



# RECRUITMENT



## Providing an independent, professional and proactive recruitment process

### BENEFITS

- A recruitment plan that meets the needs of your business
- An understanding of farming businesses and industry
- A professional recruitment process
- Ability to attract candidates that align with your culture and have a sound strategic fit
- Saves you time and the stress of finding a new employee

For farming businesses who are seeking to fill a position, we offer a Recruitment service that provides you with an independent, professional approach while maintaining your engagement throughout the process.

Recruiting someone who will have an excellent cultural and strategic fit within in your business is our goal. We work closely with you to understand your needs and develop your recruitment plan.

Recruitment is a significant investment. Get it wrong, it can be quite costly for the business. We understand this. This is why, when you work with us to recruit new employees, you can be confident in our thorough approach to develop a practical, relevant job description that sets out the purpose of your business and the role, and outlines the goals for the position or key responsibilities. We also want to understand the core strengths of potential applicants you are seeking. It's not just about experience, we recruit based on proven track record and competency, to ensure your business has the best resources to move forward with.

We work with you to define your culture to enable us to attract people with the right attitude. Skills can be trained. Developing a recruitment strategy that aligns with your business culture and goals will support not only attraction, but retention too.

# Recruitment



## FEATURES

Agriculture is well positioned to provide attractive career paths for job seekers. When compared to other industries, agriculture can be just as competitive, with attractive remuneration packages, access to technology and providing a lifestyle, living in and contributing to regional communities. The recruitment process is critical in attracting talent to Agriculture, and to your business.

Over the years we have refined our systems and processes, which means you will engage with a robust, practical methodology for recruiting new employees.

The recruitment process can take from six to eight weeks to deliver from planning, to offer and the new employee starting with you (depending on a number of factors). We will discuss a recruitment plan with you to determine realistic time frames. This recruitment plan will be adopted to ensure we deliver a process in a timely manner, to fill your position as soon as practical.

We will work with you to:

- Plan the position
- Develop a job description
- Develop advertisements and implement the advertising campaign
- Take enquiries, proactively follow up leads, receive and sort applications
- Shortlist applicants
- Support in delivery of interviews
- Perform referee checks
- Support in negotiation and offer of employment
- Effectively wrap up the process, including effective communication with all applicants (successful and unsuccessful applicants)
- Ensure the process is compliant, ethical and confidentiality is respected

You will gain access to templates, tools and systems specific to the recruitment process.

Given the partnership approach to our recruitment process, our client's value the way in which their own confidence and skills in recruitment and HR legislation are developed.

Our clients also value the independent approach hrRecruitment allows. The arms length approach for employers is important in regional communities where competition for labour is strong.



“Thank you for running our recruitment process. Initially I was unsure of the process of finding a new staff member. The process you provided gave us the right amount of input that was required and we definitely used your advice to secure the best staff member.” Ben Wundersitz, SA

For more information or to discuss how this service can assist your business, contact us on 1300 PINION or visit [www.pinionadvisory.com](http://www.pinionadvisory.com)