

Working In[®]



New Zealand Immigration &
International Recruitment

Immigration
solutions
for your
business



We put New Zealand
employers first.



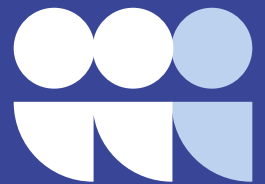
Helping New Zealand businesses grow

For 25 years, Working In® has helped New Zealand employers fill thousands of roles and attract much needed talent to our beautiful country.

With the largest team of employer-facing Licensed Immigration Advisers in New Zealand we ensure a timely and positive outcome for your workplace.

Our International Recruitment, Visas and Settlement teams understand the whole journey, providing an end-to-end service designed to help you secure and retain talented people for business growth.

Let us support you through the whole candidate journey.



Ethical Practice

At Working In®, ethical practice is key to how we operate.

As the first New Zealand company to provide ethical recruitment and immigration solutions, we've become known as leaders in this market.

While there's no legal obligation in New Zealand, we fully support and adhere to the Modern Slavery Act and welcome client audits of our processes.

In a highly competitive international labour market, New Zealand needs to work smart to attract talent with the skills, aptitude and drive to help our country grow and prosper. That's where we come in.

Our immigration services

Accreditation

We help you obtain and maintain your Accreditation, and simplify compliance.

Job Checks

We create immigration strategies, review employment agreements and labour market testing to ensure Job Checks can support your recruitment and staffing needs.

Candidate Screening & Assessment

We conduct eligibility assessments for each candidate via our MyVisaPath portal.

Visa Applications

We process all visa types, including the Accredited Employer Work Visa, with a tailored service.

Solutions

We fix immigration problems and work to prevent new ones, with efficient partnerships for long-term planning.

Visa Audit

We ensure your migrant employees are on the best visa and keep both parties aligned and secure.

VisaTrack

Our VisaTrack system has been designed to hold real-time data on all international employees, allowing you and your HR team to have full visibility and receive proactive updates and reminders.

Active Communication

We meet with managers, produce webinars and emails, and clarify complex changes around business implications.

Staff Updates

We support your staff with on-site visits, policy updates, and residency planning.



Legal advice you can trust

What are Licensed Immigration Advisers?

Licensed Immigration Advisers are regulated by the IAA which is part of the New Zealand government Ministry of Business, Innovation and Employment. Under the Immigration Advisers Licensing Act 2007, anyone providing immigration advice or assistance must be licensed or have an exemption (such as a lawyer).

Who is the IAA?

The Immigration Advisers Authority issues licenses, maintains competency standards and the Code of Conduct, and regulates the practice of immigration advisers in New Zealand.

How do advisers become licensed?

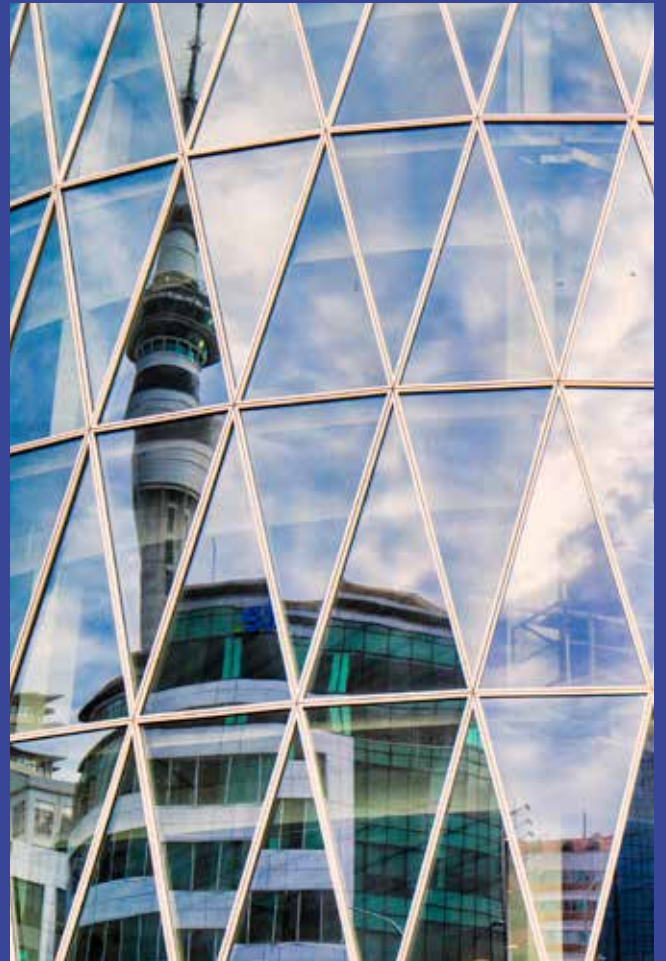
The rigorous process includes a further course of post-graduate study, supervision by full license holders, and meeting the minimum continuing professional development requirements annually. Our practice and processes meet regulatory standards and have been set up to adhere to regular inspection and audits by the IAA.

What is the IAA Code of Conduct?

Professional practice rules include how we can take funds, how we communicate with clients, maintaining confidentiality, written agreement requirements and how we must manage our files. To find out more, visit iaa.govt.nz

How do you get started?

Under the IAA Code of Conduct, our Licensed Immigration Advisers will prepare and send through a written agreement detailing the services we provide.



Our Licensed Immigration Advisers have spent over a decade working with Immigration New Zealand. We have one of the most experienced teams in the country.

Why choose us?

Experience

More than 120 years' combined experience amongst our Licensed Immigration Advisers. We have the knowledge and skills to deal with any immigration matter, however complex.

Processing capacity

Over 20 Licensed Immigration Advisers and more than 100 employees. On average, our team processes 3,000 to 4,000 applications a year. We can manage any volume with certainty.

Customer service focus

Our team works as an extension of yours. We understand what it means to be a New Zealand business and the nitty gritty of managing staff.

A lot of our team have been through the New Zealand immigration process themselves. They understand the journey and can support your employees from both an expert and first hand perspective.

Results

We like to win, which means helping you win. We get excited about assisting our clients to get the outcomes they want.

Languages we speak

We are proudly New Zealand owned and multicultural. Our team speaks more than 20 languages.

- English
- Portuguese
- Thai
- Malay
- Arabic
- Japanese
- Hungarian
- Korean
- Polish
- French
- Vietnamese
- Russian
- Norwegian
- Filipino Dialects: Ilokano / Tagalog / Ilonggo / Bikolano / Cebuano / Waray
- Indian Dialects: Hindi / Marathi / Punjabi / Tamil
- Chinese Dialects: Mandarin / Cantonese

New Zealand's largest team
of employer focused
Licensed Immigration Advisers





What Kiwi employers have to say

“Working In[®] Visas is super professional, and we have had 100% success getting visas for our new employees. If you work with them you can guarantee you will get the best advice. Their professionalism is outstanding and their knowledge of every law change has been so valuable for our people leaders. I can always count on the consultants to get back in touch quickly and they are very thorough with their applications and information given out. I would not hesitate to recommend the team at Working In[®].”

AUCKLAND TRANSPORT

Lynn Miller / Talent Acquisition Consultant

“I have always found the team at Working In[®] to be very easy to work with. Professional, responsive, knowledgeable and helpful, with a long standing presence in the industry. They provide assistance and service across both the recruitment phase and visa application and processing. I am more than happy to recommend Working In[®] to anyone requiring immigration or visa assistance. We’ve only ever had a positive experience in all of our dealings to date.”

BREMCA

Ross Flannery

“Right from the start Working In[®] have been professional and transparent in every step in particular their in-house visa team have been exceptional partnering with us to make the process as seamless as possible. I can without hesitation endorse Working In[®] to any company and I am happy to meet to discuss. Working In[®] is professional and caring about every case they work on and every individual they work with. I would highly recommend them for companies who need assistance as well as an individual.”

DOMINION CONSTRUCTORS

Steve Dohnt / HR, HSEQ Manager

“Working In[®] has been supporting the Transmission Gully Project in Wellington since 2016. This support has contributed to the success of our delivery targets and they have quickly become a pivotal supplier to CPB Contractors Pty Limited in New Zealand. The quality of their service delivery model is market leading. Working In[®] operates as a highly ethical and professional organisation that consistently exceeds their client’s expectations.”

CPB CONTRACTORS PTY LIMITED

Trent Sherman / Human Resources Manager –
Transmission Gully Project

“The team are really helpful and help with every step of the process. Hamneet was communicative through the whole process. She was clear in her communication and made the process much easier.”

JACK LINK’S NEW ZEALAND LTD

Charmian Hulme / HR Manager

“Since 2015, I have sought professional advice from Nassim Lalehzari & the Working In[®] Visas Team regarding matters relating to immigration; including work visas, residence and employer Accreditation.

I have found Nassim to be the ultimate professional, providing consistent, helpful, and pragmatic advice in a timely manner. She is trustworthy, honest and has a welcoming approach. It is reassuring to have someone like Nassim and her team help navigate the ever-changing immigration laws and regulations and we have progressed many applications without an issue. While I worked as HR Manager at Dominion Constructors Ltd and in my current role at Komatsu, I often seek advice from Nassim regarding many immigration issues and have often recommended her services to others.”

KOMATSU

HR, HSE Manager NZ

Our results for 2022

6,500 visas processed

12,000 webinar attendees

200 employer accreditations

Over 1,000 residency applications

25 years' experience in delivering results

Working with leading New Zealand business



What candidates have to say

“Super speedy service, friendly staff always available to help.”

Christopher Hawkins

“Had a great experience with Working In®. Supported through every stage of my migration journey! Thorough knowledge of the industry, clear objectives from the start.”

Abigale Kewin

“From the first meeting and all the way through, Working In® was so helpful and positive, and kept us in the loop all the way through. Their professionalism and communication was a breath of fresh air. This was a big change from a previous advisory company I spoke to. We were extremely happy, every step of the process.”

Mark Webster

Always a breeze and our email exchanges have always been on time and accurate. Instructions are very clear.”

Zaldy Garcia

“Made our application easy and convenient at every stage of the journey. Very much appreciated.”

Norberto Sol

“Turnaround times were stunningly fast and they kept us updated every step of the way!”

Lee Soon Yi

“I am extremely pleased with Working In® and specifically with the management of my visa needs. A pleasure to work with. Very professional and knowledgeable. I got approval very quickly. Thank you!”

Marie Julie Bizet



Working In[®]



Here to support your business.

As employers ourselves, we know there is so much to consider. We leave no stone unturned to find you the best people from around the world so you can focus on what you do best.

We have over 100 experts ready to help you source skilled people, process high volumes of visas, work with relocation partners, and organise settlement, onboarding and accommodation.

With Working In[®], you'll receive professional, end-to-end service to ensure you and your candidates get the best support, all the time.

We're ready to work with you today.

Please feel free to contact us if you have any questions —

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