

# permanent recruitment



## *Find the right IT talent every time*

As employment reaches near record levels across Australia, many organisations continue to fight for the same talent pool, relying heavily on their IT recruitment provider's knowledge, expertise and service capabilities to meet these challenges and succeed against the competition.

Infopeople has been at the forefront of providing innovative, flexible and cost effective permanent IT recruitment solutions since 1986. Whether you require a single vacancy to be filled locally, or a recruitment drive to fill multiple positions nationwide, we have the resources, database and expertise to design and deliver a highly successful campaign. From attracting, sourcing and evaluating, to processing and measuring, we make sure that the right people match the right positions, at the right price.

Infopeople's specialist permanent recruitment campaigns deliver on a wide range of client objectives, combining coordinated and innovative approaches with best practice methodology. Our programmes focus on improved networking, communication, brand awareness and talent banking. We consistently exceed pre-defined objectives and client expectations.

While the IT recruitment marketplace is highly competitive, we use our ability to harmonise our client and candidate expectations to deliver success in permanent IT recruitment. By constantly moving forward and working as a trusted partner with our clients and candidates, Infopeople is dedicated to maintaining its enviable position in Australia's IT recruitment marketplace.



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# Permanent recruitment services

Our permanent recruitment teams have developed a portfolio of specialist services.

## **Tailored Recruitment Services**

We deliver a range of permanent recruitment programmes including:

- Specialist IT recruitment
- Executive and Professional search
- Advertised selection
- Client Specific campaigns
- Business Process Outsourcing

All of these programmes have as their foundation Infopeople's Performance System—the international best practice "35 steps"

The "35 Steps" focus on Infopeople meeting pre-defined client objectives and requirements. They cover all activities from obtaining a detailed assignment brief to recommending and agreeing a recruitment methodology, sourcing and assessing candidates, reference checking, communicating with clients and candidates.

## **Specialist IT Recruitment**

Infopeople has been recruiting IT staff for private, public and government organisations since 1986. We also have extensive experience recruiting non-IT professional staff particularly for IT businesses.

Infopeople has a very good understanding of:

- The unique challenges faced in recruiting and retaining IT professionals
- The local IT market place including skills availability, remuneration levels etc.

## **Executive and Professional Search**

Our search process is based on our market knowledge and extensive research. Once we have received a detail brief, we undertake research to identify potential candidates, These are the approached to assess interest before a detailed interview process is commenced. Search is typically used when:

- For specialist skills in short supply
- The best candidates may not be actively seeking a new role
- The client does not want to signal they are looking.

Search is often used to source CIO's, IT Sales and Marketing Directors, Senior IT Consultants and Technical Specialists.

## **Advertised Selection**

With advertised selection, we manage the complete recruitment campaign including the wording and placement of advertisements in the press and / or specialist Job Boards.

Infopeople will only incur advertising charges on behalf of a client after a client has approved both content and placement.

We have extensive experience formulating effective advertising initiatives and selecting the most relevant media supported by our experience, our partners and our purchasing power.

## **Client Specific Campaigns**

We have developed campaigns for clients to meet specific needs, such as recruitment of multiple graduates. These campaigns typically have to deal with larger volumes and move from work track record to personal attributes and capability.

## **Features of all Infopeople Assignments**

- Time is invested to thoroughly understand:
  - The business
  - The role
  - The person required
  - Remuneration and Benefits
- Candidates are thoroughly Assessed
- Client's receive a well qualified short list of candidates
- Preferred candidates are reference checked
- Communication is maintained with clients and candidates though out the assignment and post placement
- Assistance is provided to arrange interviews, recommend market salaries, negotiate remuneration etc.

## **Bringing IT to you**

To find out how we can solve your IT recruitment problems, please contact your Infopeople Consultant or visit

[www.infopeople.com.au](http://www.infopeople.com.au)



**Sydney Melbourne Adelaide**

**Brisbane Canberra Perth**