

DRAKE

— HUMAN RESOURCES —

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CAPABILITY STATEMENT

Drake Australia

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Melbourne, Victoria, 3000

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OUR VISION:

Remaining true to our original vision as efficiency experts, we believe organisations perform at their best when they're staffed with the right people, driven by the right processes, and supported with the right technology.

From talent attraction to outplacement programs, our team are dedicated to your long-term success, combining specialist capability, a tailored Recruit-To-Fit methodology, and a commitment to service excellence.



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Our Story

As one of Australia's most trusted and enduring recruitment companies for over 70 years, we are a premier human resource and talent management firm. We recruit on a permanent, contract and temporary basis for a number of key industries and offer a full suite of services to help you attract, develop, and retain a high-performing workforce.

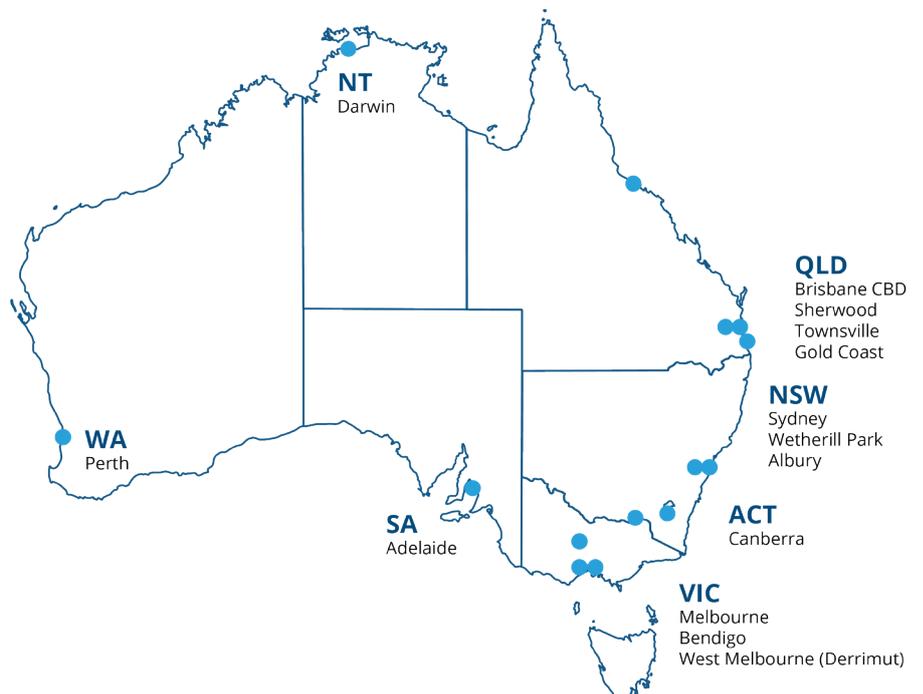
Drake International's Human Resources team has over 25 years of experience; offering invaluable industry insight, an extensive candidate network as well as a comprehensive understanding of the requirements and intricacies of HR recruitment.

Our Coverage

A local fixture and global leader in human resource management, Drake International offers a full suite of services to help you attract, develop, and retain a high-performing workforce.

Our Presence

We have 14 offices across each mainland State and Territory, Drake International are strongly embedded within communities throughout Australia.



Introducing Drake Human Resources

Operating throughout Australia, Our Drake Human Resources team have developed extensive networks across every major population centre, demonstrating a proven track record of attracting hard to find HR talent in both Metropolitan and Regional locations.

Working with a select band of clients, our specialists assist in defining, developing, and growing our clients' brand position in the human capital sphere, allowing them to identify the best available talent.

Each assignment undertaken by our team is completed in conjunction with our client's key stakeholders, working to understand strategic selection criteria, cultural requirements, and outlining existing market trends.

Our approach to market is targeted, select, and disciplined. Having the capacity to assess key talent before making formal approaches, we look past candidates' resumes to analyse their capability and organisational fit.

Founded on a collaborative approach, our methodology is centred on traditional search and selection techniques, influenced by global best practice, and utilising a combination of traditional and technology-based assessment tools.

Our Human Resources Industry Team Offer



Access to an extensive candidate pool



Up-to-the-minute market insights



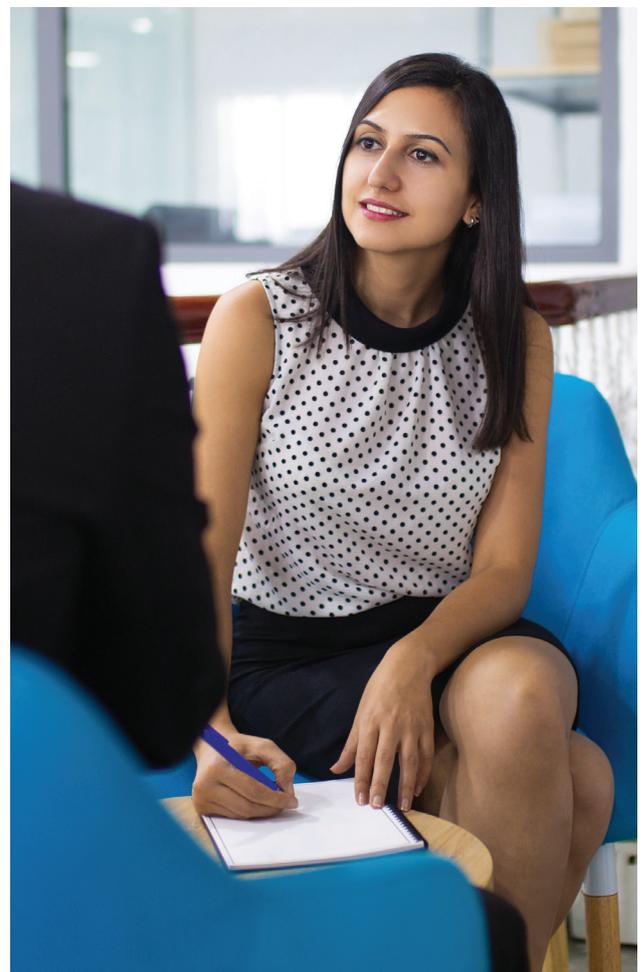
Specialists team in HR talent



Collaborative and strategic approach with key stakeholders



Proven recruitment methodology based on traditional search and selection



Our Team of Specialists

With proven experience in Human Resources recruitment, our specialist team comprises:



ROISIN BETTANEY

National Recruitment Manager – Human Resources

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As an experienced HR recruitment professional specialising across all functions and levels, Roisin utilises her established network to find her client's the very best talent. With a proactive and consultative approach throughout the entire recruitment process, Roisin is renowned for her search and selection capabilities. She understands how the right individual can have a positive transformational effect on your business and follows an extensive yet proven recruitment methodology to source, identify, and select top performing talent.

Roisin regularly recruits across the following disciplines:

- Human Resources Managers
- Human Resources Advisers
- Human Resources Business Partners
- Human Resources Directors
- Human Resources Assistants
- Remuneration and Benefits Managers
- Organisational and Development Managers
- Chief People & Culture Officers
- Head of People & Culture
- Recruitment Consultants
- Organisational - Development Professionals
- Learning & Development Specialists
- Industrial and Employment Relations Experts
- Training Managers

With extensive experience in service-based industries prior to her recruitment career, Roisin knows how to deliver an unmatched customer service experience to both clients and candidates alike.



KELLIE HAYLEY

Recruitment Consultant

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With Human Resources insight that spans an array of industries, Kellie possesses over 20 years of experience working collaboratively alongside the c-suite and senior management. Kellie's previous roles as a key communication link between external and internal stakeholders have primed her for success in the recruitment realm.

Her network is expansive and she is a true career partner to her network connections. Kellie follows their career journey closely to determine when they may be open to new opportunities.

Our Recruitment Capabilities

Our team has the capability to deliver our talent acquisition services across the following areas:



Human Resources Professionals



Remuneration and Benefits Managers



Chief People & Culture Officers



Talent Acquisition Professionals



Organisational Development Professionals

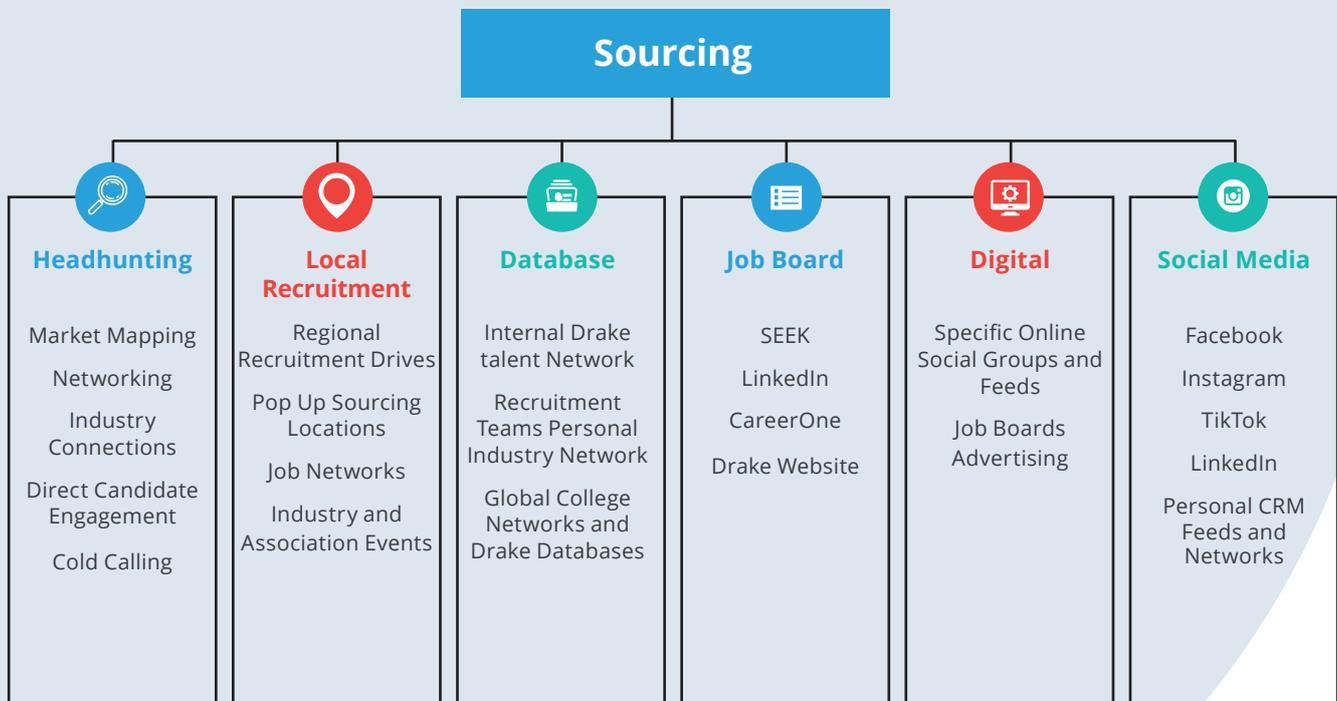


Learning & Development Specialists



Industrial and Employment Relations Experts

How We Find Talent?



Contract and Temporary Staffing

Driving business forward during the talent search process

We can assist with contract and temporary staffing.

In the current job market, where it can take months to find a suitable replacement for a team member, employing casual or contractor experts can alleviate pressure from the existing team. This ensures that they do not have to shoulder additional workloads, leading to improved productivity and reduced burnout. Moreover, it helps maintain a positive work environment and preserves team morale during the transition period.



Why hire a contractor?

Hiring a contractor during the talent search process can have a significant impact on driving the business forward. Contractors bring specialised skills and expertise, providing fresh perspectives and innovative solutions. Their immediate availability ensures uninterrupted coverage, maintaining productivity and revenue loss.



Our Success Stories

Case Study

01



The Drake HR team conducted a search for an HR Manager/Generalist with relevant HR experience and tertiary qualifications for a leading Association. The Drake HR team had a detailed discussion with the client and made use of our existing networks and digital sourcing channels to identify potential candidates. Our “recruit to fit” approach was employed to shortlist suitable candidates; our comprehensive proven methodology identifies the ideal experience, skills, and behavioural traits and a strong cultural fit. We provided an end-to-end recruitment service and collaborated with the client throughout the process, resulting in the successful placement of their preferred candidate.

Case Study

02



A support agency, aiding children in child protection and clients with a disability engaged the Drake HR recruitment team’s services to source an HR Manager. The role’s remit was broad including talent acquisition, industrial relations, and the provision of daily HR support for internal staff. After taking the initial detailed brief, our team utilised our extensive HR network to find and source talent who “fit the brief” which included relevant industry experience, and knowledge around industry awards. Our 12 steps of selection methodology were applied, resulting in our team successfully placing a suitable candidate meeting the client’s brief. The client continues to work with the Drake HR team for talent sourcing.

Case Study

03



Our client, a global facility Service Organisation, experienced difficulty recruiting in the Human Resources space. Since April 2020, Drake International has been instrumental in assisting our client with HR/Head office and Senior white-collar recruitment including Senior Human Resource Managers, Talent & Acquisition Managers, Senior Health Safety, Environment and Quality Managers, HR Managers, and Recruitment Resources. Working directly and collaboratively with hiring managers, we have developed an intricate understanding of the unique requirements of each role and the organisation’s culture. Our ability to deliver ahead of our client’s projected time requirements has earned us high praise from their executive team. Furthermore, because of our exceptional ability to meet their needs, they have engaged Drake to recruit across their finance and ‘general’ hiring needs as needed.



Testimonial

A very helpful company. I dealt with Roisin and she was the best recruiter ever. The professionalism was very apparent, the total support and patience throughout the recruitment process was just brilliant. I felt very prepared for the interview thank to Roisin. I even managed to get the job on this basis. Roisin deserves an employee of the month award. A great asset to this company without doubt.

-HR Candidate

Why Choose Us?



Specialist Consultants

Each specialist HR recruitment consultant has in-depth experience within the sector. Other key skills include a professional demeanour, consultative approach, excellent interpersonal skills, strong networks, and a commitment to ethical service.



Taking the Brief

Our approach seeks not only to match applicants with an agreed position description but understand the strategic objectives of our client's business to determine the skills, competencies, and experience necessary to achieve them.



Building Strong Talent Networks

Our team strive to become true career partners to their network connections, following career journeys closely to determine when talent may be open to new opportunities.



Approaching High-Quality Candidates

Our approach to sourcing high quality applicants focuses directly on prospects within the passive candidate market, rather than solely relying on inbound applications.



Multiple Candidate Sourcing Channels

There are multiple mediums and platforms that we use to source and attract candidates. Our specialist's attraction strategies comprise of several thousand connections in Human Resources.



In-Depth Evaluation Process

Each step of the evaluation process is carefully planned and executed to ensure a comprehensive assessment of each applicant in line with key evaluation criteria.



Managing Employer Brand

Confidentiality and brand management are critical and our consultants take all precautions to ensure that the employer brand is represented in the best possible manner, and sensitive information is not divulged.



Offer Negotiation

Our experienced Consultants help determine a realistic salary band and will actively participate in salary negotiations with shortlisted candidates.

Our Behavioural Assessments

We offer best practice Pre-Employment Evaluation and Psychometric Assessments, to improve both organisational outcomes and candidate retention.

We utilise valid and reliable tools including the proprietary T4 and P3, to assess personality traits, cognitive abilities, and behavioural tendencies.

All candidates in our recruitment process are assessed using either the P3 or T4 tool, which produces a well-rounded, highly accurate candidate profile. Adding behaviour assessments to your recruitment process can be the missing element that helps differentiate between two candidates that might appear very similar on paper.



Diversity, Equity and Inclusion

At Drake, we are committed to fostering diversity, equity, & inclusion. While our journey is ongoing, our shared goal is to create an environment where every individual is respected and valued. We are a community that recognises the strength of diversity.

Our approach is underpinned by robust corporate policies that formalise our attitudes, commitments, and responsibilities towards Diversity, Equity and Inclusion which include the following:



- **Our Corporate Values**

Diversity and inclusion is a key corporate value our teams embrace and align their actions and decisions with each and every day.

- **Diversity & Inclusion Committee**

We have an in-house Diversity & Inclusion Committee which plays a pivotal role in promoting equitable practices, fostering a diverse workforce, and creating an inclusive workplace culture within Drake.

- **Reconciliation Action Plan**

Our 2023 Reflect Reconciliation Action Plan guides our team in building meaningful relationships with Indigenous communities, fostering respect, understanding, and advancing reconciliation in social, economic, and cultural aspects.

- **Diversity Survey**

We undertake an annual diversity survey to assess our current demographic composition, and tailor inclusion efforts, leading to a more equitable and representative workplace.

- **Indigenous Procurement**

We are members of Kinaway, the peak body representing certified Aboriginal and Torres Strait Islander businesses. This partnership helps us engage, create relationships, and conduct business with First Nation suppliers nationally.



- **Cultural Awareness & Unconscious Bias Training**

Our team undertakes a range of DE&I training to help employees navigate diverse environments with empathy and create inclusive practices for those we work with.

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