

Robert—  
—Walters

# Talent solutions

Recruitment



# Truly global, proudly local



## He waka eke noa

This is one of my favourite phrases from te reo Māori . It means: ‘We’re all in this canoe together.’

It resonates with me as we have been in the ‘canoe’ with so many of our clients and candidates over the years. With every talent challenge they face; a new Robert Walters solution is born.

We connect with clients and candidates on a personal level to understand their story and help them reach their goals and ambitions. To offer a truly personalised service, we have to be our authentic selves. So, when I talk about Robert Walters, I really am talking ‘about us’ each and every one of the expert and passionate people who make up our team.

Like our business, we’re truly global but proudly local. We’ve been serving New Zealand for over 20 years, with two well-established offices in Auckland and Wellington. Our people have in-depth knowledge of the sectors and the locations they serve.

We are not an ‘off the shelf’ recruitment agency. We are a Global Talent Solutions business.

So, tell us your unique story, and let’s write the next chapter together.

**Dan Rogers, Managing Director - ANZ**



# Global Talent Solutions

We offer a range of services that we have perfected over time, yet we embrace all challenges without exception. Share your talent challenges with us, and together we will find the solution.



## About Us

- 00 Our purpose
- 00 Our advantage
- 00 Our reach



## Recruitment Services

- 00 Permanent recruitment
- 00 Executive search
- 00 Talent development
- 00 Recruitment advertising solutions
- 00 Contractor and temporary recruitment
- 00 Payroll solutions
- 00 Building communities

# Our purpose

**Powering people and organisations to fulfil their unique potential.**

As leaders in end-to-end talent solutions, across recruitment, recruitment outsourcing and talent advisory, we have a big impact on the prosperity of people and organisations. That's why we have a strong purpose which underlies everything we do: powering people and organisations to fulfil their unique potential. Our purpose drives our ESG commitments as we seek to positively impact lives, reduce our environmental impact and be a responsible, ethical business. It also means we put people and relationships first, investing in technology which gives our consultants more time to deepen candidate and client relationships all while building a dynamic culture to attract and retain the best people.





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—Walters

# Our advantage

At Robert Walters, our purpose is to power people and organisations to fulfil their unique potential. In a competitive marketplace, the quality of service we have consistently delivered to our clients and candidates for more than four decades has seen the Robert Walters brand develop the strength it has today.

Each day, over 3,600 colleagues spread across 31 countries live out our core principles of teamwork, integrity, passion, innovation, quality and inclusion as we solve talent challenges, champion people's stories and deliver better experiences and outcomes.

Our purpose drives our environmental, social and governance ("ESG") commitments as we seek to positively impact lives, reduce our environmental impact and be a responsible, ethical business. It also means we put people and relationships first, investing in technology which gives our consultants more time to deepen candidate and client relationships all while building a dynamic culture to attract and retain the best people.





Canada

United States

Mexico

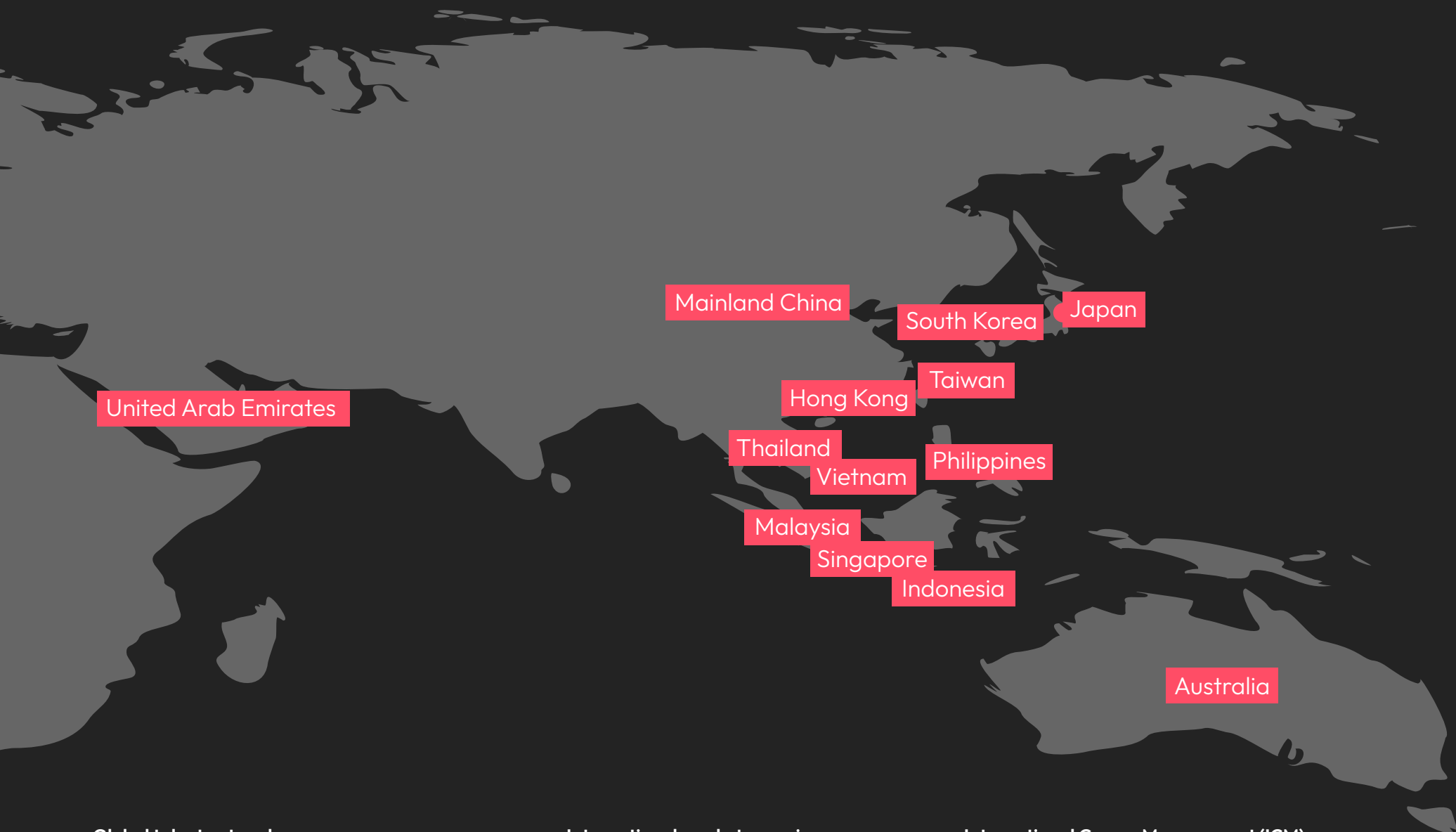
Chile

The Netherlands  
Germany  
United Kingdom  
Belgium  
Ireland  
France  
Switzerland  
Spain  
Italy  
Portugal

South Africa

# Your reach

With Robert Walters, your executive search extends beyond borders. We leverage our network of executive search experts, based in over 31 countries across 5 continents, enabling us to meet and evaluate global executive talent. Utilising our global database, international talent mapping functionality, and our international career management team, we will locate your next executive, no matter where they are currently based.



**Global talent network**

Our extensive global talent database, one of the largest of its kind, allows us to quickly identify both active and passive executive leaders. With an international presence, we efficiently leverage our local, national, and global networks to secure the right leader for you.

**International market mapping**

Through our data-led approach, we can conduct a talent map, focused on targeting executive leaders with the most relevant and impactful experience in your industry.

**International Career Management (ICM)**

Our global footprint amplifies our ability to deliver insights and hard-to-fill skillsets not found in the local or national markets. Partnering with our ICM global consultants, we can provide insights into overseas leaders who are considering a new challenge or returning home.

New Zealand



# Permanent recruitment

## People are at the heart of every business

Hiring the right people unlocks your ability to deliver key goals. Hiring the wrong people, no matter how talented, can hold your organisation back while your competition thrives. To attract the professionals that can take your business forward, you need to tell your organisation's unique story in a truly engaging way. That's why it's vital that you partner

with a recruiter who deeply understands you, your market and the professionals you need. At Robert Walters, we see beyond the job description to understand your organisation's real story. We then use our specialist industry expertise, hyper-local knowledge and global reach to champion your story and connect you with the best professionals who will transform your business.

### Our story is based on fact

**19,000+**

permanent  
placements across  
ANZ in the last decade

**85%**

of professionals  
refer to us as  
a friend

**90%**

of organisations  
recruit more than  
one role through us

## Our specialisations include:

- Technology
- Transformation & Change
- Accounting & Finance
- Banking & Financial Services
- Risk, Assurance & Compliance
- Legal
- Human Resources
- Business Support
- Procurement, Supply Chain & Logistics
- Property
- Policy & Government
- Sales, Marketing, Comms & Engagement

## We do things differently

- **We know your industry.** Many of our consultants come from the industries they serve meaning they have built hyper-specialist knowledge of the industry you operate in.
- **We see beyond the job description.** Finding the extra dimensions and potential that make someone right for a particular team and culture, now and in the long-term.
- **We work as a team.** Sharing the responsibility and rewards of every assignment gives you access to our entire candidate network.
- **We bring the world to you.** Providing access to global talent pools through our International Candidate Management teams.
- **We act on data.** Our recruitment strategy is highly targeted, defined by the insights of our market intelligence function.
- **We share our expertise.** Giving you access to our specialist knowledge and in-depth experience though a broad range of insights, advice and thought leadership.
- **We do things right.** We know our candidates. They have been thoroughly vetted, reference checked and are ready to start adding value to your organisation.

“We engaged Robert Walters to handle a project to source our entire commercial team. Robert Walters had the highest capability as well as offshore experience to find some of the capabilities that we lacked in New Zealand.”

- Acting Deputy Commissioner

# Executive search

The world's economic environment is constantly changing. In today's cost of living crisis, finding the right executive is more critical than ever. Effective leaders bring innovative strategies to navigate economic challenges, maintain employee morale, and sustain business growth. Identifying and retaining a capable executive is crucial to guiding your organisation through turbulent times and securing its long-term success.

At Robert Walters, our approach to executive search sets us apart. By deeply understanding your organisation, we will ensure your next executive has the acumen to drive your objectives and deliver your long-term goals. Our leaders bring diverse expertise and extensive recruitment and practical experience. They possess strong local and international experience, robust relationships, and extensive industry networks.

With over 40 years of combined experience across Australia and New Zealand, our executive search has an enviable track record in both the public and private sectors, supporting our clients in securing the executive leadership they need for success.



# Our approach to executive search

## Strategy

We will co-design a strategy to ensure your requirements are met. With rigorous processes and proven experience, we will collaborate with you to articulate your brand story in a way that aligns with your broader strategy.

## Objectivity

Our unbiased approach through selection, vetting and assessment, offers the objectivity and quality control you expect from one of the world's leading talent consultancies. When recruiting senior-level roles, unbiased advice from a neutral party is invaluable.

## Reach

Your executive search extends beyond borders. We will tap into our global network of executive search experts, allowing us to personally meet and evaluate global executive talent. Our reach, coupled with our existing networks; we are likely already connected with your next leader.

## Diversity

Our Executive Search team excel at finding the right talent to drive and embed organisational change. We are dedicated to ensuring our clients unlock the benefits of diverse teams and an inclusive culture.

## Confidentiality

Finding your next leader might require discretion, especially when considering current organisational structures and a potential incumbent. We work discreetly to source talent, ensuring your organisation isn't unnecessarily impacted and continues to run smoothly during this process.

## Understanding

We will take the time to understand your organisation and consult with all interested parties. This involves gaining a deep appreciation of the culture, strategic goals and operational challenges. This ensures that the selected candidate is best placed to effectively drive your organisation's objectives and contribute to long-term success.





# Talent development

Designed to meet the needs of leaders at any stage of their career journey

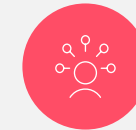
Unlock the unique potential of your candidates and employees with our Talent Development suite. Through data-driven insights and tailored solutions, we equip leaders with the skills they need for strategic success, from talent identification and leadership enhancement to transition support and exit management.

Our expert team delivers action-oriented strategies that maximise both individual and organisational performance, empowering businesses to drive long-term value through strong and capable leadership.



## Assessment

Make the right hire first time utilising our Assessment service



## Transition Coaching

Support new leaders to excel when changing roles with our Transition Coaching



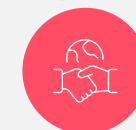
## Executive Coaching

Ensure your leaders fulfil their unique potential with our Executive Coaching



## Leadership Development

Help your leadership team to thrive with our Leadership Development programme



## Outplacement

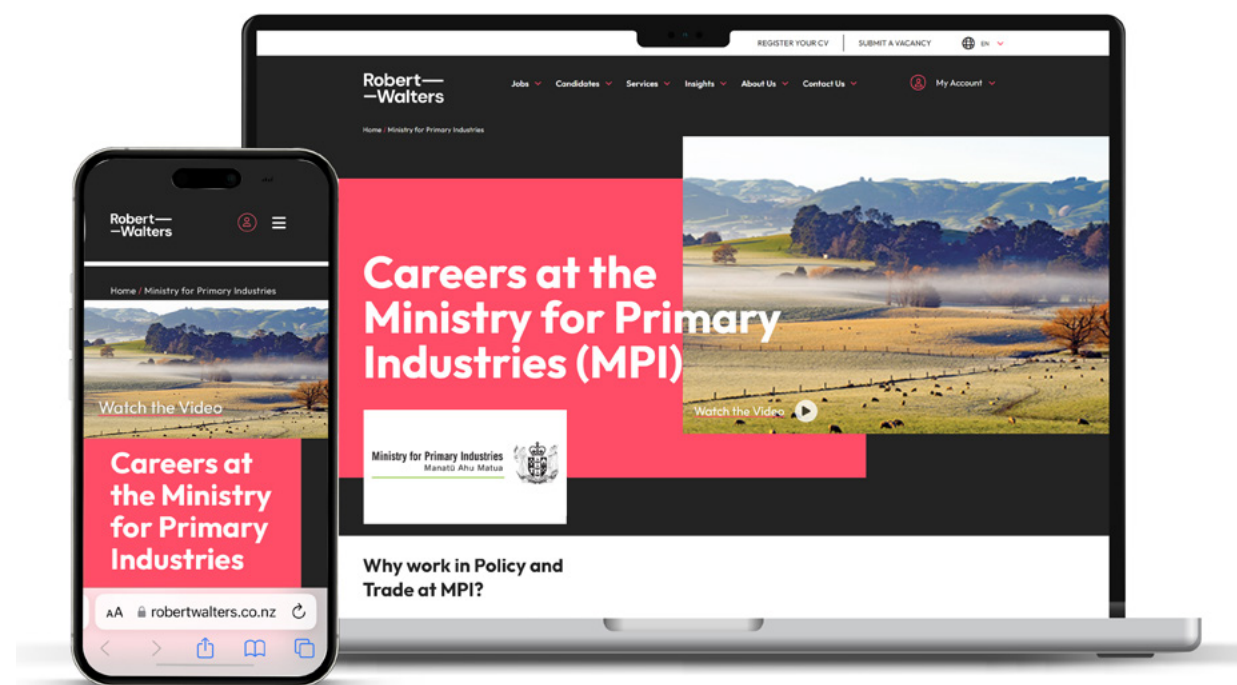
Gain support for every aspect of an employee exit with our Outplacement services

# Recruitment advertising solutions

## Elevate your organisation's employer brand

Need to capture the attention of quality professionals and persuade them to join your organisation? Our bespoke marketing campaigns do precisely that.

With our dedicated marketing team on your side, your recruitment marketing campaign will be powered by proven tactics and sophisticated tools – all tailored to get your organisation noticed. We'll take care to listen to your objectives and understand the unique selling points of your employer brand. Then we'll design a bespoke marketing campaign to share your story with potential talent who have the qualities you seek.



### A tailor-made solution

**Brief:** We don't use a cookie cutter approach, instead we listen, so we know what makes your organisation a great place to work

**Data-driven:** Using our data and networks, we'll map your market, and help you see your employer brand through the eyes of your audience to guide your campaign.

**Content:** All effective campaigns need one central content hub. We'll work with you to create a bespoke microsite, specific to your audience, to showcase your organisation's latest jobs and employer brand content.

**Storytelling:** Videos on LinkedIn are shared 20x more than written content, and video in a job ad increases applications by 34%. We'll craft video content that tells your organisation's story and attracts the right people.

**Reach:** Through our channels, we share your story far and wide to attract exceptional talent. We aren't confined by borders, so if your needs take the campaign international, we use our extensive overseas network.

**Results:** We'll share campaign results and make recommendations to ensure optimal performance.

# Contractor and temporary recruitment

## A contingent workforce can be your bridge to success

Flexible. Fast. And ready for action. Our community of contingent workers can jump in whenever you need them, helping you hit project deadlines, meet peaks in demand, and minimise staff costs. What's more, in New Zealand's fast-changing market, our temporary talent has their finger on the pulse of what's new – providing you with emerging and cutting-edge skills.

When you need contingent workers, we keep the process streamlined and simple – taking care of the admin, costs and financial risk so you don't have to. We'll customise a solution for your organisation, tailored to size, industry, employment legislation, location and operational complexity.

We've developed trusted relationships with our contingent workforce, so you can depend on them for short-term or long-term assignments. We nurture our network by providing a unique benefits program featuring an array of financial and wellbeing benefits.

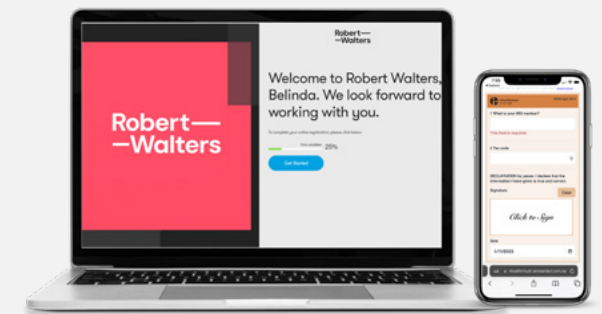
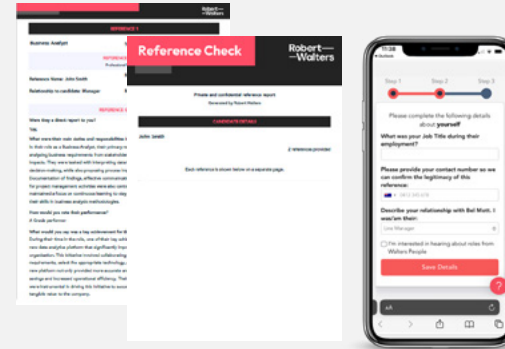
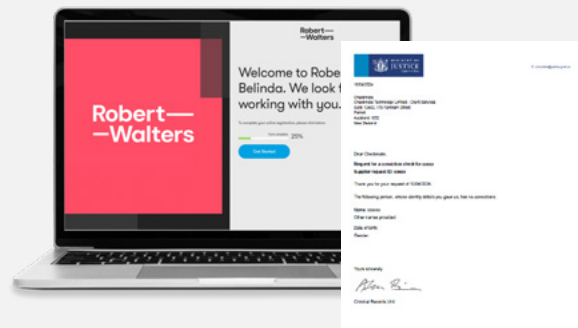
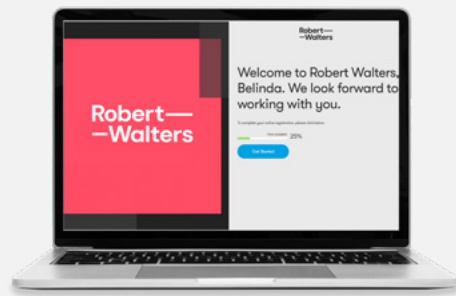




**40,000+**

contingent roles filled  
across ANZ in the  
last decade

# Experience empowered by tech



1

2

3

4

## Registration

Our cloud-based onboarding platform, swiftly and securely captures essential registration information, including right-to-work and disclosure and consent, in just three minutes.

## Vetting

Our onboarding platform effortlessly integrates with our probity partner for quick and accurate Ministry of Justice (MOJ) checks.

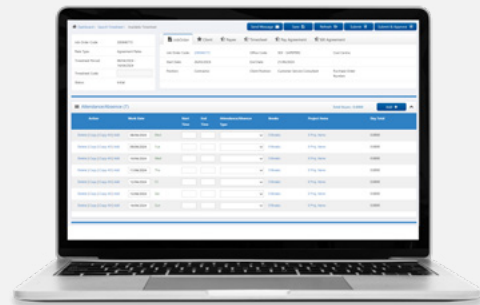
## Screening

Our digital reference checking platform ensures accurate and fast collection of reference checks by our consultants.

## Placement

Our onboarding platform securely captures essential details for our payroll team such as bank, tax, and KiwiSaver information. It also integrates seamlessly with our payroll platform, minimising manual handling and human error.

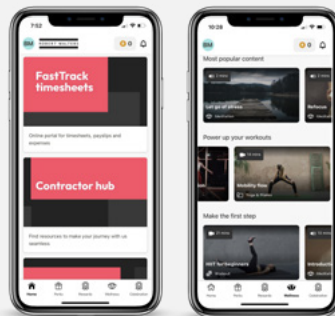
We harness technology to elevate our efficiency, quality of service and the experience for both clients and candidates.



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## Timesheets

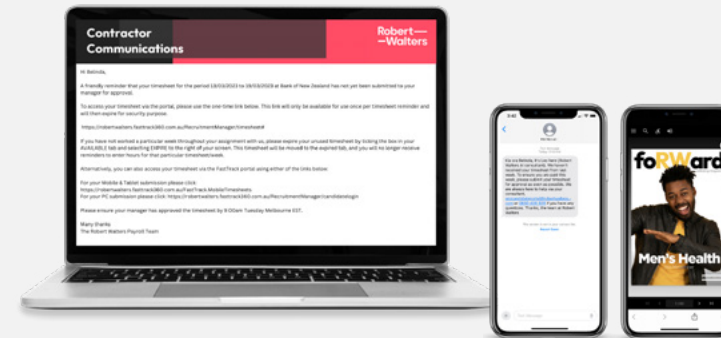
Our online timesheet portal allows our partners to review and approve timesheets or invoices and expenses.



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## Benefits

Our digital benefits platform offers your workforce discounts from top brands, a dedicated space for music and workouts, and effortlessly links to other essential platforms required throughout their journey with us.



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## Community and support

Our chatbot Leo, keeps your workforce up to date with timely notifications on timesheet status and emergency or BCP updates, while our digital health and wellbeing magazine shares the latest insights.

# Payroll Solutions

## Save time, money and resources with our end-to-end payroll solution

Payrolling employees can be complicated, costly and time-consuming when you do it alone or partner with multiple vendors. By utilising our tailored payroll solutions, we offer a highly comprehensive payroll service which can reduce the administrative costs and financial risk to your organisation. We take care of the behind-the-scenes allowing you the time and flexibility to grow and succeed.

We'll customise a payroll solution for your organisation, tailored to size, industry, location and operational complexity.

## The benefits of a true payroll solution:



**Risk:** We minimise the risk. We thoroughly vet all candidates including right-to-work checks, MOJ checks, detailed reference checks, and more.



**Support:** We'll provide a dedicated account manager to work with you every step of the way.



**Efficiency:** Our world-class solutions take care of the admin to save you time and money.



**Flexibility:** We facilitate whichever engagement method you prefer (e.g. PAYE, incorporated structure, etc.)



**Confidence:** Our services are thoroughly vetted to 100% comply with NZ employment legislation and international health & safety standards (e.g. ISO45001, ISO9001).



**Reach:** Through us, you can tap into a network for 20,000+ contractors worldwide.



**Continuity:** Every contractor paid through our payroll system has access to Robert Walters' exclusive perks and benefits to boost staff retention and engagement.



**Intel:** We can assist your resource planning and purchasing decisions by analysing your contractor and temporary workforce data.



**Speed:** Contractors complete our simple, convenient e-timesheets via mobile devices.



**Protection:** Our cybersecurity vigilance and testing ensures the safety of your business data and your contractors' data.



**Stability:** As a large multinational business, we have the financial muscle to ensure your contractors are paid on time, every time.



**Cashflow:** Our flexible payment terms help boost your cash flow.

# Make 'data-led' decisions

## Leverage data to propel your growth and achieve success.

Contingent workforces often fall through the cracks, but with our payroll solution, you gain full visibility. We provide detailed reporting that includes key ratio analysis, placement history, fee and margin breakdowns, cost centre allocation, and billing summaries.

Our contractor expenditure reports deliver transparency, cost control, and strategic insights to support smarter decision-making.

This empowers you to optimise your workforce, boost efficiency, and better align your people strategy with your broader business goals.

Contractor Name	Hiring Manager	Job Title	Start Date	End Date	Sub-Cat	Hr/Day Rate	Provider Rate	Spend period	Spend period (incl. Admin)	Hrs (period)	Contract Spend	Contract Spend (Incl.)	Contract Hrs
xx	xx	Senior Systems Accountant	11/04/22	13/03/24	Admin & Corp	xx	xx	xx xx	xx xx	xx xx	xx xx	xx xxxx	xx xx
xx	xx	Senior Project Manager	24/07/23	26/03/24	Admin & Corp	xx	xx	xx xx	xx xx	xx xx	xx xx	xx xxxx	xx xx
xx	xx	Project Coordinator	20/03/23	31/03/24	Admin & Corp	xx	xx	xx xx	xx xx	xx xx	xx xx	xx xxxx	xx xx
xx	xx	Procurement Specialist	01/07/23	30/06/24	Admin & Corp	xx	xx	xx xx	xx xx	xx xx	xx xx	xx xxxx	xx xx
xx	xx	Business Analyst	01/08/23	01/08/24	Admin & Corp	xx	xx	xx xx	xx xx	xx xx	xx xx	xx xxxx	xx xx

We do this for a living...

# 35%

of our Robert Walters contractor community are engaged through our payroll solutions across New Zealand

# We build communities

## A happier, more loyal contractor workforce

Whether you need a contingent workforce or a payroll solution, we care for your contractors financial, mental and physical wellbeing

When people are living their best lives, they're more likely to stay in their roles and perform at their peak. So, when your workforce is paid via our payroll, they become part of our Robert Walters community. This qualifies them for benefits and perks such as weekly pay, premium discounts (from groceries to gym memberships), invites to exclusive events, regular support and updates, access to online lifestyle/wellness tools (from music to meditation to workouts), and more.





**Caring for your contractors' cash flow:** Amidst cost-of-living pressures, everyone is feeling the pinch. That's why we pay contractors weekly.



**Exclusive perks:** We've secured a range of contractor discounts and benefits to help with life's essentials, such as groceries, gym memberships, and much more.



**Keeping contractors well:** Our online hub gives access to free music, meditations, and workouts and our online magazine shares the latest health insights and wellbeing inspiration.



**Keeping everyone informed:** Our chatbot Leo, pings contractor's phones with up-to-the-minute support while our culture hub keeps them across Robert Walters news and updates.



**Widen their network, deepen their knowledge:** Contractors will receive exclusive invitations to our networking events with industry colleagues and peers.



**A listening ear:** If the going gets tough contractors can access free counselling and support via our Employee Assistance Program (EAP).



**Experts on their side:** Our industry leading experts are ready to provide our community with advice and tips.



**Save time and energy:** Our Onboarded platform makes contracting easy – from seamless registration, to placement, to ongoing support.



**Broaden their horizons:** Contractors can tap into our international career experts for connections and advice.



**We're in it together:** We're here to assist throughout the contracting career journey, whatever that may look like.

# Our approach to ESG

## Powered by purpose

We understand the integral part we play in the talent landscape in Aotearoa: our commitment to creating meaningful pathways for talent. Supporting our local vision, we have a global, robust and long-term ESG strategy that aligns with our purpose of ‘powering every person to fulfil their unique potential’.

We have set clear targets for each priority area to hold ourselves accountable for driving meaningful change and delivering a positive impact. However, it is our partnerships that actively support us to ensure we are taking positive steps on our journey.



## Building a strong and diverse workforce

Our two-fold approach promotes diverse hiring in our clients' organisations while driving inclusive practices in our own. We have established four key pillars that closely align with the Government's priorities of Māori, Pasifika, women, people with accessibility needs, and vulnerable youth, where we can create the most impact; **Ethnicity, Gender, Ability, Rainbow.**

### Leading the conversation for diverse hiring practices

- Since implementing diverse job boards into our digital advertising packages, we have ensured that 400+ jobs have reached a wider audience of Māori and Pasifika.
- Our in-house tool, Adify, analyses the language used in advertising to reduce bias and improve readability.
- Candidate video profiles have empowered our candidates to share their diverse backgrounds and pēpēhā so our partners can garner a deeper understanding of what they can bring to their organisation.
- Supporting our partners to amplify voices so wāhine can thrive in the workplace: job ads, balanced shortlists, and leading industry events for wāhine like 'Bold Moves'.
- Our award-winning Recruitment Inclusivity Audit (page 18)

### Partnerships with purpose - enhancing ED&I initiatives

- Our partnerships support us on our journey and bolster our toolkit for building a strong and diverse workforce for Aotearoa.
- We are incredibly grateful for our partnership with TupuToa – initially established through their Internship Programme, our partnership continues to grow today. Our interns can amplify their impact in the very role they play in our talent ecosystem – supporting like-minds into meaningful roles across Aotearoa.
- Tania Te Whenua (Te Whenua Law and Consulting), Diversity Works and Autism NZ actively support us in developing inclusive processes that significantly mould and diversify our future talent pools.

## Supporting our communities

### Delivering maximum impact for people and communities

- We support local communities and not-for-profits, like LifeFlight and Plunket, through volunteer and fundraising initiatives. Most recently, we raised \$15,000 for LifeFlight at our annual Charity Golf Day, used to fund vital emergency air services.
- Through our pro-bono recruitment, we enabled Nisa to focus on driving the impact of their business; create opportunities for refugee and migrant community.
- Other initiatives include Global Charity Day, Global Angels & Volunteers Leave.

### Investing in emerging talent

Our proud sponsorships with EY (Entrepreneur of the Year awards) and Inspiring Stories (Festival of the Future) celebrated the next generation entrepreneurs and supported platforms for regionally based rangatahi across Aotearoa.

## Protecting the planet

We strive to be a conscious business that understands and reduces its environmental impact for the future of Aotearoa. From going paperless with cloud-based tech to planting trees, our commitment closely aligns with the Government's priorities of achieving positive environmental outcomes – reducing emissions and waste.



**18,990**  
Trees planted



**40%**  
Reduction in business travel emissions per head\*

# Robert— —Walters

Africa | Australia | Belgium | Canada | Chile | Mainland China | France | Germany | Hong Kong | India | Indonesia | Ireland | Italy | Japan | Malaysia | Mexico | Netherlands | New Zealand | Philippines | Portugal | Singapore | South Korea | Spain | Switzerland | Taiwan | Thailand | United Arab Emirates | United Kingdom | United States | Vietnam.