JCD NEWS ISSUE 33 – 5/31/2025

Solutions for Job Search, Career Development, & Staffing Success



Job Seekers: Everything you need to advance your career. Job market news, tips, tricks, and proven strategies for getting noticed, acing your interviews, resumes, and where to find jobs in Canada and USA.

Employers: Talent for hire, recruitment / talent acquisition resources and strategies, and helpful articles, all aimed at helping you with your most important asset, your human resources.

PAGE 2

Job Seekers & Careerists 6 Search Smarter | Work Smarter

Discover new and proven ways to find jobs, get hired, develop your career, and increase job satisfaction.

PAGE 5

Now Hiring! USA 🚀

Discover new job openings and see who's hiring now-straight from our JCD LinkedIn groups and socials!

PAGES 8

#Talent4Hire #ZeroHiringCost 💼 %

Source talented candidates ready to bring expertise and innovation to your organization, FREE!

PAGE 3

Employers III Search Smarter | Hire Smarter

Discover the best methods to find, hire, motivate, and manage the Talent your business needs.

PAGE 6

Jobs or Talent, Where Else Can I Search? 🔍

Over one hundred resources to find your next job or hire.

Pros To Follow 🔝

Now Hiring! CANADA 🚀

Discover new job openings and see who's hiring now-straight from our

JCD LinkedIn groups and socials!

These experts really know their stuff. Follow them for jobs, advice, tips, motivation and more.

PAGE 9

PAGE 4

PAGE 7

Get More Social

These social media resources will expand your reach.

PAGE 9

📢 JCD Social Deals 🤚

Check out Incredible Offers You'll Only Find Here.

Job Seekers & Careerists SEARCH SMARTER | WORK SMARTER

Discover new and proven ways to find jobs, get hired, develop your career, and increase job satisfaction.

5 Strategies To Use
Job Search Rejection
To Your Advantage

5 'Skills' to Hone for a Job Interview





These 'red flag'
phrases in a job
interview could signal
a challenging
workplace, says Gen
Z career expert

Employers

SEARCH SMARTER | HIRE SMARTER

Discover effective methods to find, hire, motivate, and manage the talent your business needs.

4 Strategies to
Eliminate Bias in
Virtual Interviews

In-Person Interview
Techniques: A Guide
for Hiring Managers





The Value of Peer-to-Peer Interviewing for Hiring and Retentions

Hiring beyond talent: Fostering your culture

Your next great opportunity could be just a few clicks away!

Follow these contributors who share job and career opportunities in our JCD community—and join your preferred groups to access hundreds of new opportunities from our national network each week!

- ➤ Christian Currie—HR International Recruitment
- > Heather J. Dane—Sr Mgr, HR Communications
- > Stacey Deakins-Recruiter | Talent Acquisition
- ➤ Hannah Flynn—District HR Business Partner
- > Andrea Gonzalez-General Manager
- > Simren Jitendra S.—Bilingual Talent Acquisition
- Louis Karras—Director of Recruiting Operations
- ➤ Mehak Kaur—Operations Manager
- ➤ <u>Jad Khater–Master General Agent</u>
- ➤ Adi Lev–Head of HR

- Rakesh M—Senior Technical Recruiter
- > Kate Nimegeers-VP & GM of Staff Augmentation
- > Isha Patel-HR Intern
- > Ksenia Pirogova—Talent Acquisition Partner
- Prudhvi Raju—Technical Recruiter
- > Ems Ramirez—Sourcing Analyst
- > Caroline Saadé—Talent Acquisition and Retention
- Kellie Sarazin–Social Media Analyst
- > Jason Singh-Business Development Executive

JCD CANADA GROUPS

- Northern Canada
 - Northwest Territories
 - Nunavut
 - Yukon
- British Columbia
- Alberta
- Saskatchewan
- Manitoba
- Ontario
- Quebec
- > Atlantic Canada
 - New Brunswick
 - Newfoundland and Labrador
 - Nova Scotia
 - Prince Edward Island



Your next great opportunity could be just a few clicks away!

Follow these contributors who share job and career opportunities in our JCD community—and join your preferred groups to access hundreds of new opportunities from our national network each week!

- Meredith Abbott–Recruiter
- > Angel Alfaro-Castillo-Recruiter
- Stephanie Allen–Strategic Sourcing Lead
- Monique Belser–RPO Associate Recruiter
- ➤ Heather Bittle—Talent & Outreach Partner
- ➤ Melissa Clay–Sourcer
- > Bethany Coupens—Talent Acquisition
- > Stacey Deakins—Recruiter | Talent Acquisition
- ➤ Shanti Dickerson—Sourcing Business Partner
- Sidra Fatima, Marketing and Sourcing Officer
- > Jennifer Furst-Recruiting Researcher
- > Christine (Stowe) Greene—Associate Recruiter

- > Erin Hannah–Senior Sourcing Specialist
- ➤ Louis Karras—Director of Recruiting Operations
- > Ryan Klasing—Sr Talent Acquisition Sourcing Specialist
- > Priya Bhaskaran—Healthcare & IT Talent Acquisition
- > Jeremiah M-Digital Marketing Specialist
- ➤ Erin Miller—Senior Technical Recruiter
- ➤ Haris Naeem—Technical Recruiter
- > Shannon O'Connell—Talent Acquisition Manager
- > Satyajit Sahoo-Senior Technical Recruiter
- Madison Spring—Talent Sourcer
- > Sharanya Shanmugam—Sr. US IT Recruiter

JCD USA GROUPS

Northeast

Connecticut • Maine • Massachusetts • New Hampshire

New Jersey •New York • Pennsylvania • Rhode Island • Vermont

> South

Arkansas

Alabama

Delaware

D.C.

Florida

Georgia

Kentucky

Louisiana

Maryland

Mississippi

North Carolina

Oklahoma

South Carolina

Tennessee

Texas

Virginia

West Virginia

Midwest

Illinois = Indiana = Iowa = Kansas = Michigan = Minnesota = Missouri = Nebraska = North Dakota = Ohio = South Dakota = Wisconsin

West

California • Washington • Arizona • Colorado • Oregon • Utah
Nevada • New Mexico • Idaho • Hawaii • Montana • Alaska • Wyoming



Don't Limit Your Options by Limiting Your Resources!

CANADA

100+ job & career resources, with more to come!

Check Them Out

USA

60+ job & career resources, with more to come!

Check Them Out

PROS TO FOLLOW

These experts really know their stuff. Follow for jobs, advice, tips, motivation, more!

Nigel Corneal | Founder & President @ Nigel Corneal BDM Service Network Inc. | Helping Job Seekers & Employers to Get Hired & Hire in Canada and USA

Lori Béen, Career Coach | Feel stuck in your career? Get unstuck with paNASH's award-winning career coaching services and put your passion into ACTION! | Nashville Metropolitan Area

Nick Kossovan | Customer-centric Call Center Operations Manager ● Bilingual (French) ● Writer ● Syndicated Columnist "The Art of Finding Work" | Canada

Tonya L. | Driving Growth of New Revenue | Product Marketing Leader | Amplifying the Customer Voice | Vernon Hills, Illinois

Sindy L. Thomas | A Career Coach/Strategist for Women. Offering Career Coaching, Development, Advancement, Job Search and more. | San Francisco Bay Area

Top Talent ready to bring expertise and innovation to your organization!

We're referring candidates in these and other fields now—No Cost, Even When You Hire!

Construction

Office, Trades, and Field Entry-Level to Executive Apprentice to Master Labourer to Superintendent

Sectors Candidates Have Experience in Include: Residential Commercial Industrial Utility Heavy Construction Demolition Green Building / Sustainable Transportation Modular / Prefabricated

Oil & Gas / Energy Labourer to Superintendent

Apprentice to Master Labourer to Superintendent

Prefabricated

Heavy Construction Construction Construction Apprentice to Master Labourer to Superintendent

Prefabricated

Freservation Remodeling Transportation Restoration / Historical

Preservation Remodeling Tevent Marine Infrastructure / Civil Mining ...and more!

Project Management

Junior, Intermediate, and Management Levels Open to Onsite, Hybrid, and Remote Opportunities

Sectors Candidates Have Experience in Include: Banking Financial Services Insurance Utilities

Technology Cyber Security Telecommunications Manufacturing Industrial Construction Oil

Gas Supply Chain Packaging Shipping Logistics Pharmaceutical Biotechnology Food

Production Healthcare Government Learning Development ...and more!

Sales and Business Development

✓ Entry Level to Executive ✓ Open to Onsite, Hybrid, and Remote Opportunities

© Sectors Candidates Have Experience in Include: ☐ Banking ☐ Telecom → Drug Development ♥ Insurance ♠ Medical Devices → Automobile ☐ Hotel ☐ Retail ♥ Wine ☐ Pharmaceutical ☐ Technology ۞ Renewable Energy ♣ Wellness ☐ Consulting 戶 Cannabis → Biopharmaceutical △ Hospitality ☐ Healthcare ☐ Building Materials ☐ FMCG ☐ CPG ♥ B2B ☐ B2C ...and more!

Get Qualified Candidates Referred—Fast & Free!

Email Job Details To: nocosthiring@thinkbdm.com
Toll-Free (Canada/USA): 1-866-665-0042, Ext. 101

International/Local: 1 (437) 562-7184
Mobile/WhatsApp: 1 (647) 773-8899

Need Something Else? Let us promote your jobs for FREE! 🔁 Contact us today!



JCD SOCIAL DEALS 🔥



Incredible Offers You'll Only Find Here!

GRAB THESE DEALS!

🦰 Check out the Limited-Time Special Offers on the job search and career development services you want from BDM. Go Now!

If you have a social deal or exclusive offer you want us to share email the details and your contact information to jcdnews@thinkbdm.com

Important Notice: JCD Social Deals cannot be combined together or with any other promotions, discounts, or offers. Each deal is standalone and must be redeemed separately.

■ GET MORE SOCIAL



These social media resources will expand your reach.

JOIN, FOLLOW, LIKE, SHARE, & COMMENT to help yourself, family, friends, and colleagues to find & get found for Jobs and find and hire Talent.

GET CONNECTED



GET THE WORD OUT!

Have something you want us to share?

If you have information, a resource, a social deal, exclusive offer, or know a professional we should include in our next issue, email the details and your contact information to jcdnews@thinkbdm.com