

talent attraction and retention strategies
offering solutions for the perfect fit



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solutions

attraction

talent analysis

employer branding

employee value proposition

job & structure analysis

job description development

talent targeting

contingent search

retained search

unbundled search services

temporary talent services

retention

pre-start preparation

induction & 1-90 day on boarding

reward & recognition development

performance management

training & development

staff training

coaching

leadership development

talent round table

outsourcing

payroll

hr administration

OH&S & audit

jobwire was established in 2000 as a specialist in providing casual staff in the industrial labour market. less than half a decade later the company has 10 branch locations Australia wide & 45 internal staff and revenue in excess of \$40million per annum..

a fully Australian owned and operated company; we have significantly expanded our expertise through both organic growth and acquisition to cater to our client's diverse requirements as a talent attraction and retention provider. in addition to short term, long term and permanent talent attraction solutions, we have demonstrated our capability in house or outsourced attraction and retention strategies for our clients.

mission, vision & values

mission

attract, assess and retain the best talent on behalf of our clients

vision

create success for our employer clients, our talent associates and ourselves providing talent attraction, assessment and retention advice uniquely

values

honesty – whatever the cost

fun – more often than not

pro-activity – first to market with innovation

creativity – unique solutions always

caring – for clients, associates, family, friends, community and environment

credentials

- 📍 10 company owned branch locations Australia wide
- 📍 national infrastructure – local boutique focus
- 📍 revenue in excess of \$40 million per annum
- 📍 full service provider with innovative attraction; retention & development recruitment strategies

innovation creates a tailor made solution

our group provides a business consulting service focused on measurable performance management.

our aim is to work with clients to produce creative outcomes and a range of services aimed at attracting, retaining and developing the best talent in the Australian market, to meet an organisation's objectives while consistently improving competitive edge.

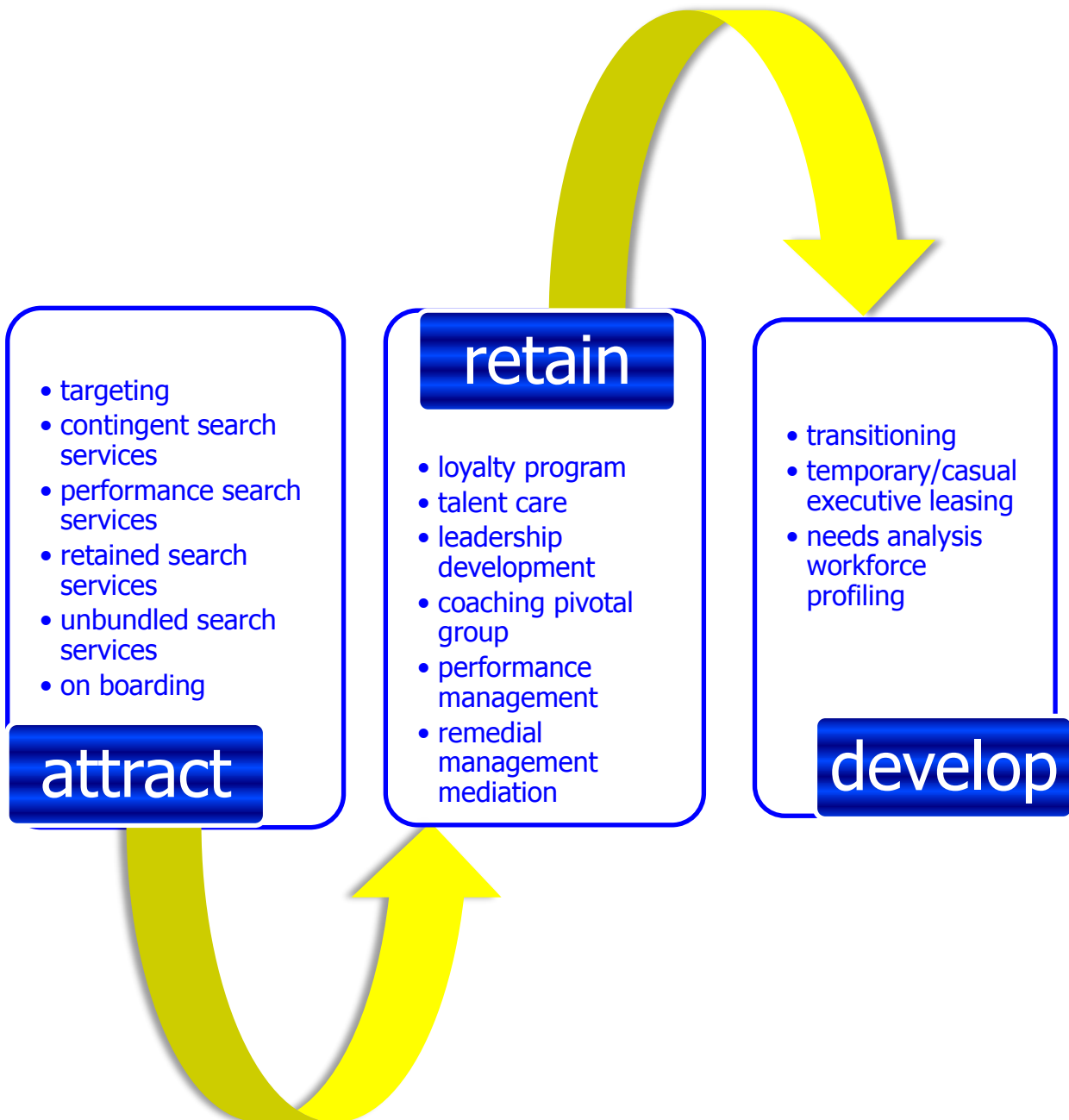
with specific industry and practical experience in Australian corporate human resource consulting today our service offering includes:

- | | |
|---------------------------------------|--|
| 📍 casual & temporary talent services | 📍 executive targeted search & selection |
| 📍 contract/ labour hire | 📍 interview management |
| 📍 contingent search | 📍 facilitated on boarding |
| 📍 workforce analysis | 📍 customised leadership development |
| 📍 total workforce management | 📍 executive leasing |
| 📍 web-based timesheets | 📍 pivotal group coaching |
| 📍 comprehensive assessment & training | 📍 remedial management |
| 📍 oh&s induction & training | 📍 non-executive board selection |
| 📍 industrial relations expertise | 📍 psychological assessment & development |
| 📍 vendor management solutions | 📍 career transition & outplacement |

a clearer picture, means a superior result

our approach is to investigate, examine and, in consultation with our clients, work through the drivers and thinking governing talent attraction and retention..

our process details a clear picture of what is expected and outlines desired results prior to any assignment commencing.



talent targeting - our methodology

a rigorous proven process

we have a well defined "best practice" search & services and methodology designed to give clients the best outcomes. our comprehensive process commences with an initial client briefing and continues through to placement and follow-up post commencement.

the assignment brief	following a face-to-face briefing, an assignment specification is prepared listing information about the organisation, including the organisation framework, position description and person specification and newspaper advertisement (if applicable). finalisation is subject to your approval.
targeting/searching/sourcing of talent	having determined the target group, talent is sourced through our data base, extensive networks and research (executive level), the wire, rtos, on-line and print media (if applicable).
interviews	following a review of all suitable applications, those selected for interview are assessed against the (position description and person specification) requirements and briefed on the job details.
psychological assessment and other information	appropriate assessment of all talent in-line with role competencies such as Kenexa performance predictors as well as a range of psychological assessments including shl, persona, and others can be undertaken.
pre-employment checks	a minimum of 2 reference checks and qualifications are verified. as well, pre-employment medicals and probity checks are facilitated (where required).
shortlist, client interviews	detailed shortlist reports are submitted and interviews are arranged.
the offer	at the request of the client, jobwire will provide expert advice on total remuneration levels, taxation, superannuation, migration and assistance given with the negotiations.
on boarding	it is our priority to ensure we offer comprehensive oh&s induction to your specifications when placing casual labour hire through to professional on boarding for permanent hires. our approach includes facilitation of appointee rapport, and feedback and post placement support and review with planned and structured meetings.
follow-up	contact is maintained with both the appointee and the client throughout the assignment (if temporary/casual) or throughout the guarantee period (if permanent placement). talent/clients are contacted regularly before commencement and on the first day, during the first week, the first month, and monthly thereafter (up to six months). assisting unsuccessful talent is also important to us. jobwire & the leadership edge advise all talent of the outcome of their application.



jobwire and yellow magnet has a fundamental philosophy and concept when it comes to employment branding – it is about culture. Understanding organisational culture is vital to knowing who you are and who you are not, in order to build a congruent employment brand that is consistent and believable. To measure culture accurately and cost efficiently, we have partnered with EMERGE International who has developed and validated, online diagnostic tool called **Brand Enhancer** to uncover the true employer culture and identity.

Unlike focus groups which collect information from a select group of employees over hours, the **Brand Enhancer** collects information from **ALL** employees in just minutes!

Brand Enhancer highlights:

- User-friendly online diagnostic tool
- Measures 7 key dimensions that impact culture and employment branding
- Easily deployed to your employees
- 2 week hosting period
- Quantitative data is measured using a five point scale
- Includes qualitative (open-ended) questions
- Provides immediate comprehensive, jargon-free data reports
- Descriptive and prescriptive reports
- Provides direction for you to attract and retain the right employees and repel the ones that just won't fit
- Can significantly increase the ROI of recruitment and retention efforts with targeted employment branding messaging

Brand Enhancer gives your company more than data – it gives you direction!

Contact jeff thompson on 0438 811 112 or jeff@jobwire.com.au for a free "test drive" and sample report!



recruitment 101	description
winning shortlist	let jobwire search our comprehensive national database and provide you with our 'top three CV's'. if a placement occurs, a fee will incur in line with our standard permanent fees.
talent attraction	where do i begin? let us write the search ad for you, and place it in the most appropriate location.
unsuccessful responses	we will take the 'time wasting' out of this process and provide you with only the best results as well as respond respectfully to the unsuccessful talent.
telephone screening	let us take tedium from that essential part of the search – telephone assessments – we will assess talent against their resume and your job specific requirements and only recommend the best to interview.
interview essentials	what do i ask during an interview to gain the answers i am seeking? let jobwire work closely with you in designing a behaviour based interview guide.
identify talent	we will conduct (or sit in as advisor) initial interviews at all levels and recommend only the right talent(s) to proceed to offer or "second interview".
be skill assured	skilled, experienced and ready to start! utilise jobwire's comprehensive on - line skills assessment facility. we can present you with comprehensive reports of your future employee skills and abilities.
Checkster talent profile	get a full 360 degree view of your potential employee by gaining feedback from their peers, supervisors, clients and subordinates.
reliable references	utilise jobwire's on - line state of the art system which presents a compiled report of work related references.
police check	get a police check for talent all you need is a yes or no confirmation.
police check detailed	get a police check for talent a detailed report.
standard medical check	gain a standard medical check for talent.
total medical check	gain a standard medical check for talent when additional drug/alcohol screening are needed.



Recruiters
Automate reference checking.
Build a passive candidate database.
Increase the quality of hire.



Job Seekers
Discover and affirm your strengths.
Promote your accomplishments.
Find the optimal job fit... all for **FREE!**



Managers
Recruit the right people.
Optimize work performance.
Develop and grow talent.



Top Performers
Boost your career and get promoted.
Improve job satisfaction.
Leverage your talents... all for **FREE!**



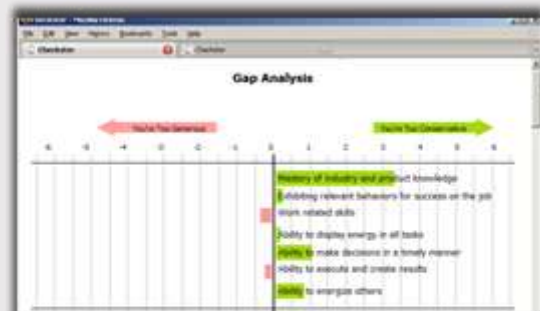
HR & OD
Simplify and broaden 360 Feedback.
Reduce administrative overhead.
Improve productivity and engagement.

Tools for Employers



Automated peer rating to speed up reference check and increase the quality of hire.
More on Pre-Hire Checkup

Pre-Hire Checkup



Get constructive confidential feedback from colleagues for optimal work performance.
More on 360 Checkup

360 Checkup

Tools for Individuals



Discover your career potential. Find your key strengths and get that promotion you deserve.
More on Talent Checkup

Talent Checkup



yellow magnet

welcome to yellow magnet's talent round table



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according to many economists, Australia has been in recession and has been heading in that direction since the middle of 2008. unemployment has risen to 5.7% and few industries have been unaffected. significant layoffs are being announced and consensus was that more were to follow. now, since the middle of 2009 business and consumer confidence has started to return. job advertising is progressing and talent availability will continue to diminish.

for most professionals in the talent management arena, this may be the first recession that they and their colleagues have faced. many of us are being asked to help decide who stays and who goes. while some of the organizations we work for plan to take advantage of the talent in the market most will be overwhelmed with the ramifications of the "letting others go."

whether your organization is shrinking or expanding the current economy provides a range of challenges for talent management professionals.

the aim of our group is to collect like minded talent management professionals who want to learn and share and have a little fun at the same time.

a community of thoughtful leaders using traditional networking and modern technologies in the search for the best talent at the right time.

we will use networks and seminars, listen to thought leader guests, exchange information from around the globe, track best practice and design best practice and occasionally just meet to enjoy the company of other intelligent professionals.

we would love you to be part of this team so please get in touch if you are interested.

contact charissa foster on
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or email your request to
charissa@jobwire.com.au

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south australia		
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queensland		
brisbane	07 3852 6661	07 3852 6609
canberra		
canberra	02 6295 7211	02 6295 9733
northern territory		
darwin	08 8941 7899	08 8941 7999
tasmania		
devonport	03 6423 4674	03 6423 4939
new south wales		
sydney	02 9748 7588	02 9748 4766
coffs harbour	02 6651 8824	02 6651 8826
victoria		
melbourne	03 9369 8206	03 9369 6751
western australia		
perth	08 9221 2177	08 9221 2366

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