Potential design candidates appalling

I have been tasked to find a replacement for my position of Medium level Graphic Designer, and can't believe the poor quality of candidates out there.

It began last week when I sat in on interviews for my replacement. The worst CVs I have ever seen - I cannot believe what so-called designers are doing! They send in the most boring, poorly designed (what design?) CVs and some are obviously cut and paste MS Word templates. I've seen Accountant's CVs that look better (I kid you not).

When they pitch up for the interview - NO PORTFOLIO! Lame excuses such as "...I didnt have time to put one together..." usually follow. Afterwards they email some jpegs of work I have clearly seen before - meaning they are ripping off someone else's work!

Are these people actually looking for a job or just filling their time up? They sure aren't taking their applications seriously.

If they are new to the job market even - a nicely made up CV and a few portfolio pieces are MANDATORY. I should have thought this was obvious by now. But to advertise for people with at least 3 years of experience and get what we did... if these people don't buck up they haven't a hope of being hired by anyone.

If I could offer advice for job seekers in the design world:
a) A lekker looking CV. If you cant manage this you have no business applying for a design position. Remember, your CV is your very own advert.
b) Your portfolio MUST accompany you to the interview. Put your best pieces in front and leave out what you arent 100% happy with. If you are into web design, your portfolio on CD or DVD to leave with your potential boss.

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