Consistency of required qualifications and work experience across advertising and in the Job Check application form

Immigration instructions require advertising to include the minimum qualifications, work experience skills or other specifications needed for the job. Instructions also require the minimum qualifications, work experience, skills or other specifications to be the same as those stated in the application form. When an employer lists a role with Work and Income, instructions require the listing to be consistent with the advertising undertaken for the Job Check.

The qualifications and work experience listed in advertising do not have to be exactly the same as listed in the Job Check application form, but they must be consistent and not contradict each other. Similarly, the qualifications and/or work experience required in a listing with Work and Income must be consistent with those required in the Job Check application form, even if they are not precisely specified the same way.



For example, advertising for a role that states 'previous people management and/or mentoring experience is essential' may be considered consistent with a Job Check application requiring '1/2/3 year(s) of management work experience'.

Required qualifications and work experience in advertising

Advertising submitted with Job Check applications does not have to specify an exact qualification or the minimum months or years of work experience required for a job to meet immigration instructions. For example, 'relevant qualifications', or 'relevant experience' may be accepted where an immigration officer is satisfied these are part of a genuine attempt to attract and recruit suitable New Zealand workers and establish, in a broad sense, the minimum qualifications or work experience required even if these are not quantified exactly.

Many advertisements in New Zealand do not typically specify the years of experience or the level of a qualification required for a role. General statements of work experience or qualifications may demonstrate a genuine attempt by an employer to attract a wide range of New Zealand applicants and provide flexibility when considering candidates with a range of backgrounds and skills.

If during your assessment you are unsure on whether the advertising and job check application are broadly consistent, or whether the stated qualifications and work experience required are relevant, please speak to your Technical Advisor in the first instance.