

ROBERT WALTERS

SPECIALIST RECRUITMENT SOLUTIONS

A Robert Walters Group Company

ROBERT WALTERS

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Securing talented professionals for your organisation

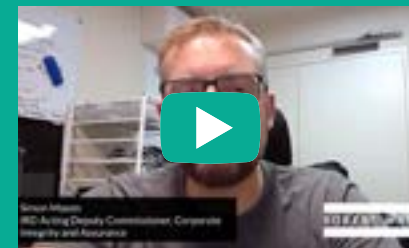
Robert Walters is a global organisation with local networks. We understand that no two organisations are the same, and we tailor recruitment solutions accordingly.

Working in partnership with you, we draw on our specialist knowledge and a range of targeted channels to secure talented professionals for your organisation.



Robert Walters had the highest capability when we went to market and the offshore reach to attract international talent, as well as domestic talent. The dedicated teams had the skillset to pinpoint the cultural aspects of prospective candidates with our organisation.

**Simon Mason, Deputy Commissioner
Corporate Integrity and Assurance
Inland Revenue**

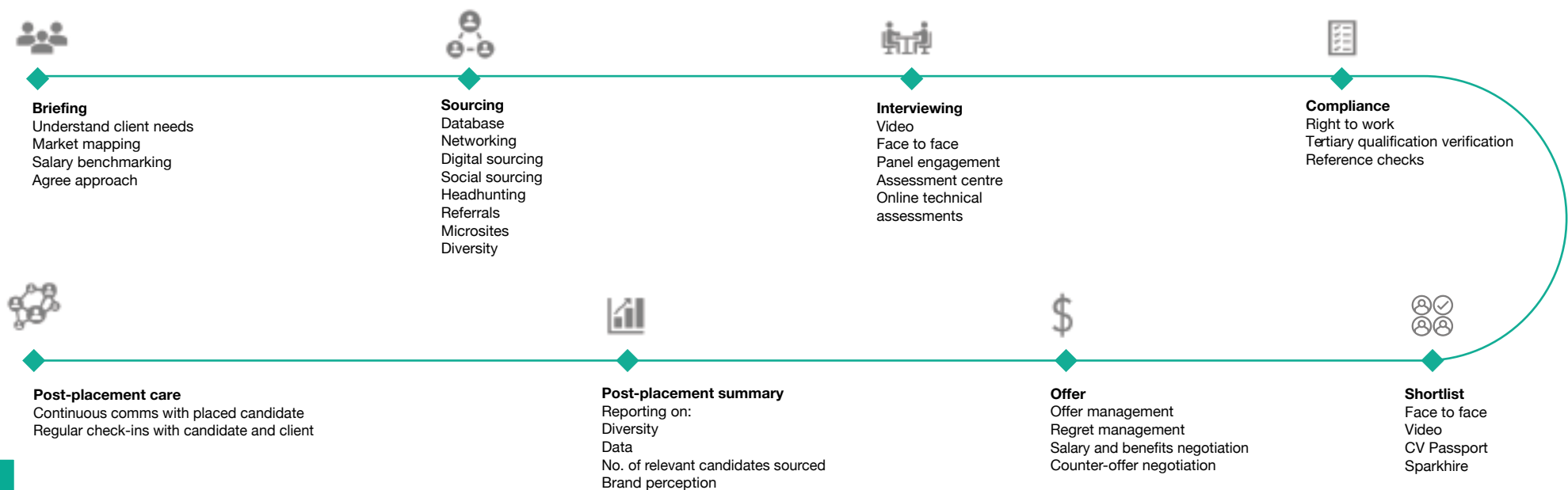


Our Specialist Recruitment Service

Robert Walters' mission is to provide the highest quality service to clients and candidates alike, and to continue to set new standards of innovation in the recruitment industry to improve candidate and client experience.

As well as providing integrated end-to-end recruitment solutions, we can also offer modular recruitment services including; innovative talent attraction campaigns, shortlisting, interviewing, panel engagement, diversity reviews, salary benchmarking and offer management.

Whichever solution you require, you will receive a quality and consistent service that can cover the key stages of the recruitment process.



What makes us different?



OUR PURPOSE

We're keenly aware of the role we play in the success and prosperity of individuals and organisations around the world. To uphold this responsibility to our clients and candidates, we are firmly dedicated to a central, unifying purpose — powering people and organisations to fulfil their unique potential. Our purpose underpins our culture and our passion to help our clients and candidates succeed.



OUR PEOPLE

Our people are our greatest asset. The majority of our consultants were professionals in the industries for which they recruit, and transitioning into recruitment have maintained their professional memberships, affiliations and network connections. We have developed a strong team of long serving, specialist consultants, who receive ongoing training and performance feedback to maintain the highest possible standards.



TEAM AND NON-COMMISSION BASED ENVIRONMENT

Key to our success — and what makes us stand apart from our competitors is our non-commission model. This remuneration structure encourages a consultative and relationship-driven approach to recruitment, where our consultants are rewarded for building long-term, mutually beneficial relationships with clients and candidates. As there is no candidate ownership and candidates are shared within teams, our consultants are committed to working together to achieve the best fit for both you and our valued candidates.



REFERRAL PROGRAM

Referrals are the lifeblood of our business. Over 65% of our candidates are sourced from referrals, which is a testament to the quality of the service we provide and means that you can be sure we have access to the best candidates available.



CANDIDATE COMMUNITY

Robert Walters has developed a strong relationship with our temporary workforce, with a number of candidates having partnered with us and our clients on multiple assignments. We are committed to adding value to the talent pool to build relationships, create a loyal community, and in turn, a quality service to our clients. The Robert Walters Benefits Program is a unique initiative which provides additional benefits including:

- Weekly payments
- Access to Public Liability and Professional Indemnity insurance
- Special access to various discounts and benefits as part of Robert Walters Benefits Hub including lifestyle, travel & holiday, telecommunications & IT, car insurance and finance providers
- Professional development and VIP events



INTERNATIONAL CAREER MANAGEMENT

Being a global company, we utilise our network of overseas databases and offices to ensure we reach the highest calibre candidates internationally. Our 'International Career Management' service tracks returning Australian and New Zealand nationals up to six months prior to their move home, as well as international candidates seeking a new step in their career in Australia or New Zealand, maximising our ability to identify all candidates both in the local market or returning through Robert Walters international offices.

Partnering with us

Robert Walters provide high quality recruitment services that are consistent across all regions and areas of specialisation. When working with our clients, we develop a partner relationship based on the principles of continuous improvement and knowledge sharing. Irrespective of industry or geography, we recognise that your organisation has unique recruitment needs and every candidate a unique set of skills. That's why our approach to recruitment is never prescriptive; instead, we are guided by the requirements specific to your organisation.

HOW CAN WE PARTNER WITH YOUR ORGANISATION?



The temporary workforce has become an integral solution for organisations when effectively managing resourcing requirements. Now, more than ever, employers recognise the need to look past the traditional definition of employee and develop strategies to effectively source, secure and manage the best talent to create effective outcomes for their organisation.



Our perm consultants are specialists in the fields they recruit for, with strong personal relationships and wide industry networks. That means our candidates can trust our expertise in finding the right role for even the most niche skill sets, and in turn, our clients get the peace of mind that any candidate we put forward will have the right skills for the job.



For high volume projects, our assessment centre recruitment capability provides a strategic resourcing solution for your organisation. By assessing diverse talent pools and delivering a focused review of the aptitude and personality of a candidate, the assessment centres are custom built to suit the operational and cultural requirements of your organisation.



Robert Walters has been successful in recruiting executive level positions over the past thirty years. We collaborate with our clients to identify key areas of competence, develop behavioural based questioning and build matrices on executive competence for use by selection panels to ensure that candidates are being interviewed according to the same performance indicators.

Candidate experience

Our career-long relationships with our candidates are part of our DNA and continue to be at the centre of how we do business. Without the candidates that we work with, we're unable to support you to build your business, so ensuring that they receive the best possible service from us at every stage of the process is critical.

We continuously look to improve this service, which means listening to feedback and acting upon it. Our regular candidate satisfaction surveys ensure that we secure direct feedback from our candidates on our service delivery and can identify the specifics on where we need to improve. It also provides us with an opportunity to understand what we're doing well and using the positive feedback as a mechanism to secure quality referrals.

We do not believe in transactional recruitment and see a successful placement as the beginning of the working relationship, not the end, implementing a quality management system throughout each engagement, to support long term partnerships.

“ The role my consultant played was key in finding me the right role, as she has the relationship with the client and she has the relationship with me, the candidate. My consultant also played a big part in my development by coaching and preparing me for the interviews.

Jarred, Financial Accountant ”



Innovative talent attraction campaigns



DEDICATED RECRUITMENT MARKETING SPECIALIST

Our in-house marketing team design tailored campaigns using a range of channels and tactics to secure the best professionals for our clients. From concept to delivery we partner with our clients to understand their needs and determine the most effective approach. [Hear from one of our local marketing experts.](#)

“

I personally think, in this digital age, this is the way forward. It's great to see the candidates and listen to their interests, which makes it easier for hiring managers rather than going through various CVs. This is quite innovative and I can see most hiring managers appreciating this method.

Head of Financial Crime, HSBC
- On Digital Shortlists

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RW ADIFY

This tool is used to identify and remove any gender bias and improve readability in your job ad, ensuring it appeals to a diverse talent pool.



MICROSITE

A dedicated site designed to house your job ads, employer brand video and information about your organisation. We manage and produce the content with you so it is reflective of your organisation's purpose, values and culture.



DIGITAL SHORTLISTS

All of our shortlists can be provided in video format, where candidates are asked select questions about their experience and current situation. You can tailor the questions to find out about specific skillsets, project experience or their motivations to work with your organisation. 96% of our clients use this process, and it reduces time to hire by 63%.



EMPLOYER BRAND AND VIDEO JOB ADS

Videos on LinkedIn are shared 20x more than written content, and videos in job ads increase applications by 34%. We use video to help engage with a wider audience of professionals and communicate the benefits of working in your organisation. Working with you we can produce employer brand videos, job specific videos and our consultants can do video overviews for your advertised role/s.



DIGITAL ADVERTISING

92% of professionals would be open to moving roles, even if not actively looking. Our digital advertising options target both active and passive job seekers to secure talented professionals for your organisation. Using a combination of our extensive local networks and digital advertising options we ensure a cohesive recruitment campaign.



MARKET MAPPING

We use our extensive local networks, pairing them with data insights and research to continually assess and map the market. These maps provide us with insight into employer brand perception in the market, job seeker activity and informs targeting of professionals in different talent pools.

AUSTRALIA
BELGIUM
BRAZIL
CANADA
CHILE
CZECH REPUBLIC
FRANCE
GERMANY
HONG KONG
INDIA
INDONESIA
IRELAND
JAPAN
LUXEMBOURG
MAINLAND CHINA
MALAYSIA
MEXICO
NETHERLANDS
NEW ZEALAND
PHILIPPINES
PORTUGAL
SINGAPORE
SOUTH AFRICA
SOUTH KOREA
SPAIN
SWITZERLAND
TAIWAN
THAILAND
UAE
UK
USA
VIETNAM