



# Recruitment services



**ERA Personnel is specialist recruitment firm that through our size and structure can offer a personalised and value for money service.**

## OUR STRENGTHS

### Competitive Pricing

By controlling our costs and passing on savings to our clients.

### Customer Focused

We place a strong emphasis on relationship management with customers which we believe is a cornerstone to the successful placement and retention of labour hire personnel.

### Candidate Management

By effectively matching the skills, knowledge and experience of individuals with assignments and ensuring that they are appropriately remunerated, we are able to attract and retain high quality staff.

### Knowledge and Experience

Our team has extensive knowledge and experience in engineering and environmental consulting operations.

### Commitment to Quality

Not only do we seek to find the highest quality candidate for customers but we are continually reviewing process and procedures to industry best practice in areas such as selection, delivery and contract management.

### Innovation Through Technology

Preparedness to develop and implement electronic services to meet client requirements.

### High Contract to Permanent Conversion Rate

One of our key measures in determining the successful selection of candidates for contract roles is the conversion of candidates from temporary to permanent roles within our client organisations. Over the past 10 years our conversion success rate is over 83% with our major clients.

## OUR TEAM

The management and consultants at ERA Personnel are trained and experienced in their fields. We adapt to the changing needs of our clients by building a thorough understanding of their needs and the environment in which they operate.

Our aim is to present candidates of high quality who are enthusiastic, appropriate and verified, to ensure they are the best fit and meet our clients' expectations. Our team consists of:

**Managing Director** – offers over 25 years of senior management and executive experience in various roles with areas of responsibility including Information & Computing Technology, Quality Management Systems, OHS&R and Strategic and Operational Planning, and, Human Resources & Recruitment.

**Account Managers** – are focused on building and maintaining long-term, valuable relationships with our candidates and clients. Their aim is to provide a professional and reliable service to our customers and they are driven by the highest standards of customer service, care and attention.

**Resourcing Consultants** – our team of resourcing consultants are specialists in their fields with over 30 years hands-on experience and expertise. They have the knowledge and skills to accurately screen candidates on their skills and experience, quality of knowledge and can evaluate suitable candidates that best match our clients' specific requirements.

**Candidate Managers** – are responsible for the recruitment process from applicant screening, initial interviews, interview coordination, reference and background checks through to job offers and induction of new staff. Our Candidate Managers are the focal point for our on-hire and contract employees during assignments and provide regular communication and ongoing support as well as regularly conducting performance reviews.

## ACCREDITATIONS



CORPORATE MEMBER

ERA Personnel is a corporate member of the Recruitment & Consulting Services Association.

The RCSA and its membership are committed to continuous improvement & providing the highest quality of service to clients and candidates.



ERA Personnel maintains a certified Quality Management

System ISO9001. Our accreditation provides customers with the confidence that our exposure to risks is reduced through independent assessment of compliance to international Quality Management standards through proven & tried processes & procedures.



ERA Personnel is a corporate member of AIM.

### ERA Personnel

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