



BLENDED EMPLOYMENT

bringing people together



Company **Profile**



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Where industry expertise
meets a highly personalised
and client-centric approach
to business.

Blended Employment is your number one expert recruitment specialist in Australia. From entry-level roles to c-suite positions, we offer sales and marketing recruitment for all levels and industries - whether it be manufacturing, construction, medical, transport, logistics, hospitality, pharmaceuticals and more.

At Blended Employment, we're dedicated to bringing people together. As a company built on integrity, excellence and transparency, we're committed to finding the right solution to your greatest employment demands and requirements. We are a company that is established enough to offer an extensive network of industry connections, yet small enough to offer your business the attention and personalised service it deserves.

While our company may be small in size, our reach is international. Blended Employment offers expert recruitment right across Australia and New Zealand, to identify and retain the most challenging and fulfilling roles in sales and marketing. Where your recruitment needs are concerned, international borders are no barrier for our truly dedicated recruitment specialists in Australia.



— ABOUT US

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We understand that a business is nothing without the people who stand proudly behind it. Your employees are the woven fabric that holds your business together.

At Blended Employment, people are our speciality and our passion. We pride ourselves on assisting businesses right across Australia and New Zealand to find quality sales and marketing solutions.

What We Represent:

Much like the people who represent Blended Employment, we're an authentic and transparent recruitment team dedicated to finding the right candidates to represent your business and fulfil your company's greatest needs. We aren't driven by financial gain, we're passionate about the services we offer and the impact we can make. As a professional recruitment agency in Australia, your success is our greatest success.

Our Approach:

Our approach to business is simple. We provide a seamless experience for securing the right candidate to fulfil your sales and marketing needs. From job position suitability to company culture alignment, we follow a tried and tested process for sourcing, filtering, interviewing and securing a mutually-beneficial match. As part of our tailored and all-inclusive recruitment

service, we will take care of the entire recruitment process to leave you more time to focus on the things that matter – like running your business. If you're in need of a professional recruitment agency in Australia that doesn't discriminate by industry or job level, we're the experts you can count on!

What We Stand For:

Like any successful company, our values are the foundation of our business. From the very principles our business is built on to the way we operate, our values are the essence of our identity.

INTEGRITY – We pride ourselves on always acting with honesty and transparency. Our approach to business is genuine and we're consistent in all that we do and offer.

CLIENT COMMITMENT – We care about each candidate and client, and are committed to finding the right solution tailored to your needs. We don't consider our valued clients as just another number.

TEAMWORK – From the way we work with our team to the way we work with yours, we're fiercely dedicated to forming strong relationships.

QUALITY – As a company built on excellence, we pride ourselves on providing a service that is equalled in expertise and old-fashioned customer service. Simply put, we're dedicated to seeing your business succeed! For a professional recruitment agency in Australia that is uncompromising in quality and expertise, look no further than Blended Employment.



OUR PROCESS

Finding the right candidate shouldn't be a process of trial and error. With Blended Employment's industry expertise and thorough screening process, we will ensure you aren't taking a gamble on your company's biggest assets - your employees.

1 Create Job Position

Clearly defining a role and its expectations is crucial to attracting the right candidates. As part of our recruitment service in Australia, we will work alongside your team to assist in creating an accurate and compelling job description. This initial step is aimed at clearly outlining the job requirements, expectations and level of experience. It is the base to which all other steps rely on.

2 Source Outstanding Candidates

They say it's not what you know, but who you know, but we believe it's an equal balance of both. By utilising our generous pool of industry networks coupled with our expertise in advertising, we follow a rigorous process for sourcing out only top-tier candidates that align with your job description and company culture.

3 Conduct Candidate Research & Checks

As a comprehensive recruitment agency, we focus on sourcing talent who are guaranteed to meet your business needs and exceed your expectations. In order to do so, we follow a detailed screening process to ensure we present you with only the best selection of candidates. As part of our screening process, we take care of the following:

- Phone screening
- Initial face-to-face interview
- Follow up interview

4 Recommend Candidates

Once we've completed the initial screening process, we will compile a list of candidates who best match the job description and the company culture, alongside a list of recommendations and additional notes to assist you in your decision making.

5 Facilitate Client-Candidate Interviews

Based on our research and candidate notes, we will assist you in creating a short-list of candidates. Once decided on, our team will take care of facilitating and organising interviews on your behalf, with the selected candidates.

6 Secure Your Candidate

From salary negotiations to complete reference checks, our expert recruitment team will happily take care of the time-consuming tasks required to make the right decision. Whatever is required to assist you in the candidate selection process, we will happily assist with.

FAQ'S

We understand that your employees are the backbone of your company, which is why we pride ourselves on offering a thorough recruitment service based on industry expertise, a strong network and an unparalleled commitment to helping your business succeed.

What costs are involved?

We pride ourselves on offering a service that is rich in integrity and authenticity, which is we will review resumes, interview candidates and start the selection process completely free of charge to you. In fact, there will be no fee until the chosen candidate initiates day one of their employment with your company. Our service offering is designed to give you added reassurance that you're investing in a team who are equally dedicated to seeing your company succeed.

What happens if the candidate doesn't work out?

Your success is our success, which is why we offer a completely free candidate replacement should your current candidate not work out within a 3 or 6 month period.

What type of roles can Blended Employment recruit for?

While we do specialise in sales and marketing recruitment at all levels and across all industries, no role is out of reach for us. We come with extensive industry experience and expertise in finding ideal recruitment solutions to businesses of all sizes.

How do we source our candidates?

While we don't want to give all of our secrets away, we do utilise a range of reputable and accurate sources to assist us in sourcing only the best talent, including:

- Industry relationships
- Internal networking
- Proactively targeting high performance individuals
- Extensive databases
- Advertising

How do we know our candidates are screened properly?

We don't take a gamble when it comes to recruitment. We use a result-driven and proven four-step process to filter out only the best talent. Our diligent four-step process includes CV screening, phone interview and face-to-face interview and reference check.

What is the process and how long does it take?

We don't offer a cookie-cutter inspired approach to business. As our services are tailored to each unique client, so too is the time it takes. We will collaborate with your team to understand your business, requirements and expectations and adapt our processes to suit this. As such, the process and timeframe are completely dependent on your business requirements.

What areas of Australia & New Zealand can Blended Employment recruit in?

Absolutely anywhere and everywhere - From capital cities to regional areas. We have access to candidates all over Australia and New Zealand.



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