

*Training and rewards  
with the Resene  
Paint Professional  
Programme*

*See your ideas  
turn into reality*

*Make new  
friends*

*Learn new skills*

*Nationally recognised  
qualifications*

**Keen to  
work at  
Resene?**

*Work in a colourful,  
innovative New Zealand  
owned company*

*Access  
Service IQ  
courses*

*Earn money*

*Learn and improve  
your selling skills*

**Resene**

the paint the professionals use

# Keen to work at Resene?

Resene is a privately owned New Zealand company, started in 1946 in the garage of Ted Nightingale. Today, Ted Nightingale's grandson, Nick Nightingale is the Managing Director of the company, which includes Resene Paints Ltd, Altex Coatings Ltd, Resene Paints (Australia) Ltd, Resene Pacific Ltd and Resene Construction Systems Ltd.

Resene was started in 1946 by an Eastbourne builder, Ted Nightingale, who needed an alkali resistant paint to cover his concrete buildings. There was nothing available at the time, so in typical kiwi style he developed his own – in a cement mixer in his garage! In response to demand from other builders, Ted commenced producing his paint on a commercial basis under the brand name Stipplecote.

Decades on, Resene Paints Limited Head Office is situated in Naenae, Lower Hutt. All Resene waterborne products are produced at this site. Solventborne products are produced at a separate manufacturing facility in Upper Hutt, Wellington originally purchased in 1990. Resene produces both decorative and protective coatings for residential, commercial and industrial needs. Resene also has a presence in both Fiji, servicing the South Pacific market, and Australia. Resene Pacific Ltd was established in 1965. Resene Paints (Australia) Ltd was later established in 1990. Not a company to stop there, Resene also exports paint and colour technology to offshore markets.

Resene customers buy Resene products through a nationwide chain of Resene ColorShops manned by trained professional staff. Resene staff are well known for their excellent customer service and ability to advise customers of their decorating projects, no matter how big or small.

## **Work is interesting and varied, with Resene shop assistants involved in a range of activities including:**

- Greeting and serving customers in a friendly manner.
- Establishing the needs of customers through appropriate questioning and showing of samples.
- Helping customers choose between various paint types, wallpaper options, colour options and accessories to get the best paint system and colour scheme for their project.
- Determining the amount of paint required to complete the project.
- Imparting handy tips and advice as to how to tackle the project including surface preparation, application and cleaning.
- Assisting with stock management and rotation.
- Suggesting new ideas and improvements to benefit customers, staff and Resene.
- Keeping the Resene ColorShop looking its best through housekeeping, maintenance and display building.
- Resene runs the Best System Selling Programme to train staff in the techniques of selling paint, colour, wallpaper and accessories.

## **Benefits for you!**

Working at Resene gives you the chance to:

- Train in Best System Selling techniques to learn and improve your selling skills.
- Access to Service courses for nationally recognised qualifications such as the NZ Certificate in Retail Levels & Business.
- Earn money.
- Learn new skills.
- Work in a colourful, innovative New Zealand owned company.
- Make new friends.
- See your ideas turn into reality by suggesting new ideas and improvements.
- Training and rewards with the Resene Paint Professional Programme.
- Specialise by becoming a trained Resene Colour Matcher or Resene Colour Specialist.

**If you are positive, motivated, have a can do attitude and are interested in joining the Resene team, please complete the attached Employment Application Form and deliver it to the Resene ColorShop Manager at your local Resene ColorShop. For more about Resene visit [www.resene.co.nz](http://www.resene.co.nz).**

# Resene application for employment

(must be completed by applicant in own writing)

Position applied for:	Date:
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Location:

**Notes:**  
 1. The completion of this form does not indicate that there is any obligation on the company to engage the applicant.  
 2. We recommend you answer all questions as this information is being collected for the purpose of assessing your suitability for the position you are applying for. (If your application is unsuccessful, all information will be destroyed).  
 3. If successful, you have the right of access to personal information and to seek to correct any you think necessary to ensure accuracy.

**Section one: Personal information**

Surname:	(Please circle) MR MRS MISS MS
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First name(s):	Preferred name:
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Address:	Postal code:
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Mailing address (if different from above):

Phone (home):	Mobile:
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Email:	Date of birth:
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**Section two: Education (including University, further education etc.)**

Name of College/Polytechnic/University	From	To	Qualifications/standards of achievement

**Qualifications – Professional – Occupational – Trade qualifications**


**Career aspirations**

Are there any particular reasons for applying for this position?


Future personal objectives:


Interests/hobbies:

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**Section three: Employment history (start with most recent position)**

Name of employer	Length of service		Position held	Reason for leaving	Salary
	From:	To:			

Are you currently employed? (please circle) Yes / No If yes, how much notice is required? \_\_\_\_\_ weeks.

**Referees:** Please give names of **two** or **three** referees **whose consent has been obtained** and who may be contacted for a confidential reference. (Where possible at least two of the referees should be able to give **work related information** and should have supervised or been senior to you in your **current or most recent employment**).

Name (work related)	Position	Company
Phone: (    )	Mobile:	Email:
Phone: (    )	Mobile:	Email:
Name (personal)		
Phone: (    )	Mobile:	Email:

Section four: General information	Yes	No
Are you prepared to work reasonable overtime if required?		
Are you prepared to work shifts (if applicable)?		
Do you have a current driver's licence? Number: _____ Class: _____ Expiry date: _____		
Are you reliant on public transport?		
Are you a permanent resident? If no, do you hold a work permit? (please attach copy)		
Are you a smoker?		
Do you intend to engage in other work while employed by this company?		
Do you have any other business interests that may conflict with the position for which you are applying? If so please state what these are:		
If a part-time application, are you able to work fulltime if required?		
As part of our pre-employment process you may be required to undertake a full medical assessment which will include testing for banned drugs. Do you give your consent to the medical assessment?		
Have you ever been disciplined or dismissed from employment for: <ul style="list-style-type: none"> <li>• Dishonesty or unauthorised possession of company property?</li> <li>• Assault or fighting?</li> <li>• Alcohol or substance abuse?</li> <li>• Violating health and safety rules?</li> </ul>		
Have you ever been convicted of a criminal offence, or have you ever been disqualified from driving, or are you awaiting a hearing on any criminal charges? If yes, give brief details.		
Have you ever had your name changed by statutory declaration? If yes, please give details:		
Have you ever been employed by this company? If yes, when/where?		
Do you know any person currently employed by this company? If yes, who/where?		

#### Section five: Medical

My present health is (please circle): Excellent Good Fair

How many days sick have you taken in the last 12 months of paid employment?

**(i) Medical details** (tick column that applies and provide details where required)

Do you suffer from or have you had?	Yes	No	Details
Asthma			
Dermatitis			
Hearing loss			
Blackouts or fits of any kind, e.g. epilepsy			
Allergies, or are you sensitive to any substances or chemicals			
Colour blindness			
Overuse injuries, e.g. RSI (Repetitive strain injury)/OOS			
Have you ever made an ACC (NZ)/Workcover Australia claim or received compensation for any injury/strain or RSI/OOS			

**(ii)** As part of normal duties, some positions within Resene require regular lifting (e.g. paint pails, 4 x 4 litre filled cans – potentially up to 22 kg). Would this cause you any problems?

**(iii)** Do you have any other condition that may affect your ability to effectively carry out the functions and responsibilities of the position applied for? If so, please give details:

#### Section six: Declaration / authority / conditions of employment

**(i) Referees** (Section 3)

I consent to the company seeking verbal or written information about me which includes all Professional Memberships and all Tertiary qualifications on a confidential basis and authorise the information requested to be released. I understand that the information will be supplied in confidence as evaluative material and will not be disclosed to me.

**(ii) Police check** (Section 4)

I consent to the company undertaking a verbal or written police check about me and authorise the information sought to be released.

**(iii) Medical** (Section 5)

Where I have been in receipt of an ACC (NZ)/Workcover Australia claim, I authorise the ACC (NZ)/Workcover Australia or any medical practitioner who has treated or examined me to release such information they may have regarding any illness, injury, medical history or treatment held on my medical records to an authorised officer of Resene Paints Limited.

**(iv) I AGREE THAT IF EMPLOYED, I WILL BE SUBJECT TO THE CONDITIONS AS SETOUT IN THE CURRENT RESENE PAINTS LIMITED EMPLOYMENT AGREEMENT.**

**(v)** I, \_\_\_\_\_ (full name) hereby certify that all the information given orally and in writing by me for my application is true and complete to the best of my knowledge and belief. I understand that the provision of false, incomplete or misleading information will be grounds for summary dismissal.

Signed: _____	Date: _____
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