



# Environmental

Recruitment Solutions



**AustCorp** Executive

# Welcome to AustCorp Executive Recruitment

The ability to make insightful decisions about people is today's most enduring source of competitive advantage. At AustCorp we partner with businesses and help our clients grow by finding them the right people at the right time.

## Our Services

Executive Search | Permanent Placements | On Hire Contractors

## About us

AustCorp Executive is a professional recruitment company that was established in 1996 and provides tailored recruitment and targeted executive search solutions to a wide range of engineering, corporate and commercial companies within Australia and abroad. In business, finding and keeping the right people makes all the difference between success and failure. A company is only ever as good as its people and nowhere more so than in the critical roles of senior leadership & executive management.

At AustCorp Executive we understand that your executive staff can make or break your business, which is why we specialise in these critical roles. Our sole aim is to find the most talented executives for your company. With a proven track record of successful placements, AustCorp Executive has all the skills and the experience to find the right people for your needs. We'll give you the people you need, so you can concentrate on getting results.

## AustCorps Principles & Values

- To put our clients first all the time, every time and to lead our profession in creating value for our clients.
- To operate as ambassadors for AustCorp in all of our dealings.
- To ensure that the AustCorp name is always associated with quality.
- To act fairly and honestly in dealings with our staff and others.
- To work collaboratively as part of a team and actively participate in knowledge sharing activities.
- To enhance prosperity for all of our staff.

## Our Business

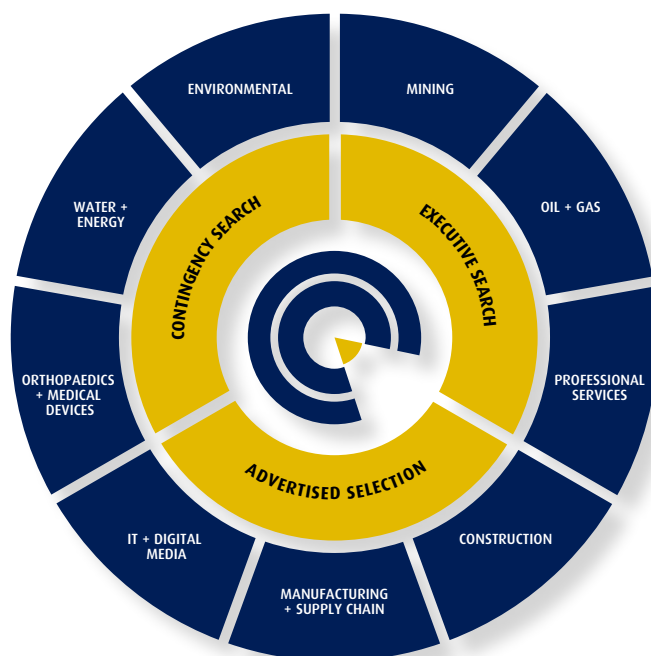
AustCorp Executive: a recruitment company that would service its clients, not sell to them; a company that relied on integrity and an ethical approach to succeed; a company that was enthused about its work; above all, a company that was dedicated to getting the right result for its clients, no matter what it took.

Sixteen years later, that company is AustCorp Executive, a specialist recruitment agency with offices in Sydney, Perth, Singapore & London. Our core business is the recruitment of senior professionals in the following markets:

- **Mining**
- **Oil & Gas**
- **Environmental & Carbon**
- **Manufacturing and Supply Chain**
- **Construction (Infrastructure & Buildings)**
- **Water & Energy**
- **Professional Services**
- **Orthopaedics & Medical Devices**
- **IT & Digital Media**

## Why AustCorp

- **We get results** – our success is based on repeat business and we have a very strong and growing preferred client list.
- **We only find the best** – we have national and international resourcing locations to find the top 5% of candidates for Australian positions.
- **We're independent** – we're a privately-owned Australian firm; independent of shareholders and focused solely on exceeding our clients' expectations.
- **We're on top of technology** – through strategic partnerships with Salesforce, Google, LinkedIn and Amazon we use cutting edge technology to support our business processes.
- **We're experts** – we only employ consultants who are experts in their sector in their own right, who understand the key markets, disciplines and functional streams.
- **We're a partner** – our clients come back to us because we operate as an extension of their business in the market, sharing the risks and rewards.





# Environment

Our service comprises a mix of contingent, retained and contract recruitment services.

## Permanent Recruitment Services

Our flexibility allows us to work with our clients collaboratively and devise the most appropriate delivery methodology relevant to their recruitment objectives. Typically this is via two core options for permanent recruitment services – Advertised Campaigns and Contingent Recruitment Services.

## Advertised Campaigns

You will get a committed project team managing the assignment and giving you weekly assignment updates both in person and through our sophisticated reporting tools. We will provide you with appropriate statistical analysis to give you and your firm peace of mind that your project is being managed effectively. This process can happen for multiple staff requirements or a single hire.

AustCorps project team will work within agreed time frames to fill your brief and deliver in person short listed candidate presentations, with the key reasons why we are representing them. We will also pay for the advertising of your role at no cost to you, as we are a large buyer across different advertising mediums and can factor costs into any assignment for simplicity and guaranteed results. Where appropriate we are happy to incorporate your company logo for brand awareness and marketing, to generate further interest in your advertised campaign through AustCorp Executive.

## Contingent Recruitment Services

AustCorp contingent recruitment services allow us to show our resourcing capability through our extensive market coverage. We work in a competitive market and we understand that for certain requirements clients may initially engage multiple recruitment providers. Internet advertising and AustCorp Database Searching utilises our bespoke candidate match platform and our network, which reflects 16 years of talent management and candidate generation that may have an interest in your requirement. Networking our specific industry contacts and using our market knowledge always brings results.

AustCorps Contingent Recruitment Services are paid for as a fixed fee based on a percentage of the candidates annual salary. This is a fee for success model and we also offer a 100 day guarantee period.

## Executive Search (domestic and international)

AustCorp has a committed executive search team that operates as a separate function. For most search assignments it is imperative that our projects are confidential, as client and candidate discretion is imperative.

Having an experienced and committed research team who work alongside our senior search consultants means we will deliver a clear market overview before any engagement with targeted individuals, and generates significant market research to base our search on. Our search consultants are deeply aligned with their markets and are seen as trusted advisers by passive talent within their industry.

It is accepted knowledge that everyone will move for the right reason: and people can be attracted through the development of an appropriate proposition relevant to their career objectives. Challenge, Recognition & Remuneration are at the forefront of any

executives mind when considering new career opportunities.

AustCorp has the experience to position your firm the right way, securing the right executives that will help take your firm to the next level. AustCorp Executive Search campaigns are based on extensive research, which when coupled with our industry expertise mean our approach is the key to success.

AustCorp Executive Search operates on a retained basis, with an example fee structure being:

- 1/3 of the projected fee paid up-front on acceptance of the assignment.
- 1/3 payable on presentation of the accepted shortlist of candidates.
- 1/3 payable on the successful candidates start date with your firm.

We offer a six month guarantee service for search assignments.

## Contract/On Hire Recruitment Services (Australia only)

AustCorp has a specialist on hire (contract staff) team in our Australian office locations. We give our clients the flexibility to specify an employment period which can be long or short to benefit from our candidates skills and capability.

We offer both white collar interim management and onsite technical professionals on a contract basis. Working at an agreed rate we include all the on costs involved, and will manage and retain our contract staff as long as you need them. We have contract/on hire staff working across Australia on various projects within Engineering, IT, Oil & Gas, Construction and the Australian Mining markets.

The AustCorp Contracting/On Hire Division measures itself on quality, accuracy, speed of delivery and most importantly our staff management experience on your behalf.

# Environmental Recruitment Solutions

## AustCorp Environmental Recruitment, Environmental & Carbon

### Companies are turning a shade of green

With issues such as global warming and resource depletion making headlines and the subject of vigorous political debate, many Australian companies are realising that they need to start turning shade of green. Consequently, businesses country-wide are increasingly looking to demonstrate their commitment to a sustainable way of doing business. They need the people to help them change their operating methods to achieve this, but where are they?

### 2.7 million green collar jobs

We've recognized that there's a significant skills shortage in the Environmental and Carbon sectors. In Australia alone, there is set to be employment growth of 3.3 million jobs by 2025, 2.7 million of which will be 'green collar'. This is why we've created a team that's dedicated to filling these roles with the best talent Australia has to offer in these fields.

### Helping to sustain our planet one placement at a time

We realise that adapting to climate change requires companies to make fundamental changes to the way they do business. We also know that while you can try to impose regulations on business, genuine change has to come from within, from the people who are the 'movers and shakers' in an organisation. We pride ourselves on finding those people, the ones who know how to make far-reaching changes that have a genuine effect on a company's environmental impact, without losing sight of the need to satisfy shareholders and boards.

### We specialise

The AustCorp Executive Environmental & Carbon team specialises in the following areas:

#### Climate Change & Sustainability

- Carbon and energy management
- Climate change mitigation and adaptation
- Corporate sustainability inc. compliance and reporting
- Corporate social responsibility
- Stakeholder engagement

#### Carbon & Renewables

- CDM, JI, Trading and offsetting
- Private Equity & Investment
- Project Finance
- Engineering & Development

#### Buildings & Property

- Ecological sustainable design
- Advanced permaculture
- Building retrofit and upgrade
- Energy, water and waste efficiency

#### Environmental

- Contaminated land and site remediation
- Environmental and Social Impact assessments, planning, approvals and permitting
- Environmental management systems and audits
- Air, Noise and vibration
- Natural resource management
- Ecology and heritage

#### Health, Safety and Environment

- Risk engineering
- Occupational health and safety
- Management systems

#### Water & Energy

- Water infrastructure
- Water resource management
- Wastewater treatment
- Power generation
- Renewable Energy
- Transmission and distribution
- Asset management



**AustCorp Executive Recruitment Solutions**  
Helping to sustain our planet one placement at a time

**For a confidential discussion about your requirements**

Please contact us on: Toll free: 1300 574 575

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