



Psychiatry in New Zealand

Testimonials

"Larry is the second recruiter with whom I have dealt. I fell in love with New Zealand despite my first recruiter who put me into a very toxic work environment for seven months. I developed an eye problem and the other recruitment agency threatened me with owing them a huge amount of money if I left early to take care of my retinal issue. My pay with the first agency was shockingly lower than the other physicians. In my current position, I have met a doctor who took a job with that same, first agency that resulted in a much lower salary for him, even taking into account a car and place to live. This other doctor needed neck surgery and it took him months to be able to return to the US for the operation. Larry cares!!! He will be your advocate. When you move to the other side of the world, even if it is only for 6 months, one year or longer, you need someone like Larry who will have your back. Larry will and other large locum agencies absolutely will not. He has been fabulously helpful, is detail oriented, honest, perceptive, took the time to get to know me and found me a good fit. Larry has the energy to get things done and he knows the system. I would recommend Larry to anyone who is looking for work in New Zealand."

- DR NANCY JOAN SMITH, MD

FORMERLY ADULT PSYCHIATRIST WITH
COUNTY OF SANTA BARBARA NOW
SPECIALIST PSYCHIATRIST WITH
WAIKATO DISTRICT HEALTH BOARD,
HAMILTON, NEW ZEALAND

"My experience with Align Recruitment was life-changing. Larry Beck, from the very beginning of our acquaintance, entirely committed to my family's dream of living in New Zealand. He assisted us to overcome all obstacles (and there were many of them) that appeared along the process.

Always supportive and realistic, Larry gave us the confidence we needed to be where we are today. Simple but generous gestures, like picking us up at the airport, hosting my family at his place, liaising with my future (and current) employer and accompanying me at the New Zealand Medical Council's appeal meeting, all those made a huge difference to us. Today, he has not only our admiration, but also our affection. Without him, we would surely not be where we are today. I am grateful to life, and I am grateful to Larry."

- DR LEONARDO SAUAIA, MD

FORMERLY CONSULTANT PSYCHIATRIST
WITH UNIVERSIDAD FEDERAL DE SAO
PAULO, BRAZIL NOW
CONSULTANT PSYCHIATRIST,
SOUTHERN DISTRICT HEALTH BOARD,
DUNEDIN, NEW ZEALAND

"Larry is a very knowledgeable and extremely reliable recruitment consultant, who goes the extra mile to find the perfect candidate for the required position. The assistance Larry gives to his clients and service recruiting them is outstanding."

- KAY F NISBET-SMITH

MEDICAL STAFF CO-ORDINATOR,
MENTAL HEALTH,
WAIKATO DISTRICT HEALTH BOARD,
HAMILTON, NEW ZEALAND

"I have had the pleasure of recruiting a fantastic psychiatrist through Larry. He was a person who recognised and understood the needs of our service but also understood the wishes and desires of the prospective doctor. He worked tirelessly in supporting the applicant and the service to negotiate some of the challenges related to immigration and registration in another country. Nothing was too much. His personal interest in the clinician and the organisation was exemplary. Larry understands the challenges of immigration, is a details person who leaves no stone unturned and supports all from A to Z. I look forward to working with him in the future."

- DR ANDREW DARBY

CLINICAL DIRECTOR,
ADULT MENTAL HEALTH SERVICE,
WAIKATO DISTRICT HEALTH BOARD,
HAMILTON, NEW ZEALAND



Why Psychiatrists Choose Align Recruitment

There are many advantages in teaming up with Align International Recruitment Ltd on your New Zealand job search. These include:

- ▶ We do not take a bite out of your salary as other recruitment agencies do.
- ▶ We won't try to fool you with glitzy brochures and websites or entice you to go live in a part of New Zealand where nobody else wants to live. We won't place you in a position nor a geographic location that you wouldn't be happy with.
- ▶ We will not present opportunities to you where we are aware that the manager and/or some colleagues could be toxic and/or difficult to work with.
- ▶ We take the time to get to know you both personally and professionally ensuring that we are both on the same page and that you are happy with the end result.
- ▶ Your happiness and well-being come first, not our own bottom line.
- ▶ There is no pressure to go somewhere you may have some doubts about – we will work closely with you to find you the right position in the right location.
- ▶ We are happy to help create a new adventure for you.
- ▶ Our Kiwi Lifestyle is renowned for its work/life balance and we'll help find you the right position in the right location so that you can truly experience and enjoy our Kiwi Lifestyle. Careful placement means you will have the time to relax and enjoy our beautiful outdoors.
- ▶ We are mindful that professionals want to be part of a collegial environment working with intelligent, respectful, caring Psychiatrists like yourself.
- ▶ We are clear that you want to earn as much as a New Zealand doctor would and our fee structure won't stand in the way of that.
- ▶ We will totally facilitate your locum and/or vocational registration applications by liaising with the Medical Council of New Zealand and fill out your application forms while advising which documents are required for your registration application.
- ▶ Templates are provided for letters that may be required for your registration application along with assistance in fine tuning your letters to ensure they accurately reflect your education, training, residency and background.
- ▶ Cultural sensitivity is important in New Zealand and we will provide coaching on aspects that may be unfamiliar to you.
- ▶ We offer tips for successful interviews.
- ▶ We are totally ethical and honest at all times in our communications with you and in our representation of you.
- ▶ Relocation related questions and concerns are covered, including helping you find temporary accommodations.
- ▶ Our trusted and proven New Zealand registered immigration consultant will advise you on all visa related matters and guide you through the intricacies of applying for your work visa.
- ▶ We are committed to being open and honest with you at all times.
- ▶ Only vacancies you have expressed an interest in will be presented.
- ▶ We will make the registration application, job search, interview and relocation processes as easy and simple as possible requiring the minimum amount of your time.
- ▶ We promise a clear understanding and empathy with the challenges and stresses that you may feel at times while contemplating such a big move down under.
- ▶ As we are already based in New Zealand and have excellent relationships with our hospitals and clinics, we are well placed to advise you in all aspects, including cost of living, climate, advantages and disadvantages of both North and South Islands, living in or near one of our larger cities or in a more rural setting and other areas of potential interest to you.
- ▶ We can put ourselves in your shoes as we have been through this process ourselves having migrated from the United States to New Zealand in 2002.
- ▶ We walk our talk and keep our promises and commitment to you to provide the highest level of professionalism, respect, integrity and support possible for you and others who may be coming with you to New Zealand.

Working as a Psychiatrist in New Zealand

Our population represents a diverse ethnic background and requires sensitivity to and understanding of Maori, Pasifika, Asian and other peoples' customs and needs. The ability to collaborate with whanau (family) during treatment is an important aspect of mental health treatment in New Zealand.

Teams often include a clinical psychologist, registered nurse, social worker, occupational therapist and related support staff who work in a multi-disciplinary, collaborative environment. An open and accepting attitude towards one's team members is important. Valuing the strengths and perspectives of your team will go a long way towards establishing your credibility and earning the respect of your team. Liaising closely with your team members will help you learn some of the subtleties of our culture while ensuring that you come up with the most appropriate diagnoses and treatments for your clients.



Why come to Aotearoa, the land of the long white cloud, to live and work as a Psychiatrist?

- ▶ You won't find a better place to have a little bit of an adventure while expanding your horizons both personally and professionally.
- ▶ While you may be able to earn more money in countries like the US and the UK, you won't find a better place to live than New Zealand.
- ▶ Our Kiwi Lifestyle is the best in the world.
- ▶ New Zealand is an excellent place to raise a family with a world-class education system and a generally safe society.
- ▶ Our outdoors are stunningly beautiful with both beaches as well as snow-capped mountain peaks, subtropical forests and native bush.
- ▶ Our climate is known for being relatively mild - not too hot in the summer and not too cold in the winter.
- ▶ Kiwis, or New Zealanders, are open, friendly and accepting people. Here we are still nice and polite with each other.
- ▶ You may have more flexibility regarding how much time you are allowed to spend with your patients.
- ▶ The cost of malpractice insurance is quite reasonable compared to most western countries and is usually reimbursed by NZ employers.
- ▶ Working in New Zealand as a Psychiatrist is way less stressful than in the US or the UK.

Positions

Our need for board certified Psychiatrists in New Zealand in our public health care service exceeds our supply. Therefore, New Zealand needs to recruit Psychiatrists from overseas to fill some of our vacancies. You can choose from a number of unique and exciting options including inpatient and outpatient in the following disciplines:

- ▶ Adult Community
- ▶ Inpatient
- ▶ Outpatient
- ▶ Older Persons
- ▶ Child and Adolescent
- ▶ Acute Community
- ▶ Assertive Community Treatment (ACT); non-acute; provided in patients' homes
- ▶ Community Alcohol and Drug Addiction Services
- ▶ Eating Disorders
- ▶ Forensic
- ▶ Maternal
- ▶ Rural Health

As we are a small country Psychiatrists who are generalists by nature may be asked to be responsible for various aspects of general adult Psychiatry, both community and inpatient, which can include addictions, older persons and sometimes child and adolescents. The exact range of clinical responsibilities is usually negotiable with respect to your experience, interests, background, training and the services' needs.

Benefits for You

Besides the opportunity to live and work in our beautiful country and enjoy our world-acclaimed Kiwi Lifestyle you will receive:

- ▶ 51 paid days off from work per year comprising of (a) six weeks paid annual leave, (b) 11 paid public holidays and (c) 10 paid CME days;
- ▶ \$15,000 relocation if you stay for a minimum of two years;
- ▶ \$16,000 for CME each year;
- ▶ \$35,000 potential, additional pay per year for being on-call;
- ▶ 6% matching employer contributions to your NZ savings fund; and
- ▶ Reimbursement of malpractice, registration and college membership fees.

Length of Positions

Typically, for permanent, direct hire positions the doctor is bonded for two years for the cost of relocation assistance. If you were to leave before the two years are up you may be required to repay some or all of the costs of the relocation assistance provided to you. Therefore, for permanent, direct hire vacancies, a minimum two years' commitment is something you may want to consider. Shorter term positions are typically locums or on a fixed-term agreement of up to 12 months.



Registration

Locum Tenens registrations are valid for up to 12 months. This is a temporary registration and not applicable for more long-term positions which extend beyond 12 months.

The Vocational Specialist Registration (VOC3) is required for permanent, direct hire positions which extend beyond 12 months. Registration requirements for the VOC3 include holding the prescribed qualifications, be fit for registration and competent to practice in Psychiatry. The assessment of fitness, competence and qualification requirements involves an evaluation with the Royal Australian and New Zealand College of Psychiatrists. There are a number of other steps involved with the VOC3 application process which we are happy to discuss with you in greater detail. VOC3 takes 6-12 months for the Medical Council of New Zealand (Council) to process. While both the Locum Tenens and VOC3 registration application processes may seem a bit tedious at times we will guide you all of the way to completion and hoped for success.

You may want to know that the Council requires at least 3-6 months' residency rotations' training in some of the following including (a) General Adult Psychiatry (inpatient and outpatient), (b) Child and Adolescent Psychiatry, (c), Old Age Psychiatry, (d) Addiction Psychiatry, (e) Consultant-Liaison Psychiatry, (f) Psychotherapy and (g) some exposure to Electroconvulsive Therapy (ECT).

The Kiwi Lifestyle

Life in New Zealand is the way it was always meant to be. This special country set deep in the South Pacific is renowned for its commitment to preserving the natural, untamed, unspoiled environment which attracts millions of overseas visitors each year. Its people are a true mix of cultures and are very open and genuinely welcoming. The cities are vibrant and dynamic and represent a true cultural mix without the spectre of extreme ethnic or religious bias. In the countryside, the wide open, uncrowded spaces will truly amaze and inspire you.

What We Need From You

In order to be paid a fee by your future New Zealand employer we must be the first and only agency to represent you on your job search. Our hospitals and clinics are meticulous in keeping track of all applications, including overseas doctors. If you have already applied, either directly or via another recruitment agency, for a Psychiatrist position in New Zealand then we may not be able to represent you to these hospitals/clinics. Therefore, it is imperative that you register your intention with us now and agree to allow us to represent you exclusively on your New Zealand job search. Not only are we the best New Zealand recruitment agency for Psychiatrists we are also highly respected and have earned the trust of many of our District Health Boards (DHBs) or Regional Hospitals which is where nearly all of our Psychiatrist vacancies are.

Besides choosing us to represent you exclusively on your future NZ job search, we ask that you are always open and honest with us as we are with you.

New Zealand and our Fabulous Kiwi Lifestyle are closer than you think!

Why wait any longer? Seize the moment and contact us now to find out how we can help fulfil your dream to live and work in our beautiful country.

Read some of the 90+ recommendations by Larry's candidates and clients by going to <https://www.linkedin.com/in/larrybecknzrecruiter/>



Contact: Larry Beck, Director
NZ Landline: 64 3 366 8779
NZ Mobile: 64 27 532 8779
Australia: 1800 750 493
UK: 0800 058 8772
US/Canada: 800 511 6976

Email: info@alignrecruitment.com
Web: alignrecruitment.com
Mail: PO Box 41 079, Ferrymead, Christchurch 8247, New Zealand