

Employment Ad Index

CLASSIFICATION NUMBER

■ Employment/Instruction	500-576
■ Help Wanted-General	500
■ Clerical, Office	502
■ Domestic	524
■ Medical	506
■ Sales	512

Our complete Index can be found in the Real Estate section

TO PLACE AN AD

DIAL CLASSIFIED DIRECT

Wayne County.....	(313) 591-0900
Oakland County.....	(810) 644-1070
North Oakland County.....	(810) 475-4596
Rochester/Rochester Hills.....	(810) 852-3222
Fax Your Ad.....	(313) 953-2232

Walk-In Office Hours:

Monday - Friday, 8:30 am-5 pm

After Hours: Use our 24-Hour

Voice Mail System

(313) 591-0900

Deadlines: For placing, cancelling or

correcting of line ads.

Publication Day Deadline

SUNDAY REAL ESTATE.....5 PM THURS.

SUNDAY.....5:30 PM. FRI.

THURSDAY.....6:00 PM. TUE.

You can view the Observer & Eccentric Employment Classifieds on the web at:

<http://oeonline.com>

To order Observer & Eccentric On-Line call 313-953-2266 and get the software that will open the doors to the web.

Mistakes made when juggling multiple job offers

By Sheryl Silver, Career Source

There's no denying it. In the world of information technology (IT), it's an applicant's market. Ask employers who are using every possible resource to recruit the IT talent they need. Ask recruiters, who although thrilled with the strength of their businesses, are frustrated at the shortage of qualified candidates available to fill their clients' openings. IT professionals with in-demand technical skills are in high demand and short supply, a circumstance which has made multiple job offers common.

Although an enviable situation, choosing from multiple job offers can also be confusing. And today, say employers and recruiters, many job hunters are being blinded by the money they're being offered, and making less than optimal job choices as a result.

Faster Isn't Always Better

"Frenetic" is the word many recruiters and employers use to characterize the pace of IT hiring today. Aware that qualified candidates can easily command multiple job offers from a handful of interviewers, employers have accelerated their normal interview and assessment process to avoid losing top IT candidates to other organizations. "It's the 'Tickle me Elmo' syndrome," says Carlos Echalar, employment manager for Booz, Allen & Hamilton, Inc. in

McLean, VA. "Employers feel they have to move quickly or they'll be left without top talent."

Caught up in the momentum and eager to take advantage of the lucrative offers coming their way, many candidates are making quick decisions, then finding themselves disappointed when the jobs they've accepted haven't measured up to their expectations, say recruiters.

According to Peter Kennedy, president of the Kensington, MD IT recruiting firm BetaTech, Inc., candidates "get excited about the leading edge project or development work that's mentioned during an interview and forget the fact that they were told they might initially be doing several months of maintenance on an existing system." This "selective listening phenomenon," notes Kennedy, is particularly common when candidates are offered more money than they've ever earned before.

To avoid being disappointed with their choices, Kennedy suggests, "Before accepting a job, candidates should ask for a review of what they'll be doing in the first three to six months."

Paul Siker, a principal with The Guild Corporation, an IT recruiting firm in Northern Virginia, agrees and even recommends getting the details in writing. "I had one individual get it in writing," he recalls.

"He was going into a transition situation that involved maintenance for a period of time and then he was to move into new development work."

Highest Offer Not Always Best

Related to this "rush to judgement" phenomenon has been a tendency by many IT professionals to choose the offer with the highest salary simply because it has the highest salary. Although recruiters and employers say they understand the desire of candidates to get the most money they can, they advise against focusing too exclusively on money. "It's not going to say people should take the money being offered," says Scott Albrecht, manager of recruiting and staffing for the Integrated Engineering Division of TRW, in Fairfax, VA. "However, they need to look at the total offer: base pay, bonuses, time off, benefits, work environment, work location and future opportunities."

Albrecht, who says TRW "pays competitive to the market," cautions that the highest offer may not be the best one. "By focusing solely on money, candidates are forgetting a large piece of the total job," he says. "They need to look carefully at what the position or the organization will do for them. Job satisfaction, work environment and professional development should all play a major role in

the candidate's decision."

To achieve optimal career benefits, Albrecht suggests candidates ask several questions when comparing offers. What is the total compensation being offered? Are you being hired for just one contract or are you looking at an organization that has a track record of providing career development opportunities for IT professionals? Where will you be in five years? How will you have added to your skill set? How marketable will you be?

"Too many candidates today are forgetting to ask these key questions," asserts Albrecht. "They're not looking at expanding their professional tool box. They're only looking at expanding their wallets."

Besides being shortchanged when it comes to future marketability, Albrecht says making money your top priority can have a high cost when it comes to job satisfaction. "Candidates aren't asking that fundamental question, 'Will I be happy when I wake up each morning?'," he contends. "They have to ask themselves, 'What really motivates me? Is it the work? Is it the money?' ... No matter how many nice things a big paycheck can buy, it can't buy them a job satisfaction."

Sheryl Silver may be contacted by writing to her at Career Source, P.O. Box 65764, Washington, D.C. 20065-5744.

A Swedish Sojourn of Saunas, Salmon and a Summer Cruise

By Jane Lasky, Chronicle Features

Last year, business took me to Stockholm. It turns out negotiations only lasted two short days - long ones, actually, as I was visiting during the height of summer when the sun barely sets. Still, I was there so briefly that it was not nearly enough time to adjust to a new time zone, let alone get to know the lay of the land.

Generally when visiting major cities, if I can make the time, I like to plan an evening side trip. Other times, I prefer to just kick back and regroup.

On this particular Swedish journey, I made a great discovery: a cruise that offered both a great adventure and a way to relax.

This unconventional excursion was on the Swedish Islander, a small (49-passenger) sea vessel. Since I generally worry about cabin fever only on overnight sea travel, I happily boarded this ship where the only sleeping gear, if any, was below deck during the day in one of the two on-board nap-

ping cabins.

Instead of staying the night, passengers were sent ashore to try out a different historical hotel every night. We stayed at the waterfront Grand Hotel in Salsjodden and the intimate Gipselund Inn and Hotel, the latter a 300-year-old former monastery. This "impressions of a Swedish Summer" excursion, offered by the New York-based Special Experiences, takes passengers through sections of an archipelago of more than 24,000 islands for seven days.

My most memorable experience took place on an island reserve. On this day of our sojourn, others took a smaller, motorized boat to a nearby island, a lake bed and a pair went kayaking. The caretaker of this island offered his personal sauna to anyone interested. I was the only one who took him up on his offer.

The small wooden structure was perched at the rocky water's edge. I settled in next to a fire burning in a potbellied stove. Periodically, I spooned cool water

over some hot rocks with a large wooden ladle. Soon, the tiny outdoor-sized building filled with steam. The heat was so intense that after about 10 minutes I escaped into a sea-filled cave off the chilly Baltic Sea.

All this jumping around from sauna to sea made me hungry. Thankfully, my next stop was a deserted island where a delicious barbecue was waiting. Fresh salmon and salad made for a great lunch of regional cuisine. A cheerful crew supplied blankets so we could picnic on a rock beneath the warm sun. The playful deckhands even supplied a bit of entertainment by cheerfully throwing a screaming workmate into the freezing water.

If you are considering joining this cruise, be prepared to pack and unpack each night. Some business travelers may consider this an extra hassle, but I found the ritual definitely worth the experience of staying in so many different Swedish inns.

For further information, contact Special

Expeditions at (800) 762-0003.

Meanwhile, if business does take you to Sweden, here are some cultural barriers to be aware of:

• Don't presume to call a prospective colleague by his or her first name. Formality rules in Sweden, where you will be introduced to Mr. Sven Olaf or Mrs. Karl Engstrom.

• When sitting down to a toast, wait to take a drink until after your host says "skål." He or she will wish you "good health" before making what will probably be a very strong drink, usually vodka.

• If you are fortunate enough to be invited to a Swedish home during your visit, when the meal is finished, be sure to wait until you've reached the door before putting on your coat. If you can, don't put on the garment until after you get outside. In Sweden, doing otherwise signifies that you are anxious to leave - not a very gracious trait from an honored guest who wishes to impress.

EMPLOYMENT/INSTRUCTION SERVICES #500-598

500 Help Wanted General

ABSOLUTE SECURITY INC. New Orleans metro Detroit area. 24hr. after 50 hrs. All shifts, full and part time, with train, new & existing move companies. Move packages. Phone or fax. 313-682-7178

500 Help Wanted General

ACCOUNTANT / CPA For Farmington Hills accounting firm. Experienced in Corp and Personal Corporate and Individual taxes. Excellent opportunity for qualified individuals in the Detroit area. Send resume to: 401.434.3333. 30331 Schoolcraft Rd. Farmington Hills, MI 48334

NOW You Can Display Your Business Card HERE!

Call For Details. Observer & Eccentric Classified Advertising

Call (313) 591-0900 or (810) 644-1070 today.

500 Help Wanted General

ABSOLUTELY NO WEEKENDS! 3-4 hrs. per day. Clean, neat, making packages, sandwiches, cleaning, etc. \$7.50 per hr. 2 mos. Apply Personal at 2225 Ford St. Detroit, MI 48206. Fax: 313-682-7178

500 Help Wanted General

ACCOUNTANT / CPA For Farmington Hills accounting firm. Experienced in Corp and Personal Corporate and Individual taxes. Excellent opportunity for qualified individuals in the Detroit area. Send resume to: 401.434.3333. 30331 Schoolcraft Rd. Farmington Hills, MI 48334

500 Help Wanted General

BORED? IN A RUT? Are you looking for variety but don't want to change your accounting skills? The job is boring? You're just what we need! We're looking for a person to work for us. Send your resume with salary history to: 401.434.3333. 30331 Schoolcraft Rd. Farmington Hills, MI 48334

500 Help Wanted General

ACCOUNTING / COMPUTER Full-time position. Experienced. Ideal Estate Management in Southeast Michigan. 248-223-0000

Call (313) 591-0900 or (810) 644-1070 today.

500 Help Wanted General

ACCOUNTANT / CPA Trust asset accountant for established client on per diem basis. Experience required. Send resume to: 401.434.3333. 30331 Schoolcraft Rd. Farmington Hills, MI 48334

500 Help Wanted General

ACCOUNTANT Qualified candidates must have a minimum of 5 years experience in accounting. Send resume to: 401.434.3333. 30331 Schoolcraft Rd. Farmington Hills, MI 48334

500 Help Wanted General

ACCOUNTING/EXECUTIVE TRAINER To 3024. 248-223-0000. Fax: 248-223-0047

500 Help Wanted General

ACCOUNTING POSITION Local or Excl. Strong computer background. Send resume to: 401.434.3333. 30331 Schoolcraft Rd. Farmington Hills, MI 48334

Call (313) 591-0900 or (810) 644-1070 today.

500 Help Wanted General

ACCOUNTING Entry level opening in one of our manufacturing clients. Requirements include: A.S. degree and 2-3 years work experience. Send resume to: 401.434.3333. 30331 Schoolcraft Rd. Farmington Hills, MI 48334

500 Help Wanted General

ACCOUNTING We offer a full benefit package including competitive salaries, excellent benefits, and an exciting professional environment. Send resume to: 401.434.3333. 30331 Schoolcraft Rd. Farmington Hills, MI 48334

500 Help Wanted General

ACCOUNTING POSITION Local or Excl. Strong computer background. Send resume to: 401.434.3333. 30331 Schoolcraft Rd. Farmington Hills, MI 48334

500 Help Wanted General

ACCOUNTING/EXECUTIVE TRAINER To 3024. 248-223-0000. Fax: 248-223-0047

Call (313) 591-0900 or (810) 644-1070 today.

500 Help Wanted General

ACCOUNTING/Finance Yazaki North America, Inc. a leading automotive supplier is seeking a highly motivated individual to join our team. Send resume to: 401.434.3333. 30331 Schoolcraft Rd. Farmington Hills, MI 48334

500 Help Wanted General

ACCOUNTS PAYABLE Assistant Candidates must have an Associate degree in Accounting, Finance or Business. The ability to use standard office equipment, solve practical problems with a variety of variables, and follow a variety of instructions. Send resume to: 401.434.3333. 30331 Schoolcraft Rd. Farmington Hills, MI 48334

500 Help Wanted General

ACCOUNTING POSITION Local or Excl. Strong computer background. Send resume to: 401.434.3333. 30331 Schoolcraft Rd. Farmington Hills, MI 48334

500 Help Wanted General

ACCOUNTING/EXECUTIVE TRAINER To 3024. 248-223-0000. Fax: 248-223-0047

Call (313) 591-0900 or (810) 644-1070 today.

500 Help Wanted General

ADMINISTRATIVE ASSISTANT International automotive supplier is seeking a highly motivated individual to join our team. Send resume to: 401.434.3333. 30331 Schoolcraft Rd. Farmington Hills, MI 48334

500 Help Wanted General

ADMINISTRATIVE ASSISTANT Candidates must have an Associate degree in Accounting, Finance or Business. The ability to use standard office equipment, solve practical problems with a variety of variables, and follow a variety of instructions. Send resume to: 401.434.3333. 30331 Schoolcraft Rd. Farmington Hills, MI 48334

500 Help Wanted General

ADMINISTRATIVE ASSISTANT Candidates must have an Associate degree in Accounting, Finance or Business. The ability to use standard office equipment, solve practical problems with a variety of variables, and follow a variety of instructions. Send resume to: 401.434.3333. 30331 Schoolcraft Rd. Farmington Hills, MI 48334

500 Help Wanted General

ADMINISTRATIVE ASSISTANT Candidates must have an Associate degree in Accounting, Finance or Business. The ability to use standard office equipment, solve practical problems with a variety of variables, and follow a variety of instructions. Send resume to: 401.434.3333. 30331 Schoolcraft Rd. Farmington Hills, MI 48334

Call (313) 591-0900 or (810) 644-1070 today.

500 Help Wanted General

ADMINISTRATIVE ASSISTANT International automotive supplier is seeking a highly motivated individual to join our team. Send resume to: 401.434.3333. 30331 Schoolcraft Rd. Farmington Hills, MI 48334

500 Help Wanted General

ADMINISTRATIVE ASSISTANT Candidates must have an Associate degree in Accounting, Finance or Business. The ability to use standard office equipment, solve practical problems with a variety of variables, and follow a variety of instructions. Send resume to: 401.434.3333. 30331 Schoolcraft Rd. Farmington Hills, MI 48334

500 Help Wanted General

ADMINISTRATIVE ASSISTANT Candidates must have an Associate degree in Accounting, Finance or Business. The ability to use standard office equipment, solve practical problems with a variety of variables, and follow a variety of instructions. Send resume to: 401.434.3333. 30331 Schoolcraft Rd. Farmington Hills, MI 48334

500 Help Wanted General

ADMINISTRATIVE ASSISTANT Candidates must have an Associate degree in Accounting, Finance or Business. The ability to use standard office equipment, solve practical problems with a variety of variables, and follow a variety of instructions. Send resume to: 401.434.3333. 30331 Schoolcraft Rd. Farmington Hills, MI 48334

Call (313) 591-0900 or (810) 644-1070 today.

500 Help Wanted General

ADMINISTRATIVE ASSISTANT International automotive supplier is seeking a highly motivated individual to join our team. Send resume to: 401.434.3333. 30331 Schoolcraft Rd. Farmington Hills, MI 48334

500 Help Wanted General

ADMINISTRATIVE ASSISTANT Candidates must have an Associate degree in Accounting, Finance or Business. The ability to use standard office equipment, solve practical problems with a variety of variables, and follow a variety of instructions. Send resume to: 401.434.3333. 30331 Schoolcraft Rd. Farmington Hills, MI 48334

500 Help Wanted General

ADMINISTRATIVE ASSISTANT Candidates must have an Associate degree in Accounting, Finance or Business. The ability to use standard office equipment, solve practical problems with a variety of variables, and follow a variety of instructions. Send resume to: 401.434.3333. 30331 Schoolcraft Rd. Farmington Hills, MI 48334

500 Help Wanted General

ADMINISTRATIVE ASSISTANT Candidates must have an Associate degree in Accounting, Finance or Business. The ability to use standard office equipment, solve practical problems with a variety of variables, and follow a variety of instructions. Send resume to: 401.434.3333. 30331 Schoolcraft Rd. Farmington Hills, MI 48334

Call (313) 591-0900 or (810) 644-1070 today.

500 Help Wanted General

ADMINISTRATIVE ASSISTANT International automotive supplier is seeking a highly motivated individual to join our team. Send resume to: 401.434.3333. 30331 Schoolcraft Rd. Farmington Hills, MI 48334

500 Help Wanted General

ADMINISTRATIVE ASSISTANT Candidates must have an Associate degree in Accounting, Finance or Business. The ability to use standard office equipment, solve practical problems with a variety of variables, and follow a variety of instructions. Send resume to: 401.434.3333. 30331 Schoolcraft Rd. Farmington Hills, MI 48334

500 Help Wanted General

ADMINISTRATIVE ASSISTANT Candidates must have an Associate degree in Accounting, Finance or Business. The ability to use standard office equipment, solve practical problems with a variety of variables, and follow a variety of instructions. Send resume to: 401.434.3333. 30331 Schoolcraft Rd. Farmington Hills, MI 48334

500 Help Wanted General

ADMINISTRATIVE ASSISTANT Candidates must have an Associate degree in Accounting, Finance or Business. The ability to use standard office equipment, solve practical problems with a variety of variables, and follow a variety of instructions. Send resume to: 401.434.3333. 30331 Schoolcraft Rd. Farmington Hills, MI 48334

Call (313) 591-0900 or (810) 644-1070 today.

COME IN & CHECK US OUT!

OUR PHONES ARE RINGING AND BUSINESS IS BOOMING! That's why AMERICAN BLIND AND WALLPAPER is the nation's LARGEST direct marketer of home decorating products. We are accepting applications for individuals to answer inbound sales calls at our professional, state-of-the-art facility.

AT AMERICAN WE OFFER:

- Earn \$9 - \$11/hr. (avg)
- Base & Commission
- Benefits Package
- ADVANCEMENT OPPORTUNITIES
- Wages Guaranteed
- Incentive Programs
- DAYTIME AND EVENING SHIFTS
- PAID TRAINING

CALL TODAY!!

JOE TAYLOR 7702 5000 10000 7000 SATURDAY, 9:00 AM - 5:00 PM 591-0900

CALL TODAY!!

JOE TAYLOR 7702 5000 10000 7000 SATURDAY, 9:00 AM - 5:00 PM 591-0900

DIRECTIONS: From I-275-96 take M-14 west to Sheldon Rd., exit and turn left, go 1/4 mile to our facility at 809 N. Sheldon Rd., side entrance, 2nd floor.

ABSOLUTELY NO COLD CALLING!! OUR CUSTOMERS CALL US!!

American Blind and Wallpaper Factory

www.abwf.com