



WE'VE GOT LOADS OF THESE

# THE RECRUITMENT COMPANY

WE FIND YOU THE  
CREAM OF OUR CROP

HELLO@THERECRUITMENTCOMPANY.COM **THERECRUITMENTCOMPANY.COM**  
T: 02 8346 6700 / F: 02 8346 6777 LEVEL 15, 1 CASTLEREAGH STREET, SYDNEY NSW 2000

## DOES THIS SOUND FAMILIAR?

You've got four agencies working your role, each giving what feels like 20% of their effort and attention. You get bombarded with CVs all of which look OK but not amazing. The agent advises you to meet one of the candidates so you do.

The candidate rocks up to the interview and within the first five minutes you're already looking at your watch and you've got to stretch things out for another 55 minutes just to be polite.

### **Repeat until you find someone you like.**

So you've finally found someone but you've also wasted many hours of your life meeting people who just didn't fit and who you probably could have screened out in about 5 minutes.

It wasn't that the candidates were bad, they had the skills you asked for, they seemed nice enough but they just weren't a cultural fit, you didn't like the way they presented themselves. The agency did their job and found you what you asked for. If only you'd had a way of screening them before the interview.

You also have the nagging feeling that you may have missed candidates based on the fact that they had a poorly presented CV – after all you weren't looking to hire a CV writer.

## BUT THIS IS HOW RECRUITMENT NEEDS TO BE DONE – ~~RIGHT?~~

This level of inefficiency is standard and wasting hours of your time and that of your managers is normal isn't it?



WE'RE ALWAYS UP  
FOR ONE OF THESE

## ENTER **THE CANDIDATE DASHBOARD**

**What if you could work with just one agency who you knew were giving 100% (alright, lets say 80%)?**

What if that agency had the time and the resources to reach and screen more candidates than the previous four agencies combined could find?

What if the agency skill tested every candidate and rated them against three predefined criteria?

What if on top of this the agency produced a high quality, 2 minute video of the candidate in which the candidate discussed why they were relevant for the role.

What if, on top of all of this, the agency presented this shortlist of candidates, side by side with an 'at a glance' visual representation of the candidate.

What if it looked something like this...



**THE RECRUITMENT COMPANY**

CREAM OF OUR CROP

WE'VE GOT LOADS OF WRAPS PICK ME!

**BRIAN SLOW**

Brian

- Witty conversation
- Inspiring others
- Being great at stuff

Brian is great. He's bubbly, outgoing and full of beans. Always quick with a witty comment or a cheeky jest, he's the life and soul of the party. (Slightly put, Brian will blow your socks off)

Availability: Immediately

Rate / salary: \$150,000

I'm surprised that Brian is still out of work, he's bound to get noticed so soon so if you don't want to miss out I'd recommend moving fast. Go getters like Brian don't come around that often.

[\\* DOWNLOAD CV](#)

**KALLI SMITH**

Kalli

- Getting on with people
- Facebook and stuff
- Working hard

Kalli is great. She's a real people person who isn't afraid to roll up her sleeves and mix it with everyone else. She has a very flexible personality and loves to mix with a variety of people. She is very ambitious.

Availability: Immediate

Rate / salary: \$175,000

I've spoken to Kalli's mum and she tells me Kalli is great.

[\\* DOWNLOAD CV](#)

**DON CHEPSWORTH**

Don

- Inventing things
- Making money
- Being great

Don has done some amazing things. He is very grounded, honest and modest. He has a very impressive CV and I completely believe everything he says on it.

Availability: Immediate

Rate / salary: \$35,000

Don won't be on the market for long.

[\\* DOWNLOAD CV](#)

**WANT MORE INFO? DROP ME A LINE**

You can call Simon on 02 8345 8706 or submit your feedback below:

I would like to interview:  Brian Slow  Kalli Smith  Don Chepsworth

Message to Simon:

[SEND](#)

We take the privacy of our customers seriously. Click here to read our privacy policy. Accepting an interview with any of the candidates on this dashboard implies acceptance of our standard terms and conditions of business (or an alternative version if you already have something agreed with us). Click here to see our standard terms and conditions.

The Recruitment Company  
P: +61 2 8345 8700  
E: [help@therecruitmentcompany.com](mailto:help@therecruitmentcompany.com)

3 CANDIDATES

2 MINUTE VIDEO

READ ALL ABOUT 'EM

DOWNLOAD CV

GET IN TOUCH

SKILL SET

PUT A FACE TO THE NAME

## WHATS IN IT FOR YOU?

**Well for starters it makes your life simpler, you only need to deal with one agency, only need to communicate the role once, only need to go through the fine tuning process once.**

You'll have more information at hand before you decide to interview a candidate. Within a few minutes of getting the dashboard, for each candidate you'll know:

- That they have the skills to do the role (skill test)
- That their preferences are aligned with the role (consultant's notes)
- That they are a cultural fit (video)
- That they have the required background (CV)
- How they compare with other candidates on the shortlist

YEP, GOOD

## IT SAVES YOU TIME

Think of the hours (and embarrassing hours at that) you'll save not meeting with people who just don't fit. You can screen people out easily and quickly using the information on **THE CANDIDATE DASHBOARD.**

YES PLEASE

## IT SAVES YOU MONEY.

**TIME = MONEY. LESS TIME = LESS MONEY.**

A bad hire can cost you hundreds of thousands of dollars. Thorough background screening minimises the chances of a bad hire

AHA, GOT IT.

## IT FINDS YOU BETTER CANDIDATES

Candidates get to present a more 3D portrayal of their fit with the role which means you aren't choosing to interview based on a CV alone. You will also interview candidates who previously you may have overlooked.

## HOW DOES IT WORK?

1. Your consultant takes a full job order from you
2. Skill tests, selection criteria and 2 or 3 video interview questions are agreed
3. Your consultant sources candidates from a variety of channels
4. A shortlist of candidates is uploaded onto a secure webpage along with the candidate's:
  - a. test results,
  - b. rating against the predetermined criteria
  - c. a high quality 2 minute video of the candidate
5. A link to the webpage is sent to you via email
6. You pick which candidates you'd like to interview and you can then access the page and compare the candidates

FEELING LUCKY?

## WHAT WE NEED FROM YOU

### All we need from you is the following:

- Commitment to work with us on an exclusive basis for a minimum of 1 month (the process can be as quick as 1 week but 1 month allows for any delays)
- At least half an hour of your time to take a full job order (a pre-written job spec isn't sufficient)
- 3 core criteria for us to rate each candidate against
- A decision on which skill test to use (optional)
- A commitment to get back to us on a candidate shortlist within 24 hours of presentation

THAT'S IT.

## WHY DO WE NEED THESE THINGS

If we aren't working on the role exclusively then we are competing with other agencies. Our candidates are then at a disadvantage. We also don't have the time to prepare a proper shortlist if we are up against other agencies who have the advantage of speed due to the additional screening layers we are producing.

All of our consultants are specialists (yes we know everyone says that but check out your consultant's profile on our website if you don't believe us). This means that if there is a good candidate out there we'll know them already or we'll find them. You don't need another agency as well.

We need a proper job order because we ask you questions about the role that we need to sell it to the market. This is more than just what the job entails but details of why someone who is exceptional and happy in their current role would leave and come and work for you.

We need to agree a skill test. Ideally we will also agree a benchmark or minimum test result. The best way for us to do this is to run the test on one of your existing team.

We need commitment on response time because we have asked the candidate to do something unusual and something that they aren't 100% comfortable with – few people like being filmed in an interview situation. We sell this to them by promising them that they will get a response quickly.

## WHAT DO OUR CUSTOMERS SAY?

*In our business time is a precious commodity, it really is money. By using the Recruitment Company's video services I am able to quickly run through the responses to a set of questions I have provided without the pressure of a face-to-face interview. This is the fastest way I have seen to further filter the candidates that have come through the initial screening process, adding another dimension to the resume and allowing us to gauge body language and presentation.*

GOOD NEWS



**Not only do the video services save me time, they have significantly improved our hit rate.**



**Chris Wessels**  
CTO, e5 Workflow

*GuildLink is a growing company where positions are filled as their full scope emerges from business' needs. Hiring and keeping the right talent is a challenge, a business pain point shared by many organisations irrespective of their stage of growth, but one that is more noticeable in an SME.*

*We trialled different recruitment agencies each with their own approach to qualifying potential candidates with limited success. This all changed with TRC and their Candidate Dashboard facility. The process is quite simple. We met with TRC to discuss the roles and agreed on a set (3-4) of qualifying questions. The potential candidates were briefed by TRC and answered the qualifying questions on video. We were then provided access to their video recording and their CV.*

*This is where the magic happens. Within first 30 seconds of watching the video I could decide whether the candidate was suitable for an interview and if so I would read their resume to confirm my initial reaction and then interview them.*

IN A NUT SHELL



**The beauty of this approach is the simplicity. You have three touch points with the potential candidate (video, CV, interview) which you can compare and if they match your expectations and your needs you have a winner.**



**Roma Cecere**  
General Manager  
Strategic Business Performance, Guildlink

WHAT DOES IT COST?

YOU BETTER  
BELIEVE IT

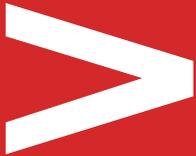
**NADA. NOTHING. ZILCH. (!?!)**

The service doesn't cost you any extra, there aren't any catches, there aren't any hidden fees. All we need is commitment that we have the role exclusively and a standard recruitment fee upon successful placement.

**That's it.**

WHAT NOW?

It's a no risk, no cost solution that provides less work for you, less stress for you, less embarrassing wasted interviews for you. It gets you better candidates faster for less. Not sure what else to say really!



Speak to your consultant or  
email **The Recruitment Company**  
to get started.



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