

HOW TO STAND OUT WHILE APPLYING FOR JOBS ONLINE

When you're applying for a job, you don't just want to get noticed; you want to stand out as the best applicant the hiring manager has ever seen. You know you're the perfect person for the job and you want them to know that too. But how, exactly, do you do that?

Here, the career experts at Bayt.com, the Middle East's leading job site, give you the best job-search advice to put yourself ahead of the pack.

1. Create a CV that matches the job

When recruiters receive a high number of CVs, the goal of the first round of screening is to whittle that number down to a manageable size. Often more junior recruiters, who may not have much familiarity with your area of expertise, will do this first round of cuts.

They will be looking to see if you meet the objective requirements of the position before passing you on to the next step. You want to make sure you clearly and explicitly show that you meet the requirements of the job, mirroring the keywords and terminology of the job description, which a generic CV may or may not accomplish. In addition to helping better market yourself to the particulars of a position, taking the time to tailor your CV shows the prospective employer that you are the kind of employee that would take the extra step to get a job done right.

2. Build an online presence

The best way to do that is to build an online public profile on Bayt.com, complete it with full details of your professional experience and key specialties. To shine even more

as a thought leader in your field, we encourage you to join various professional discussions on Bayt.com Specialties where thousands of specialists meet daily to network, get ranked, and share valuable knowledge and insights into their areas of interest and expertise.

3. Beat the CV search algorithm

Before you can stand out in front of the employer, you have to stand out in front of the applicant tracking software, or the algorithm used to list applicants when employers browse through their CVs. Here we encourage you to read the job description carefully and include keywords in your CV. It takes time, but that's the way the system works. If your CV doesn't show you're a match for the job, you're not going to get a call because you

won't appear in the employer's search results.

4. Apply early

Most of application deadlines are set arbitrarily and recruiters will not wait until it has passed to start reviewing CVs and scheduling interviews. So if a job posted online has a deadline a month from now, you do not have to wait until the month has passed to apply for the job. Actually, recruiters will be the most eager to review applications in the first few days after posting the job. Once they have a good pool of applicants to work with, the bar to make it to that round may get higher. Or, they could already identify, interview, and hire a candidate well before the job application deadline is reached. If you wait too long, the job may already be filled or the interview schedule could be full of promising candidates.

KUWAIT REAL ESTATE SALES SLOW, BUT PRICES HOLDING

NBK ECONOMIC REPORT

KUWAIT: While sales continue to be slow in the real estate sector, prices seem to be holding up relatively well so far, notwithstanding pockets of softness. For the first eight months of the year, total real estate sales reached KD2.1 billion, down 23 percent from the same period last year. Following a strong run in 2010-2014, the low oil price environment and the geopolitical tensions in the region finally dampened real estate market activity. For the month of August, activity slowed across the residential and investment sector year-on-year (y/y) but was relatively stronger in the commercial sector.

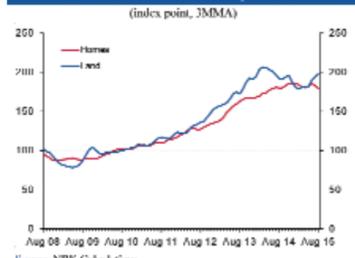
To date, total residential sales in 2015 reached KD 983 million, and were KD81 million in August. KD volumes and number of units sold year-to-date (ytd) were both down 22 percent compared to the same period last year. Prices were up slightly for land following a correction in recent months, and about unchanged y/y for homes (see below). Between 2008 and 2014, vacant plots were the properties of choice for buyers. However, we might see a change in trend in 2015, as more residential homes are getting sold than land plots. In terms of square footage, there is a preference for homes ranging between 300-400 square meters (sqm) and plots of 400-500 sqm.

The sustained low oil price environment has taken

Chart 1: Residential real estate YTD



Chart 2: Real estate residential price indices



its toll on the investment sector so far (primarily apartment buildings). There, total sales reached KD 893 million ytd, a 27 percent decline from the same period last year. There is a visible shift from investment buildings and vacant plots toward investment apartments that are relatively small-ticket purchases but still with a somewhat higher return than the stock market or bank deposits.

On the other hand, commercial sector sales activity also slowed though less severely. KD sales volumes were

down 14 percent to KD 251 million ytd. In August, the sector recorded eight transactions with the highest being for one complex in Farwaniya and another showroom in Dajij worth KD 5 million each.

Real estate prices have actually weathered the low oil price environment relatively well thus far in 2015. This is also reflected in our newly developed NBK real estate price indices. Based on Ministry of Justice data, NBK has constructed three price indices:

- * The real estate residential-home index
- * The real estate residential-land index
- * The real estate investment-building index.

All three indices have exhibited a positive upward trend since 2005, with a downturn along the timing of the 2008 financial crisis. The real estate indices all rallied strongly between 2009 and 2014, with prices almost doubling during the period. Price growth was strongest for residential land and "investment" buildings. The rally was supported by a recovering economy and a sustained period of high oil prices, above \$100/bbl. Record low interest rates and a lackluster equity market further directed liquidity to the real estate market. In fact, as soon as oil prices hit the \$100/bbl back in 2011, the Kuwaiti real estate sector witnessed double digit growth for two consecutive years.

More recently, real estate price indices appear to have cooled off in Kuwait following the 5-year rally that started in 2009. The frothy market (like in other GCC markets) began showing signs of cooling off towards the second half of 2014, not coincidentally after international oil prices tumbled by over 50 percent. Prices of residential land were the first to correct around December 2014, somewhat at odds with the conventional wisdom that residential land properties are less volatile than investment properties. Focus was really on properties generating income it would seem.

Residential home prices have cooled off from last year's highs, showing a mild correction thus far in 2015. In August, the NBK residential-home index stood at 176 points, 1.5 percent lower y/y. The index's annual growth is still oscillating between positive and negative territory, signaling some resistance from prices. On the other hand, the NBK residential-land index went into a correction during the first five months of the year and appears now to be stabilizing. At one point earlier in the year, the residential-land index was down over 10 percent on y/y basis; it now seems to be stabilizing as the index logged a 4 percent y/y increase in August.

DUBAI DEVELOPER TO BUILD \$4.8BN RESORT IN BOSNIA

SARAJEVO: Dubai-based developer Buroj Property Development said yesterday it plans to invest 4.3 billion euros (\$4.8 bln) to build a luxury tourist resort near Sarajevo, in what could be the biggest foreign investment of its kind in the Balkan country.

Bosnia, where Muslim Bosniaks are the largest of its three ethnic groups, has seen an influx of tourists from the Middle East in recent years and a growing number of Middle Eastern buyers of properties, attracted by the country's mountain landscape. "The initial investment in the project is worth around 920 million euros, while the total investment will amount to 4.3 billion euros" over the next eight years, Ismail Ahmed, the company's manager, told a news conference.

The 'Buroj Ozone' will stretch over an area of 1.3 million square metres and include thousands of housing units, hotels and the largest shopping centre in Bosnia, Ahmed said. It will be located in the municipality of Trnovo which lies below the Bjelasnica and Igman mountains, venue of the 1984 Winter Olympic Games, around 20 kilometres

from Sarajevo. Ahmed said construction would begin in April or May next year pending a resolution of regulatory issues and necessary permits from the Trnovo municipality, which will lease the land to Buroj Property Development for 99 years.

The project will create at least 10,000 local jobs, he said. "The aim of this unique project is to turn Bosnia and Herzegovina into a tourism leader of southeast Europe and to put its rich natural resources at the disposal of local and international clients," he said.

"Many people associate this country with the war and this project will help change that image," Ahmed added. Since the end of the 1992-95 Bosnian war, which claimed 100,000 lives, Bosnia has attracted scarce foreign investment. Tourism is seen as an expanding industry in the Balkan country. Visitor arrivals in the first five months of 2015 were up almost 26 percent from the same period last year. A World Tourism Organization study predicts that Bosnia would have the third highest tourism growth rate in the world by 2020. — Reuters

Table 1: Real Estate sales and KCB housing loans

Real estate sales	Year average		2015			m/m	y/y
	2015	2014	June	July	August		
Sales (KD mm)	300.2	355.8	270.4	247.4	188.8	-23.3	-24.2
Residential property	150.5	158.5	140.5	85.5	81.8	-14.4	-38.8
Investment property	118.8	151.0	130.0	130.0	87.3	-31.9	-34.1
Commercial property	31.1	46.4	29.1	31.7	29.9	-17.0	88.7
Number of transactions	889.1	835.1	492	388	403	3.9	-34.0
Residential property	515.8	483.8	357	251	245	-7.4	-47.1
Investment property	144.9	143.2	134	128	150	17.2	58.3
Commercial property	6.4	6.8	6	9	8	-11.1	118.0
Transaction size (KD '000)	449	557	548.6	637.6	471.0	-28.1	15.0
Residential property	280	334	341.7	339.8	333.7	-17.3	57.7
Investment property	80	108	105.4	104.0	140.4	41.9	58.4
Commercial property	4.3	4.3	4.3	4.3	4.3	-8.8	48.8
KCB housing loans							
Approved loans (KD mm)	32.8	25.4	18.8	13.7	21.8	59.7	-8.5
New construction	27.8	20.8	14.2	9.0	18.8	88.7	-15.0
Purchase of existing homes	3.8	3.3	3.0	3.6	4.1	12.0	57.0
Additions & renovations	1.8	1.3	0.8	0.1	0.9	825.0	-28.1
Number of approved loans	582.1	423.3	342	252	388	48.0	-3.7
New construction	400.5	303.3	208	140	245	84.4	-18.4
Purchase of existing homes	57.8	52.2	51	40	61	24.5	41.0
Additions & renovations	103.8	67.8	33	54	82	14.8	34.8
Disbursed loans (KD mm)	12.2	18.9	21.0	14.5	18.0	23.4	27.2
New construction	7.8	13.1	18.5	10.9	12.8	17.7	13.3
Purchase of existing homes	2.7	2.5	2.8	2.1	3.8	81.5	53.8
Additions & renovations	1.7	1.2	1.9	1.6	1.3	-14.8	314.7

Source: Ministry of Justice, Kuwait Credit Bank

EXCHANGE RATES

AL-MUZAINI EXCHANGE CO.

ASIAN COUNTRIES	
Japanese Yen	2.519
Indian Rupees	4.680
Pakistani Rupees	2.899
Sri Lankan Rupees	2.163
Nepali Rupees	2.926
Singapore Dollar	218.860
Hongkong Dollar	39.085
Bangladesh Taka	3.893
Philippine Peso	6.605
Thai Baht	8.514
GCC COUNTRIES	
Saudi Riyal	80.816
Qatari Riyal	83.249
Omani Riyal	787.160
Bahraini Dinar	804.840
UAE Dirham	82.512
ARAB COUNTRIES	
Egyptian Pound - Cash	40.855
Egyptian Pound - Transfer	38.710
Yemen Riyal/for 1000	1.414
Tunisian Dinar	155.890
Jordanian Dinar	427.610
Lebanese Lira/for 1000	2.019
Syrian Lira	2.160
Morocco Dirham	31.817
EUROPEAN & AMERICAN COUNTRIES	
US Dollar Transfer	302.900
Euro	347.430
Sterling Pound	466.920
Canadian dollar	236.270
Turkish lira	104.090
Swiss Franc	318.170
Australian dollar	225.210
US Dollar Buying	301.700

GOLD

20 gram	226.690
10 gram	116.040
5 gram	58.700

UAE EXCHANGE CENTRE WLL

CURRENCIES	TELEX TRANSFER PER 1000
Australian Dollar	196.18
Canadian Dollar	229.47
Swiss Franc	316.73
Euro	344.28
US Dollar	303.15
Sterling Pound	462.68
Japanese Yen	2.57
Bangladesh Taka	3.892
Indian Rupee	4.578
Sri Lankan Rupee	2.165
Nepali Rupee	2.856
Pakistani Rupee	2.901
UAE Dirhams	0.08248
Bahraini Dinar	0.8056
Egyptian Pound	0.03860
Jordanian Dinar	0.4312
Omani Riyal	0.7872
Qatari Riyal	0.08358
Saudi Riyal	0.08086

DOLLARCO EXCHANGE CO. LTD

Rate for Transfer	Selling Rate
US Dollar	303.150
Canadian Dollar	235.880
Sterling Pound	466.560
Euro	342.980
Swiss Franc	293.970
Bahrain Dinar	804.590
UAE Dirhams	82.830
Qatari Riyals	90.820

Saudi Riyals	81.565
Jordanian Dinar	427.165
Egyptian Pound	38.604
Sri Lankan Rupees	2.166
Indian Rupees	4.675
Pakistani Rupees	2.900
Bangladesh Taka	3.888
Philippines Peso	6.598
Cyprus pound	577.405
Japanese Yen	3.515
Syrian Pound	2.600
Nepalese Rupees	3.915
Malaysian Ringgit	74.695
Chinese Yuan Renminbi	48.085
Thai Bhat	9.490
Turkish Lira	104.335

BAHRAIN EXCHANGE COMPANY

CURRENCY	BUY	SELL
Europe		
British Pound	0.457726	0.466726
Czech Korune	0.004716	0.016716
Danish Krone	0.042128	0.047128
Euro	0.339206	0.347206
Norwegian Krone	0.033545	0.038745
Romanian Leu	0.086889	0.086889
Slovakia	0.009030	0.019030
Swedish Krona	0.039120	0.038112
Swiss Franc	0.309120	0.3193320
Turkish Lira	0.098767	0.109067
Australasia		
Australian Dollar	0.214117	0.225617
New Zealand Dollar	0.197078	0.206578
America		
Canadian Dollar	0.228901	0.237401
US Dollars	0.298800	0.303300

US Dollars Mint	0.299300	0.303300
Asia		
Bangladesh Taka	0.003489	0.004089
Chinese Yuan	0.046241	0.049741
Hong Kong Dollar	0.036981	0.039731
Indian rupee	0.004392	0.004782
Indonesian Rupiah	0.000018	0.000024
Japanese Yen	0.002442	0.002622
Kenyan Shilling	0.003148	0.003148
Korean Won	0.000256	0.000271
Malaysian Ringgit	0.069707	0.075707
Nepalese Rupee	0.002902	0.003072
Pakistan Rupee	0.002837	0.003117
Philippine Peso	0.006478	0.006759
Sierra Leone	0.000067	0.000073
Singapore Dollar	0.214082	0.220082
South African Rand	0.016834	0.025334
Sri Lankan Rupee	0.001861	0.002441
Taiwan	0.009570	0.009750
Thai Baht	0.008198	0.008748

Arab		
Bahraini Dinar	0.795818	0.803818
Egyptian Pound	0.037843	0.040673
Iranian Riyal	0.000084	0.000085
Iraqi Dinar	0.000192	0.000252
Jordanian Dinar	0.423217	0.430717
Kuwaiti Dinar	1.000000	1.000000
Lebanese Pound	0.000152	0.000252
Moroccan Dirhams	0.020495	0.044495
Nigerian Naira	0.001249	0.001884
Omani Riyal	0.780333	0.786013
Qatar Riyal	0.082488	0.083701
Saudi Riyal	0.080137	0.080837
Syrian Pound	0.001284	0.001504
Tunisian Dinar	0.151783	0.159783
Turkish Lira	0.098767	0.109067
UAE Dirhams	0.081487	0.082636
Yemeni Riyal	0.001369	0.001449