



Recruitment Solutions that will take you further



## RECRUITMENT

**At Platinum People Solutions we understand that in order to be a successful business you need outstanding people**

And to find these people, you need a skilful partner. One with industry experience and insight, proven search methodologies and the intuition to recognise the right candidate once they've been found.

We extend across a broad range of industry sectors including manufacturing, construction, capital equipment, technology, environmental, import/distribution, consumer durables and professional/business services.

We specialise in middle to senior executive appointments up to Board level. We recruit across Sales, Marketing, Accounting, Legal, Human Resources, I.T., Project Management, Operations (including business support and customer service), Logistics and Engineering.

Platinum provides Permanent, Interim Management and Contract solutions for its clients.

## Why Platinum?

Well, for one thing we're about people. We are results focused for our clients and candidates – our client's success has been achieved through our ability to identify the best people available for the position and the right fit for their culture.

- Our Consultants are professional, experienced, proactive and intuitive people
- We provide consultation and service nationally
- We're competitive and flexible
- We utilise proven search and screening techniques and collaborate with our clients to develop an accurate brief to ensure the best possible result
- We listen. We don't set out to find you **our** idea of the perfect candidate, we listen and discover what you need, provide input and then focus on securing **your** idea of the perfect candidate.



Realising potential  
starts with real feedback

Visit our website at [www.platinum-people.com.au](http://www.platinum-people.com.au)  
or call us on 1300 884 364 to find out about the full  
range of services Platinum People Solutions can  
provide for your business.

## METHODOLOGY

**Our recruitment methodology is regarded as best practice, focusing on candidate attraction and retention. It is flexible and tailored to suit our client's requirements.**

Strict selection criteria are set on a position-by-position basis, understanding specific client preferences, desired competencies and organisational culture.

### Establish the brief

Face to face or phone based information gathering session to obtain further insight into

- Construct a client profile
- Determine key attraction and retention factors (i.e. uniqueness – employer of choice/why do people join your organisation)
- Secure or construct a Position Description addressing key responsibilities, reporting lines, key selection criteria, required skills and competencies and linked KPI's
- Ensure a complete understanding of your internal recruitment processes

### Candidate Sourcing

Platinum employs the most efficient and comprehensive methods to identify the best candidates available. Our methods incorporate

- Advertising – print, online & SMS
- Comprehensive database search
- Internal and external networking
- Referrals
- Search / Passive candidate approach

## Candidate Selection

Based on client requirements, our process incorporates

- Applicant screening & qualification
- Face to face competency and behavioural based interview processes
- Testing where appropriate (Skills & Psychometric)
- Detailed reference checking (normally 2)
- Short-listing
- Provision of short-listed candidate profile reports

## Management of the Interview Process

After presentation of the short list, Platinum will facilitate

- Client & candidate interviews
- Interview follow up
- Testing if requested (Psychometric)
- Presentation, negotiation & offer acceptance
- Facilitation of contracts and confirmation of start date
- Unsuccessful candidates notified

## After Care

- Post placement follow up of client & candidate

This is only a brief snap shot, for further information contact Platinum People Solutions on 1300 884 364 or [info@platinum-people.com.au](mailto:info@platinum-people.com.au)





Even grand plans get off the ground with the right amount of lift



## Platinum People Solutions provides a complete process which

- Assists you to Recruit and Retain the best talent available for your business
- Aligns operations with strategies and people issues
- Clarifies performance expectations & improves goal setting

## How we make people management easier

- Provide affordable people management and simple effective solutions to the growing challenges of recruiting, developing and retaining the right staff
- Assist you to achieve your business vision through your people
- Combine experience, common sense and strategic thinking to deliver fresh ideas and focused solutions

**For further information contact us at...**