

Robert—
—Walters

Robert Walters Federal Government

Workforce solutions





Bernadette Bentley

Head of Federal Government,
Australia | Expert Government
Panel Member

Our Federal Government Expert

Bernadette Bentley is the Head of Federal Government – Australia at Robert Walters with over 22 years recruitment experience at both State and Federal levels. Bernadette has an extensive background working within and across Government leading large scale recruitment projects across Defence, ATO, Health, Education, Foreign Affairs, Australian Elections, and many other priority government programs.

Bernadette has been appointed the National Director for over 50 critical talent projects and has led talent acquisition teams of 45+ Recruitment Consultants, Assessment Managers, Resources and Candidate Management centres across Australia. During her time within the Australian Government, Bernadette designed and delivered multiple Graduate, First Nations, Veteran, Diversity and STEM programs.

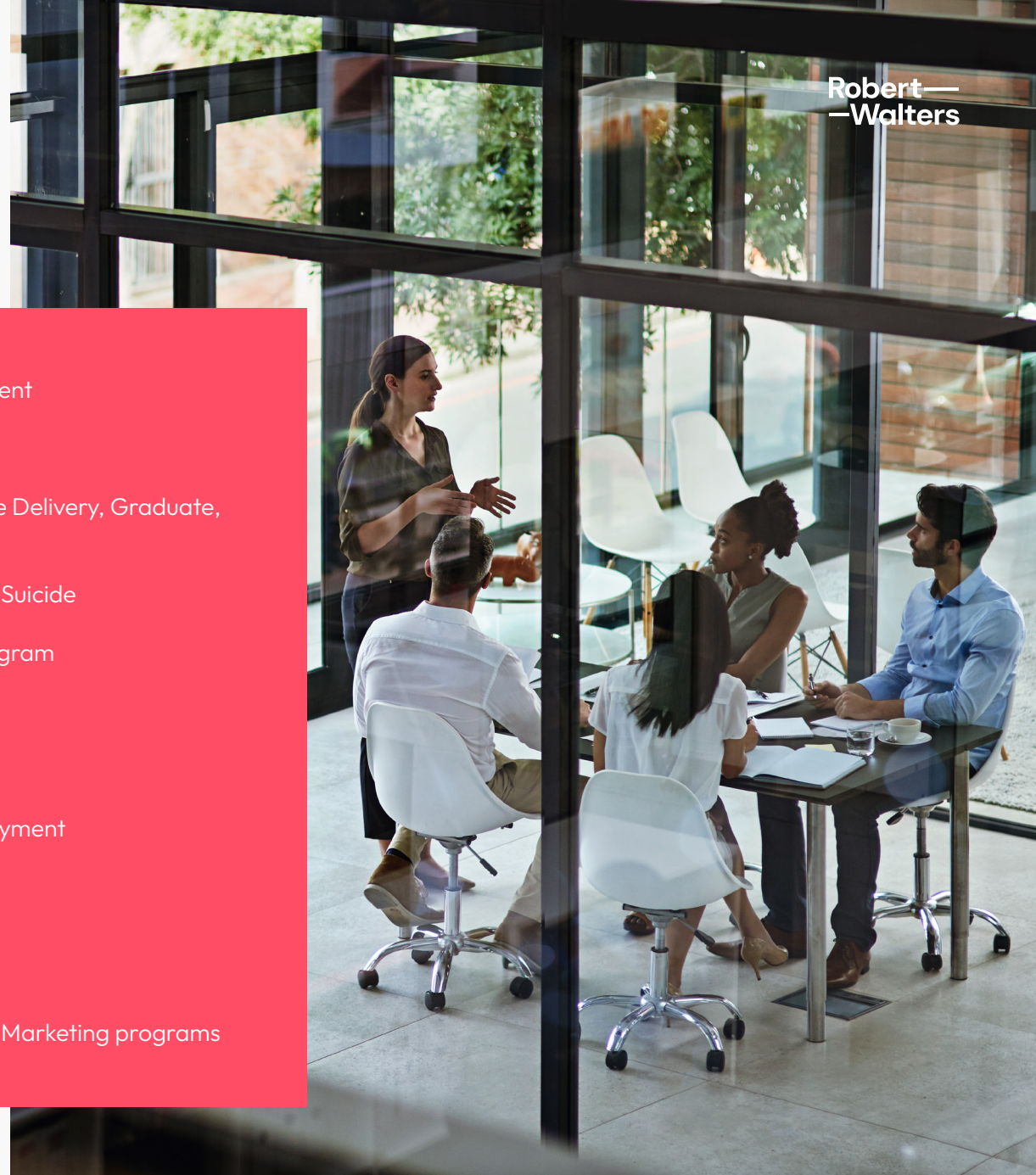
As a Government Consultant, Bernadette has led reviews and reforms as an advisory committee member for the Australian Public Service Commission (APSC) and has worked with Senior Executives across the Australian Public Service (APS) to design tailored workforce solutions, led redeployment programs of up to 5000 employees and designed secondment programs with Services Australia, Australian Taxation Office and Department of Treasury.

Former positions held include Head of Public Sector for a Fortune 500 company. Diplomatic Spouse with Foreign Affairs to Strategic Recruitment Leader for the ATO. During this time, Bernadette was responsible for leading multiple reviews to transform and streamline the national recruitment function. Bernadette is an active member of the Recruitment Council RCSA and Australian HR Institute (AHRI).

Federal Government Project Portfolio

- **Department of Industry, Science and Resources** - Grants and Assessment
- **Attorney Generals** - Disability Royal Commission
- **Australian Taxation Office** - Smarter Data. Client Engagement, Service Delivery, Graduate, First Nations, Opening Doors for Veterans program
- **Department of Defence** - Royal Commission into Defence and Veteran Suicide
- **Department of Health** - COVID Taskforce, Strategic Policy Advisor program
- **National Emergency Management Agency** - New agency
- **Department of Climate Change** - New agency
- **Department of Education** - National Customer Service Line and Employment Purchasing program
- **Department of Social Services** - Community Grants Hub
- **Department of Social Services** - 2022 Graduate Program
- **Austrade** - Executive Officers, Australian Exports, Grants, International Marketing programs

Robert—
Walters



Robert—
—Walters



A Trusted Partner for Federal Government

Robert—
—Walters



Approved supplier for the whole of Australian Government (WoAG)

We build strategic relationships across all three tiers of government and offer subject matter expertise across all Australian Public Service (APS) job functions, enabling us to deliver outstanding talent solutions.

Department of Finance - People Panel agreements



People Panel Phase 1 (SON3897769)

Permanent (ongoing) and Non-ongoing recruitment



People Panel Phase 2 (SON3965020)

Temporary / Labour Hire recruitment

Our approach centers on a deep understanding of department needs and a commitment to complying with legislation and standards, such as the APS Work Level Standards. This ensures our partners have peace of mind when partnering with Robert Walters.

Federal Government Workforce Solutions



Payroll Services for Labour Hire (PAYG) and Contractors (PTY)



Discounts for Perm and Temp Volume Recruitment Campaigns



Talent Solution and Workforce Consulting Services



Scribe Services for Volume Projects, Graduates and First Nations



Senior Executive Talent Services



Permanent (ongoing) and Non-ongoing Recruitment



Temporary / Labour Hire Recruitment

“Bernadette is one of those rarest of talent specialists who is high performing in both public and private sector environments. The value of this cannot be understated when it comes to private sector delivery of public sector outcomes. There is a huge culture gap between public and private sectors, and without a heavy hitter to translate between those cultures, projects inevitably come unstuck. Bernadette is one of a small handful of people I know who can successfully perform that role in the talent and recruitment space. You need her on your project.”

- Member of the Australian Human Resources Institute

Our value add

We are proud of the investments we have made in our people and processes. From growing our business with experienced subject matter experts to launching cutting-edge technologies to support the delivery of talent solutions – we are dedicated to driving efficiency and excellence at every turn for every department across the Federal Government.

We know your industry. Our consultants are hyper-specialists, many coming from the industries they serve or a background in their specialist areas. By working in a non-hybrid model, we gain a deeper understanding of the industry to anticipate trends and provide valuable insights.

We see beyond the job description. Finding the extra dimensions and potential that make someone right for a particular team and culture, now and in the long term.

We work as a team. Established on a non-commission model, we share responsibility and rewards of every partnership, ensuring access to our entire candidate network.

We bring the world to you. Providing access to global talent pools through our International Candidate Management function.

We act on data. Our recruitment strategy is highly targeted and defined by the insights of our Market Intelligence function.

We share our expertise. We give you access to our specialist knowledge and in-depth experience through a broad range of insights, advice and thought leadership.

We do things right. We know our candidates. Your assurance is our priority and that is why we screen and meet all of our candidates before presenting them to our partners. Ready to start adding value to your department, they have been vetted and reference checked against your requirements.

Experts in APS Job Families

- Accounting & Finance
- Business Support – Executive Officers & Administration
- Communications & Marketing
- Compliance & Regulation
- Data & Research
- Engineering & Technical
- Entry Level / Graduate Programs
- Human Resources
- ICT & Digital Solutions
- Information & Knowledge Management
- Intelligence
- Legal & Parliamentary
- Monitoring & Audit
- Policy
- Portfolio, Program & Project Management
- Procurement & Contracts Management
- Program Delivery – Grants & Assessors
- Senior Executive
- Service Delivery – Customer Advice & Support
- Science & Health
- Tech & Transformation

Permanent, Non-ongoing & Project Recruitment

Whether you need hard-to-find skills or leaders who can drive success, we've delivered permanent, non-ongoing, and project-based partnerships.

Our deep understanding of complex governance structures, combined with our hyper-specialist approach, distinguishes us from the rest. With our national networks and global footprint, we can connect you with the talent needed to ensure your department's success.

We offer a range of services under the following Categories:

1A

General Recruitment Services
APS to EL2 and equivalent

1B

Executive Recruitment Services
SES Band 1 to Band 3 and equivalent and statutory appointments

3

Candidate Sourcing Services
Identifying and sourcing highly skilled candidates to fill advertised vacancies at any level



19,000+

permanent placements
across ANZ in the last
decade

Temporary / Labour Hire Recruitment

As a leading supplier of specialist talent in Finance, Law, HR, Policy, Tech, and Transformation across Australia, we empower government departments to grow and succeed. Our support covers a wide range of employee types, including ongoing and non-ongoing (including casual) roles.

We offer a range of services under the following Categories:

- **Labour Hire Services** (APS1 - SES, for a defined period)
- **Conversions of Labour Hire Workers to Entity Employment** (Labour hire worker accepts an opportunity to become a direct APS employee for a similar role)
- **Introduction services** (Facilitate the introduction of an entity to an APS employee from another entity for a Section 26 Transfer)
- **Placement services** (Sourcing of a candidate for a non-ongoing APS employment position)

40,000+

contingent placements
across ANZ in the last
decade



Robert—
Walters



Specialist in Executive Recruitment

With over two decades of experience in executive search, we provide a comprehensive range of search, selection, and talent management solutions for organisations seeking permanent or interim executives. Our team also lead national market mapping and executive benchmarking exercises to ensure that we identify the best leaders for your needs.

Executive recruitment expertise

We showcase expertise in matching top-tier leaders with government departments seeking exceptional talent across Australia. With a strong presence in Adelaide, Brisbane, Canberra, Melbourne, Sydney and Perth, with success stories in the following disciplines:

- Financial Services
- Business Services
- Healthcare
- Technology
- Public Sector
- Not-For-Profit (NFP)
- Energy & Natural Resources
- Media & Agency

Scribe Services

Recognising the demands of large-scale recruitment rounds, we offer scribe services for a broad range of recruitment campaigns.

Our support includes, but is not limited to:

- Initial shortlisting of candidates (including detailed assessments of applications and rating against selection criteria)
- Development of interview questions
- Scribing at interviews / panel discussions
- Interview scheduling
- Act as an independent panel member
- Conduct comprehensive referee reports
- Individual candidate reports
- Selection Advisory Committee (SAC) report – Develop comparative reports, preparation of final selection report, and order of merit documentation for delegate approval

Payroll Solutions

Payrolling employees can be complicated, costly, and time-consuming when you need to onboard employees quickly. Our payroll solutions offer highly comprehensive end-to-end resourcing and payroll services that can reduce your department's administration costs and financial risk. We take care of the behind-the-scenes, providing peace of mind that your workforce is paid on time and accurately.

A happier, more loyal contractor workforce

When your workforce is paid through our payroll, they become part of our Robert Walters community. They have the option to gain access to our comprehensive Contractor Benefits Program, where we prioritise their financial, mental, and physical well-being and provide appropriate insurance coverage. This assures you that your workforce is well taken care of, promoting retention and peak performance.

Volume Recruitment

As Government departments experience rapid expansion to deliver key policies and programmes, we can ease the growing pains and remove the guesswork. With a focus on speed and efficiency, we streamline the process to ensure that teams can be mobilised at speed.



Assessment Centres

Custom-built and designed to assess candidates at scale.



Video Shortlisting

providing insights through video software.

Environmental, Social & Governance (ESG)

At Robert Walters, we are powered by purpose

We understand the integral part we play in the talent landscape in Australia: our commitment to creating meaningful pathways for talent aligns with the Government's priorities for indigenous, women, people with accessibility needs, and vulnerable youth. Supporting our local vision, we have a robust global ESG strategy that aligns with our purpose of 'powering every person to fulfil their unique potential'.

We have set clear targets for each priority area to hold ourselves accountable for driving meaningful change and delivering a positive impact. However, it is our people and partnerships that actively support us to ensure we are taking positive steps on our journey.





Partnerships with purpose

Our in-house business partner functions, backed by strong industry partnerships, keep us ahead of legislative changes impacting labour hire, including super, payroll tax, and casual conversion law. We proactively consult and manage legislative updates for our government clients, fostering trusted relationships and ensuring seamless compliance.



Recruitment, Consulting and Staffing Association (RSCA)

The RCSA is the peak body for the recruitment, staffing and workforce solutions industry across Australia and New Zealand.



Association of Professional Staffing Companies (APSCo)

The APSCo in Australia is the only dedicated association for white-collar recruitment. Founded with a mission to provide specialised support to all committed to excellence, APSCo empowers its members to deliver on their promise of quality service.



Supply Nation

Supply Nation partners with government, corporate, and nonprofit members to promote Indigenous business inclusion in procurement. As a member, we've spent over \$90k+ with Indigenous businesses and collaborated on training and thought leadership initiatives.

Robert—
—Walters

Africa | Australia | Belgium | Brazil | Canada | Chile | Mainland China | France | Germany | Hong Kong | India | Indonesia | Ireland | Italy | Japan | Malaysia | Mexico | Netherlands | New Zealand | Philippines | Portugal | Singapore | South Korea | Spain | Switzerland | Taiwan | Thailand | United Arab Emirates | United Kingdom | United States | Vietnam.