



Robert—
—Walters

Talent solutions

From true talent experts



Truly global, proudly local



We're all in this together

The talent landscape is continuously evolving in response to the dynamic economic and social climate. While others may see challenges, we see opportunities. With every talent challenge our clients face; a new Robert Walters solution is born.

We connect with clients and candidates on a personal level to understand their story and to help them reach their goals and ambitions. To offer a truly personalised service, we have to be our authentic selves. So, when I talk about Robert Walters, I really am talking 'about us' each and every one of the expert and passionate people who make up our team.

Like our business, we're truly global but proudly local. We've been serving Australia for over 20 years, with five well-established offices in Sydney, Melbourne, Brisbane, Perth and Adelaide. Our people have in-depth knowledge of the sectors and the locations they serve.

We are not an 'off the shelf' recruitment agency. We are a tailor-made talent consultancy. So tell us your unique story, and let's write the next chapter together.

Dan Rogers, Managing Director - ANZ

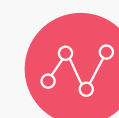
Talent experts

We offer a range of services that we have perfected over time, yet we embrace all challenges without exception. Share your talent challenges with us, and together we will solve them.



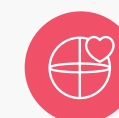
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Specialist professional recruitment services

We recruit across a wide range of industries

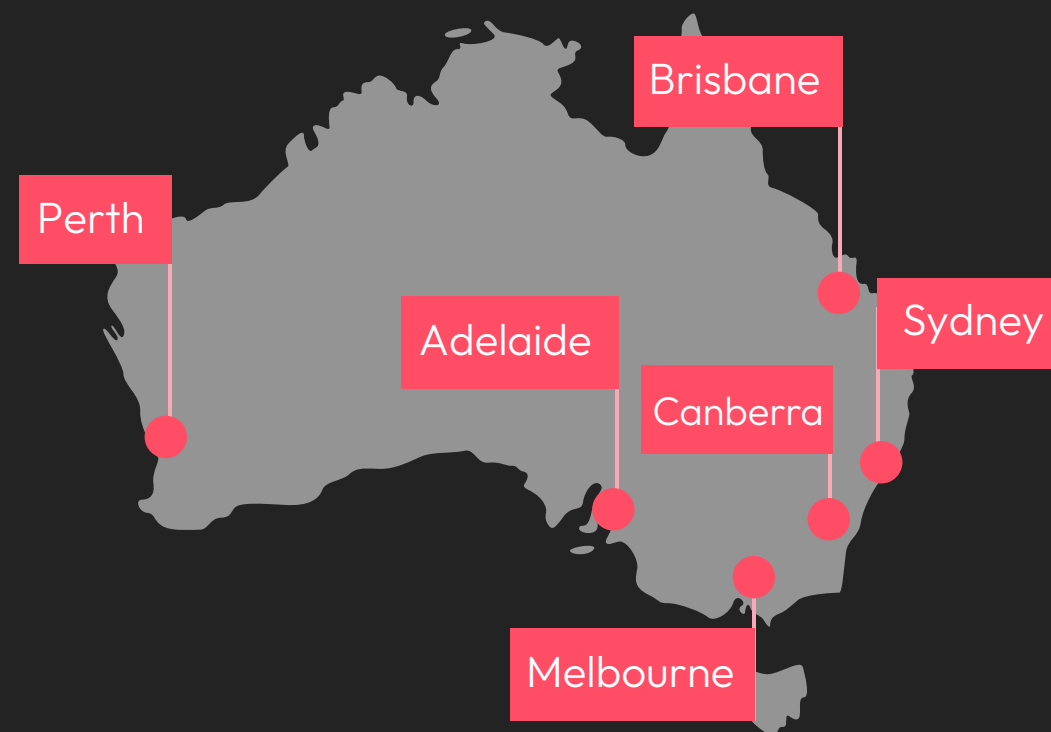
When it comes to providing the best recruitment experience for both candidates and clients, our expertise is unmatched. Our holistic approach to recruitment means that no matter what industry or role, we can help you source the right candidates for the right opportunity.

Our specialisations include:

- Technology
- Transformation & Change
- Accounting & Finance
- Banking & Financial Services
- Risk, Assurance & Compliance
- Legal
- Human Resources
- Business Support
- Procurement, Supply Chain & Logistics
- Sales, Marketing, Comms & Engagement
- Resources, Engineering and Energy
- Contracts and Commercial



We've been serving Australia for over two decades, our local commitment shines through with six strategically positioned offices spanning the vast map of Australia. With a national presence, we have extensive experience hiring within major cities and in regional areas across every state.



Permanent recruitment

People are at the heart of every business

Hiring the right people unlocks your ability to deliver key goals. Hiring the wrong people, no matter how talented, can hold your organisation back while your competition thrives.

To attract the professionals that can take your business forward, you need to tell your organisation’s unique story in a truly engaging way. That’s why it’s vital that you partner with a recruiter who deeply understands you, your market and the professionals you need.

At Robert Walters, we see beyond the job description to understand your organisation’s real story. We then use our specialist industry expertise, hyper-local knowledge and global reach to champion your story and connect you with the best professionals who will transform your business.

Our story is based on fact

19,000+

permanent
placements across
ANZ in the last decade

85%

of professionals
refer us to their
friends

64%

Net Promotor score
(Industry average is
22%)

“The team at Robert Walters were instrumental in the search, selection and shortlisting of candidates for board and subcommittee positions. Their extensive networks yielded perfect matches as well as non-traditional options which supported the diversity targets that were set.”

- Board of Directors (Sporting)

We do things differently

- **We know your industry.** Many of our consultants come from the industries they serve meaning they have built hyper-specialist knowledge of the industry you operate in.
- **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.** Sharing the responsibility and rewards of every assignment gives you access to our entire candidate network.
- **We bring the world to you.** Providing access to global talent pools through our International Candidate Management teams.
- **We act on data.** Our recruitment strategy is highly targeted, defined by the insights of our market intelligence function.
- **We share our expertise.** Giving 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. They have been thoroughly vetted, reference checked and are ready to start adding value to your organisation.

“Robert Walters was genuinely interested in what I had to offer, they listened to what I wanted, and then helped me each step of the way.”

- Anderson Pereira, Software Engineer
(Strand, Sydney)

Temporary recruitment

A contingent workforce can be your bridge to success

Flexible. Fast. And ready for action. Our community of contingent workers can jump in whenever you need them, helping you hit project deadlines, meet peaks in demand, and minimise staff costs. What's more, in Australia's fast-changing market, our temporary talent has its finger on the pulse, providing you with emerging and cutting-edge skills.

When you need contingent workers, we keep the process streamlined and simple – taking care of the admin, costs and financial risk so you don't have to. We'll customise a solution for your organisation, tailored to size, industry, employment legislation, location and operational complexity.

We've developed trusted relationships with our contingent workforce, so you can depend on its short-term or long-term assignments. We nurture our network by providing a unique benefits program featuring an array of financial and wellbeing benefits.



40,000+

contingent roles filled
across ANZ in the
last decade

Payroll only solutions

Save time, money and resources with our end-to-end payroll solution

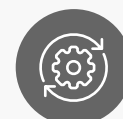
Payrolling employees can be complicated, costly and time-consuming when you do it alone or partner with multiple vendors. By utilising our tailored payroll solutions, we offer a highly comprehensive payroll service which can reduce the administrative costs and financial risk to your organisation. We take care of behind-the-scenes, allowing you the time and flexibility to grow and succeed.

We'll customise a payroll solution for your organisation, tailored to size, industry, location and operational complexity.

The benefits of a true payroll solution:



Risk: We minimise the risk. We thoroughly vet all candidates including right-to-work checks, detailed reference checks, and more.



Efficiency: Our world-class solutions take care of the admin to save you time and money.



Confidence: Our services are thoroughly vetted to comply with AU employment legislation and international health & safety standards (e.g. ISO45001, ISO9001).



Continuity: Every contractor paid through our payroll system has access to Robert Walters' exclusive perks and benefits to boost staff retention and engagement.



Speed: Contractors complete our simple, convenient e-timesheets via mobile devices.



Stability: As a large multinational business, we have the financial muscle to ensure your contractors are paid on time, every time.



Support: We'll provide a dedicated account manager to work with you every step of the way.



Flexibility: We facilitate whichever engagement method you prefer (e.g. PAYG, PTY Ltd, etc.)



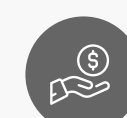
Reach: Through us, you can tap into a network for 20,000+ contractors worldwide.



Intel: We can assist your resource planning and purchasing decisions by analysing your contractor and temporary workforce data.



Protection: Our cybersecurity vigilance and testing ensures the safety of your business data and your contractors' data.



Cashflow: Our flexible payment terms help boost your cash flow.

A happier, more loyal contractor workforce

Whether you need a contingent workforce or a payroll solution, we care for your contractors financial, mental and physical wellbeing

When people are living their best lives, they're more likely to stay in their roles and perform at their peak. When your workforce is paid via our payroll, they become part of our Robert Walters community. We offer them a range of benefits and perks such as weekly pay, premium discounts (from groceries to gym memberships), invites to exclusive events, regular support and updates, access to online lifestyle/wellness tools (from music to meditation to workouts), and more.





Caring for contractors cashflow: That's why we offer to pay contractors weekly and offer salary sacrificing options.



Exclusive perks: We've secured a range of contractor discounts and benefits to help with life's essentials, such as groceries, gym memberships, and much more.



Keeping contractors well: Our online hub offers access to free music, meditations, and workouts and our online magazine shares the latest health insights and wellbeing inspiration.



Keeping everyone informed: Our chatbot Leo, pings contractor's phones with up-to-the-minute support while our culture hub keeps them across Robert Walters news and updates.



Networking: Contractors are invited to our networking events



A listening ear: If the going gets tough contractors can access free counselling and support via our Employee Assistance Program (EAP).



Experts on their side: Our industry leading experts are ready to provide our community with advice and tips.



Save time and energy: Our Onboarded platform makes contracting easy – from seamless registration, to placement, to ongoing support.



Broaden their horizons: Contractors can tap into our international career experts for connections and advice.



We're in it together: We're here to assist throughout the contracting career journey, whatever that may look like.

Executive search

Connecting like-minded leaders and employers through executive recruitment

At Robert Walters, our approach to executive search distinguishes us from the rest. We maintain strategic executive relationships across all major industries, with a team of subject matter experts to support our search and advisory services.

We apply a data-driven methodology, along with deep domain expertise to ensure we source the total local or global talent, depending on the particular requirements. With an enviable track record in both the public and private sectors, our clients benefit from the collective capability of our search consultants who have operated in the ANZ region for over 40 years combined. Our greatest source of talent comes from our existing networks and our greatest achievement is the diversity in our appointments.

Finding first class leaders and matching them with the right organisation is a fine art – and we've honed this skill over more than four decades. Individual leaders and employers trust us to understand their respective qualities, vision, and capabilities, and to connect them with like minds from across Australia and overseas.

A strategy-led team

Our sourcing strategy will be spearheaded by our executive search leaders benefitting from a combined 40+ years of experience. Informed by your strategic requirements, we'll handpick a team of specialists that may include:

- Research and sourcing team
- Subject matter expert
- Data analyst
- Marketing professional
- International candidate manager
- Independent psychometric/behavioural specialist

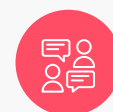


At Robert Walters, we've been securing executives for major organisations in Australia and New Zealand for more than four decades. We partner with board chairs and C-suite leaders to deliver a robust, authentic process from end-to-end. As a major listed company, we offer a deep understanding of strategic transformation as well as top-tier governance structures for executive recruitment processes.



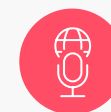
Governance

Our ISO-accredited approach combines human ingenuity with data-driven sophistication to ensure your next executive leader is the right fit. We have proven capabilities and a track record of managing transparent, rigorous processes that meet global best practice standards. And our processes are guided by a strong appreciation of environmental, social and governance (ESG) drivers.



Strategy

With your board's search and selection committee, we can co-design a strategy to match your exact requirements. We will create a dedicated project team populated by recruiters and professionals who are experts in their respective fields. Working collaboratively, we will articulate your brand story to prospective talent in a way that aligns to your broader strategy.



Reach

With Robert Walters, your executive search extends beyond borders. We'll tap into our network of executive recruitment experts based in more than 30 countries worldwide, allowing us to personally meet and evaluate global executive talent. And our selection, vetting and probity testing provides all the objectivity and quality control you would expect from one of the world's leading recruitment consultancies.

Consulting services and SoW

High performance teams to transform your organisation

Technology. Customers. Competition. Change is happening everywhere you look, which is why organisations are constantly adapting too. And when you need to deliver change fast and in a cost effective manner, we're with you every step of the way. We'll connect you with people who plan, steer, and execute change better than anyone.

Across Australia and New Zealand, we have a diverse virtual bench of trusted consultants who are known to our organisation and have proven capability across the private and public sectors. Our compliance and onboarding processes ensure our consultants are embedded into your business and adding value from day one.

Robert Walters Consulting provides a tailor-made solution to deliver:



Capability

Expertise and tailored solutions to mitigate risks and improve delivery.



Speed

The flexibility to secure quality resource solutions when you need them.



Confidence

A trusted supplier that offers scale, surety, simplicity, and cost efficiency.



Responsibility

A partner that is accountable from end-to-end.



Staff augmentation that delivers

With a consulting solution, you gain access to capability and expertise when your business needs it most. Our secure, premium service ensures a trusted partnership at all stages of the engagement:



1. Discovery

We listen to your unique requirements and agree a clearly defined scope.



2. Solution development

We develop a tailored resourcing solution



3. Execution

We deliver expertise and capability, with a focus on quality, timeliness and risk management



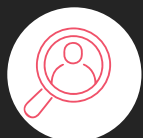
4. Accountability

Our client delivery managers ensure constructive oversight and support throughout the engagement

Call centre and operations

Mobilise a team today

When you need to rapidly establish a team of professionals, we can ease the growing pains, save time, and remove the guesswork. Aligned with your values, culture and required skillsets, we'll design a hiring process to source, curate and mobilise teams at speed and scale. Even though our approach to volume recruitment is second-to-none, we know that one size doesn't fit all. This is why we break our approach down and leverage the following tactics to get you the results you need:



Assessment centres: Custom-built to suit the needs of your business. We manage the sourcing of talent to attend the assessment centres and design the framework through which you can assess the candidates' skill level and personality at scale and synchronisation.



Skills testing: We offer TechChek, from IKM's assessment suite, known for streamlining pre-hire testing and assessing skills and abilities efficiently. They are ideal for employee testing, pre-employment screening, training assessments, and workforce planning.



Candidate video profiling: We give you more insight on shortlisted candidates in a fraction of the time by having candidates self-record video answers to your interview questions through our video interviewing software. This means we can work with you more collaboratively and efficiently to screen multiple candidates, improving the quality of your final shortlist.



Onboarding: The onboarding platform we offer has revolutionised the registration and onboarding process for our candidates. Our platform allows candidates to submit all necessary information digitally, facilitating a comprehensive vetting and onboarding process in less than 30 minutes.



“They have worked on projects from 5 to 40 people in one intake. They make the service seamless, are always quick to respond and source, and are extremely responsive and reliable throughout the entire recruitment process. The team are clearly quite dedicated and takes the time to understand our needs on a macro and micro scale. You can leave the recruitment with them and trust that they will deliver quality candidates in a timely and efficient manner. Their service does not stop at placement, and they continue to provide candidate and client post-placement care.”

– Bupa, Talent Acquisition Manager, Customer Channels

60+

We’ve mobilised teams of over 60 professionals to support our clients’ needs.



Recruitment inclusivity audit

Identify bias and barriers in your hiring process

Your hiring process has likely evolved over time, with new processes, content and technology added and removed. Whilst this process may deliver a functional talent acquisition service and experience, bias is likely to be threaded through each stage of your process.

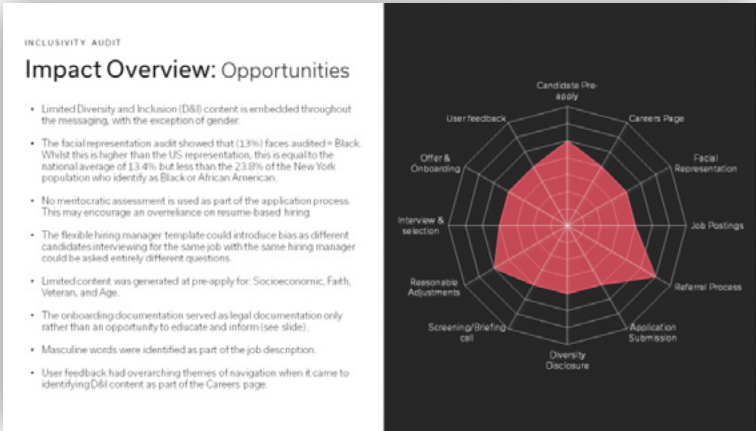
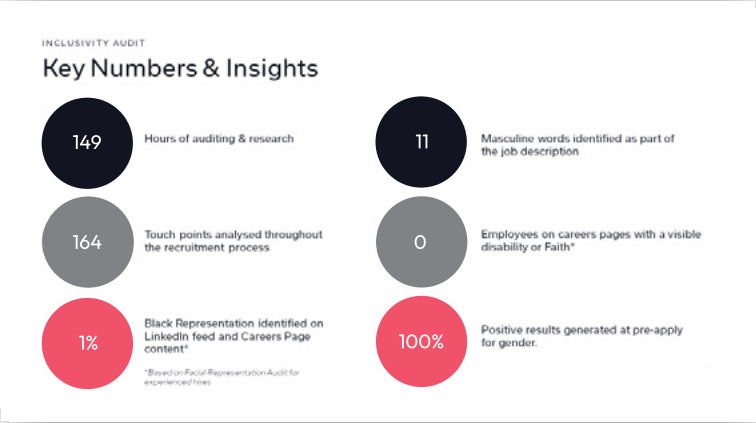
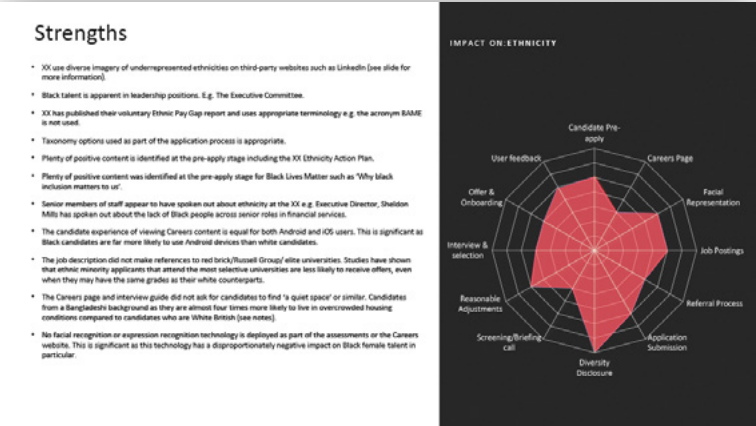
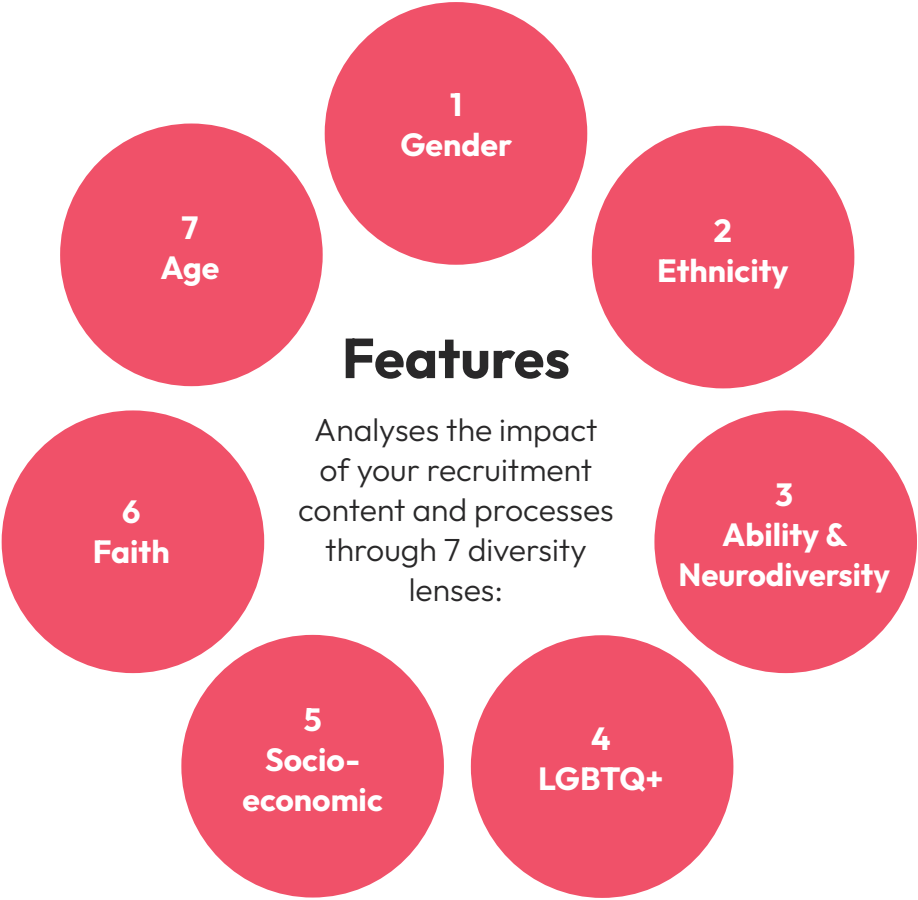
Our research indicates that bias is introduced before candidates even visit your careers page and continues through selection, assessment, interviewing and onboarding.

Our end-to-end inclusivity audit is the most advanced diverse hiring audit available, analysing the impact of recruitment content and processes across seven different lenses.

Unlike many diversity initiatives, our fully remote Inclusivity Audit focuses on actionable, meaningful change, ensuring clients are provided with an immediate 'to do' list to help achieve diversity objectives and goals.



Our Recruitment Inclusivity Audit is a pioneering, data informed, diverse hiring audit of your end-to-end recruitment process. Through an impartial, research based analysis, we provide you actionable recommendations to enable meaning change. This is the most advanced inclusive recruitment audit and change solution available, designed by our award winning Diverse Hiring Practice.



International career management

Talent strategies that are truly global, proudly local

As an Australian employer, you have an incredible story to tell prospective employees from overseas. Our nation’s innovative workplaces – plus an unbeatable standard of living – are the envy of the world.

We can share that story far and wide to attract exceptionally talented people to work and play in Australia. Partnering with our international management team, you can overcome skills shortages, boost workplace culture, and bring international best practices to your organisation.

We take care to understand the exact skillset you require before scouring our local, national, and overseas networks to deliver it to you. We’re part of an international community of like minds, so we know ahead of time which overseas professionals are considering a move to Australia. We’ll connect with these people on your behalf – whether they’re an Aussie returning home or a professional seeking their next career challenge in Australia – to bring the world’s best to your organisation.



Recruitment marketing campaigns

Elevate your organisation's employer brand

Need to capture the attention of quality professionals and persuade them to join your organisation? Our bespoke marketing campaigns do precisely that.

With our dedicated marketing team on your side, your recruitment marketing campaign will be powered by proven tactics and sophisticated tools – all tailored to get your organisation noticed.

We'll take care to listen to your objectives and understand the unique selling points of your employer brand. Then we'll design a bespoke marketing campaign to share your story with potential talent who have the qualities you seek.

A tailor-made solution

Brief: We don't use a cookie cutter approach, instead we listen, so we know what makes your organisation a great place to work.

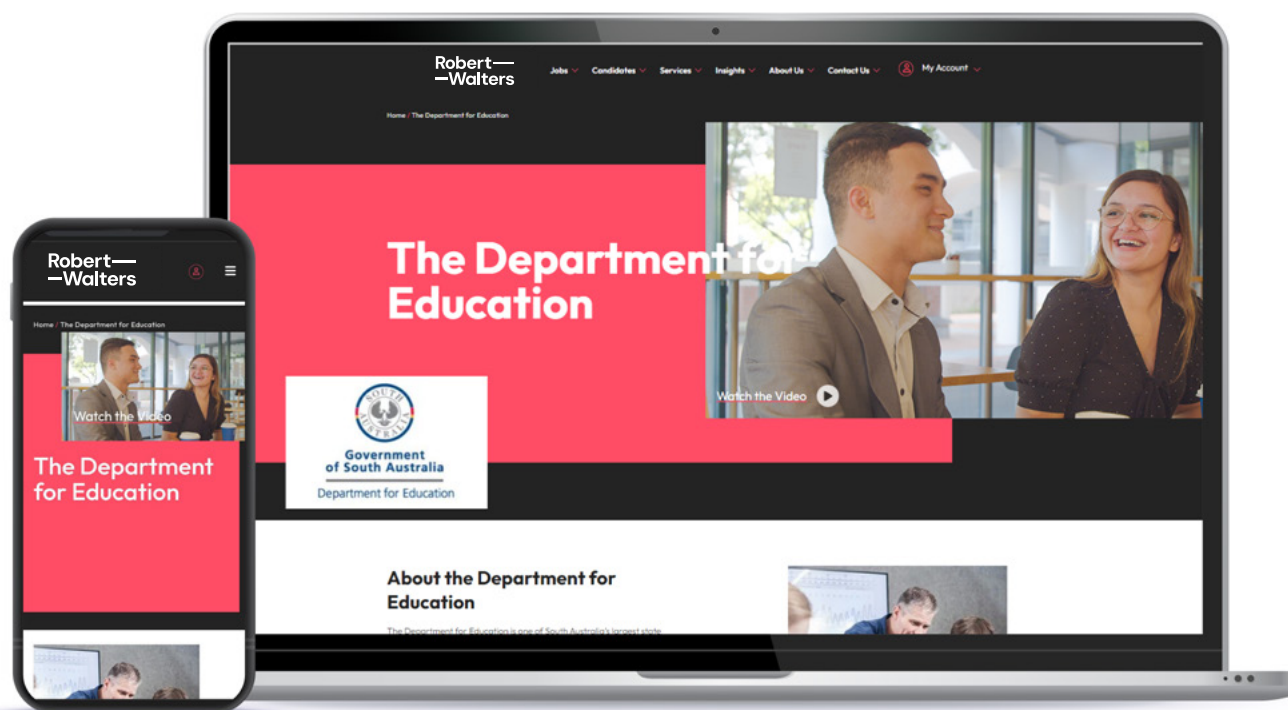
Data-driven: Using our data and networks, we'll map your market, and help you see your employer brand through the eyes of your audience to guide your campaign.

Content: All effective campaigns need one central content hub. We'll work with you to create a bespoke microsite, specific to your audience, to showcase your organisation's latest jobs and employer brand content.

Storytelling: Videos on LinkedIn are shared 20x more than written content, and video in a job ad increases applications by 34%. We'll craft video content that tells your organisation's story and attracts the right people.

Reach: Through our channels, we share your story far and wide to attract exceptional talent. We aren't confined by borders, so if your needs take the campaign international, we use our extensive overseas network.

Results: We'll share campaign results and make recommendations to ensure optimal performance.



Market intelligence

Looking to drive business growth using hiring intelligence?

With over 35 years of experience supporting the talent strategies of businesses across the globe, we have learned how to harness the power of data-led hiring intelligence to help you make the best recruitment decisions.

Coupling our recruitment experts with a dedicated market intelligence function means we can provide you with access to the world's best specialist professionals.

Whether you are looking to diversify your workforce, grow your team, find in-demand skills, or relocate a business function, we can make your hiring strategy thrive through a data-led approach.

We use a wide variety of data sources combined with a methodical approach to deliver a unique approach to recruitment.

What are the key benefits of hiring intelligence?

- Improve your talent attraction and retention rate
- Make reliable hiring decisions using impartial and accurate data
- Stay ahead of the game and avoid losing top talent to competitors
- Save time and money on talent research by using insights bespoke to your business





1. Compensation Benchmarking

Using data to define compensation and benefits

Using a combination of our own recruitment data, publicly available insights and the knowledge of our recruitment experts, we build bespoke overviews of the compensation and benefits required to attract and retain the best talent.

ROLE	PERMANENT			CONTRACT		
	SALARY PER ANNUM			RATE PER HOUR		
	25 TH	50 TH	75 TH	2022	MEDIAN	YOY% CHANGE
Financial Controller	150k	170k	190k	80 - 100	90	0
Commercial / FP&A Manager	150k	175k	200k	80 - 100	90	5
Senior Business Financial Analyst	110k	120k	140k	60 - 82	71	0
Business Financial Analyst	90k	110k	130k	49 - 72	71	0
Senior Management Accountant	110k	120k	140k	54 - 72	63	3
Management Accountant	90k	100k	115k	49 - 62	56	0
Senior Financial Accountant	110k	125k	140k	49 - 60	55	0



2. Competitor Insights

Using data to understand your proposition vs your competitors

Our data led research can provide insight into what professionals value most in an employer and assess your offering to ensure you are attracting and retaining the best talent.

Organisation	EMPLOYER RATING (/5)						EMPLOYER RATING (%)		
	Overall Rating	Career Opportunities	Compensation & Benefits	Worklife Balance	Senior Management	Culture & Values	CEO Approval	% Recommend to a friend	Positive Business Outlook
Company A	4.2	3.8	4.1	3.9	3.6	4.1	98%	86%	82%
Company B	3.5	3.1	3.6	3.6	3	3.3	83%	69%	56%
Company C	4.1	3.6	4	3.9	3.5	4.1	91%	83%	73%
Company D	3.5	3.2	3.7	3.5	3	3.5	88%	61%	37%
Company E	3.7	3.2	3.2	3.4	3	3.3	77%	64%	64%
Company F	3.6	3.1	3.6	3.2	3	3	91%	69%	70%
Company G	3.9	3.5	3.9	3.7	3.4	3.7	94%	81%	59%
Company H	3.6	3.3	3.6	3.5	3.1	3.5	85%	69%	56%
Company I	4	3.5	4	3.8	3.4	4	88%	81%	60%
Company J	2.6	2.5	2.8	2.9	2.3	2.7	43%	39%	33%



3. Talent & Market Trends Mapping

Using data to identify the best talent

Using our established data model, we evaluate and provide real-time data to support and shape your strategy. By utilising our unique insights we can provide you with a deeper understanding of talent pools to position you to attract and retain the best talent.



-0.70%
Growth in headcount



20%
Changed jobs in last year



Very High
Hiring demand



2 Years
Median tenure



5%
Open to contract



15%
Open to opportunities



55%
Male



55%
Female

Environmental, social & governance

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 our client’s priorities for indigenous people, 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.



A ‘diversity lens’ to our process

Leveraging insights from our inclusivity audit, our strategy is guided by strong ESG drivers, combining human ingenuity with data-driven sophistication.

Structural

Through our commitment to industry engagement and success stories, we have built a community. We tap into our established network to gain trusted referrals and a more diverse pool.

RW Adify, our language analytics app, scrutinises all written communications by identifying exclusionary language.

Our market intelligence team can conduct data-led market analysis, ensuring unconscious bias does not limit our candidate reach in the search and shortlisting phases.

We compare results from all search strategies to ensure a logical and inclusive shortlist that reflects the market demographic rather than relying on our professional networks alone.

Cultural

We assign two consultants to each candidate interview to ensure diverse and balanced representation within our shortlists. Through our internal ED&I training and workshops, our consultants have the toolkit to ensure that confirmation bias does not impact their decision-making. In addition, we provide detailed breakdowns to offer transparency of our process and shortlisting methodology.

Personal

We know the person behind a CV by taking the time to learn their unique stories. We support their personal narrative and present the whole person to the our clients.

Recruitment Panel

We encourage all hiring managers to consider the following strategies:

- Two client representatives when reviewing candidate applications and first round interviews.
- “Blind” review of the shortlist to remove unconscious bias.
- Gender-balanced recruitment panel.

Partnerships with purpose

Our partnerships play a pivotal role in bolstering our competency and toolkit to support us build a diverse and inclusive workforce.



As a **Supply Nation** member, our commitment to diverse procurement processes has resulted in over \$90k+ with local indigenous businesses. We’ve also partnered for training, research, and thought leadership (e.g. podcasts).



Connected through our growing partnership with **TupuToa** in NZ, we are now a member of the CareerTrackers program. We look to welcome interns into our business soon to mentor and create pathways for indigenous people.



Souths Cares was built upon supporting Aboriginal and/or Torres Islander people. Through our partnership, we have raised over \$18k and led employment workshops to support the next generation.



Through our longstanding partnership with **SheCodes**, we have supported a range of workshops to inspire, teach and mentor. We have created opportunities for women in technical careers across AU.

With a leadership team comprising 56% women, we’ve fostered an environment for innovative talent strategies, mentoring like-minds and leading positive change for tech and engineering industries. We’ve also established trust talent partnerships with Aboriginal and/or Torres Strait Islander businesses and communities.

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