



Quality People

Recruitment Services

Company Profile – January 2012

***We believe in building long-term business relationships
with our clients and consultants***

Quality People is an Australian owned and operated Company. We specialise in recruiting and placing, on a Permanent or Contract basis, quality, highly-motivated and experienced personnel -:

- Information Technology (IT)
- Engineering
- Mining / Resources
- Geosciences
- Construction & Building Services
- Management
- Technical
- Sales and Marketing
- Finance
- Administration & Support

Our particular expertise is in finding Quality, Hard-to-Get Professionals.

Our extensive client base encompasses decision-makers in Utilities, Banks, Auditing Firms, Professional Businesses and Consultancies, Retail, Mining / Resources, Construction, Technology Enterprises and Corporations spanning a diverse range of Industries, within Australia as well as Overseas.

Sponsorship of Overseas Consultants

Recruitment Firms in Australia were stopped from Sponsoring in October, 2007. Since then, very few have been re-instated!

STOP THE PRESS:

Quality People is pleased to announce that we are now one of the few Recruitment firms in Australia able to offer Sponsorship (457 Visas) for suitably qualified IT, Engineering &/or Finance Specialist Consultants from Overseas.

(NB: Sponsorship will ONLY be offered in situations where there is a definite shortage of suitably qualified locals)



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How We Work With You

We aim to provide you, the client, with the best possible candidates in a cost-effective manner to solve your diverse and unique resourcing needs. At the same time we help our consultants find rewarding and fulfilling positions.

Our processes, our methods and the Quality of our candidates enables them to focus on doing what they do best by allowing us to do what we are best at i.e. supplying Quality people

We work towards an outcome that ensures that the client & the consultant succeed. In order to add value to the relationship we must -:

- Clearly understand, from your perspective, what constitutes a Quality candidate including specific skill set, duration, deliverables, culture, remuneration, technical targeting questions and other tangible and non-tangible benefits.
- Understand your requirements, time constraints and budgets and be accountable to them.
- Identify the appropriate candidates. This rarely involves advertising. Our greatest strength lies in our strong Consultant Network. We have solid connections with Business, Technical, Scientific & IT, Finance, Administration, and Sales & Marketing Professionals including -:

- Sales, Business Development & Account Managers
- Business Analysts, Project Managers & Directors
- Database Administrators & Technical Architects
- Technical Writers & Trainers & Testers (Q/A)
- Senior Managers, Line Managers & Team Leaders
- Oracle, PeopleSoft, SAP & other ERP / CRM Consultants
- Developers (inc. Web) & Network Specialists
- IT Infrastructure Specialists
- Senior Engineers, Project Engineers
- Accountants, Bookkeepers & Administration Staff
- Data & Market Analysts

- When we recommend people to our clients, we usually know their ability first-hand or have been assured of their suitability by one of the respected people in our extensive network. From time-to-time, we present a candidate from outside our Network, but only after a diligent appraisal process.
- Provide you with a short list of Quality candidates that clearly meet your requirements
- Negotiate a win / win deal where there is a fair market rate paid for the consultant for the defined role and the client pays a very reasonable rate.



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***Ultimately you, the client, expect Quality candidates!
That pre-supposes a relationship that provides us with
access and information to enable us to know, from your
perspective, what constitutes a Quality candidate.***

The Benefits to You

- Defined and agreed goals and budgets to work towards, together
- More accountability from us, your supplier
- All vacancies are thoroughly defined
- Minimal administration through better service and better response
- Lower recruitment costs
- You get the best candidates for your requirement, with the least effort on your part and in the least time.

The Benefits to Our Candidates

We help candidates find rewarding and fulfilling jobs by -:

- Understanding their needs e.g. professional development, salary, job satisfaction, job security, training
- Matching their needs as closely as possible to the client's requirements

We often staff entire Projects with Teams of Quality consultants

Recruitment Team Leadership

Managing Director: Julian Silverman B.Sc. – 14 years Experience in Professional Recruitment, more than 30 years business experience, predominantly as Managing Director.

Finance Director: Helen Silverman B.Bus (Acct) – 10 years Experience in Professional Recruitment, more than 30 years business experience, predominantly as Finance Director.

Senior IT /Admin. Recruitment Consultant: Jennifer Hubert - More than 12 years Recruitment Experience inc. 6 years IT Resources Recruitment Experience

Engineering Recruitment Consultant: David Silverman - More than 4 years Recruitment Experience, more than 6 years in business management



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Quality People seek ways to meet the level of service required by our clients whilst reducing their expenditure.

Our Clients

Over the past 11 years we have supplied many Clients including:

- Northern Territory Government - Dept of Construction and Infrastructure
- Gold Coast City Council
- Fujitsu
- Power and Water Corporation (N.T.)
- Water Corporation (W.A.)
- Golder Associates
- BHP Billiton
- Rio Tinto
- Woodside
- Transfield Services
- Point Project Management
- ATO (Australian Taxation Office)
- Dept of Defence (DSTO)
- Harvey Norman
- ASG
- Unity Mining Limited
- RCR Tomlinson
- Sunwater
- Minerva Engineers
- AGL
- Jemena (Formerly Alinta)
- TruENERGY
- SpAusNet
- AWB Ltd
- Intergraph
- Zap Technology
- Markinson's
- PWC Tax Technology
- Queensland Rail
- National Australia Bank
- Supply Chain Consulting
- Crown Casino Ltd
- Origin Energy
- Australian Air Express
- C & M Brick
- Kaibo Group
- Village Roadshow Corporation
- Computer Sciences Corporation (CSC)
- Hansen Technologies Ltd



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Quality People's Principles

We are confident that you will be pleased with our first-class efforts and look forward to working together in a mutually beneficial relationship where we will have -:

- Defined and agreed goals and budgets to work towards, together
- More accountability from us, your supplier
- All vacancies are thoroughly defined by you
- Minimised administration through better service and better response
- Lower recruitment costs to you.

We base our business on Quality Principles, Ideals and Values

- **The Customer comes first!**
- **Focus** – on deliverables
- **Quality** – is achieved through planning, happens through people and never ends
- **Fairness** - in all dealings with everyone
- **Efficiency** - using innovation and technology to gain maximum output from minimum number of consultants
- **Effectiveness** - by conscientiously doing what is right and encouraging others to do the same
- **Leadership** - by striving to achieve more to stay ahead, using leading technologies and strategies and showing others by example.
- **Action** - to make things happen using the above four core values

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