



**GET WITH THE COMPANY  
THAT WORKS FOR YOU**



[www.tbsworkforce.com](http://www.tbsworkforce.com)



**RECRUITMENT**



## ABOUT TBS

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We are **dedicated to making life easier** for our clients. By involving TBS Workforce in their recruitment process, our clients get access to our team's specialised industry knowledge and networks, including access to a number of passive candidates, who best match their job requirements.

TBS Workforce is an Aquirian Pty Ltd company. Aquirian is an emerging global provider of innovative solutions to the resource market. Our mission is to deliver outstanding value to our customers and stakeholders through superior know-how and leveraging our group synergies.

## OUR EXPERTISE

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Our recruitment specialists are well connected to world leading mining companies as well as most of the top talent in the mining industry and can facilitate **great opportunities** for both short and long-term contract roles and permanent placements.

We have a **strong appreciation** for cultural needs, team orientation and safe work practices.

At TBS we strive to form long-term partnerships that produce **excellent outcomes** that are individually tailored to our business clients, their employees and other stakeholders.

## PARTNERSHIP & GLOBAL EXPERIENCE

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At TBS Workforce, **our approach** is always personal and flexible, allowing us to deliver customised solutions for our clients. We believe that building **trusted relationships** is a critical component in achieving the desired recruitment outcome while **understanding** the clients' organisations and strategies is vital to ensure that long lasting partnerships are formed.



OUR EXTENSIVE EXPERIENCE AND VAST NETWORKS IN THE GLOBAL MINING INDUSTRY ENSURE THAT WE ARE ABLE TO RECRUIT THE BEST CANDIDATES FOR OUR CLIENTS, REGARDLESS OF LOCATIONS.

## BENEFITS OF WORKING WITH US

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- » SERVICES COMPLETELY TAILORED TO THE NEEDS OF YOUR BUSINESS
- » SIGNIFICANT EXPERIENCE AND LEVERAGE WITHIN THE SECTOR
- » OPEN AND HONEST COMMUNICATION WITH ALL STAKEHOLDERS

# OUR APPROACH

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## PERMANENT PLACEMENT

At TBS Workforce we have a unique offering within the permanent placement space. We believe in partnering and building long term relationships with our clients, so we are able to best understand both their needs and culture. We work to best match candidates with clients where both skills and similar work values are in line in order to ensure candidates stay long term and are well suited to the position.

Unlike many agencies we are able to offer our clients monthly payment options rather than large upfront payments being due on candidate start dates. The fees work in a way that are equal to an annual fee for successful placement, just spread out over a 12-month period. They are only payable if the candidate remains engaged and so we share the risk in an unlikely event of an unsuccessful placement.

We also keep in regular contact with both candidates and clients after the contract has been signed and work has begun, ensuring that new relationships are running smoothly, and all stakeholders are happy.

We are based in Perth with a strong local network, and with our team's international exposure we also have a large Australian and international network. We have partnered with many of our clients for permanent contingency based assignments nationally and internationally.



## STRATEGIC TALENT PLACEMENT

A large portion of our work involves strategic mapping and technical search. These techniques are used on retained assignments, where up to 70% of our placements are made using non-advertised methods of attraction. Our thorough search techniques focus on market mapping and identifying passive candidates in the industry who might be suitable for openings we are working on. Through our team's years of experience in this area we are able to approach these candidates with the perfect mix of discretion and confidence to spark interest in new opportunities to help them grow and evolve in their careers.

When operating in the strategic talent placement area we are skilled in working on openings that are very high level and those which are extremely sensitive to the organization and existing employees.

## WORKFORCE FLEXIBILITY

We have a strong team of consultants to help assist our busy clients everchanging needs and requirements. We offer both temporary and flexible workforce solutions. We are used to working with clients that have varied and ongoing projects often requiring a flexible workforce. We quickly provide them with high quality candidates thanks to our expertise in sprint resourcing.

We can combine our placement and consulting capabilities to help you develop a workforce solution to best match your bespoke requirements. Our consultants work closely with clients providing assistance all the way through the hiring process, including sourcing and managing new recruits. We have a fully automated online time sheet, payroll and invoicing system saving you valuable administration time.



# OUR RECRUITMENT PROCESS

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Our overarching goal when recruiting for any role, whether it is a temporary or a permanent placement, a blue collar or a c-level executive position, is to ensure alignment and successful outcome for all parties.

## THE STEPS

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### » CLIENT NEEDS ANALYSIS

- Early engagement in customer resourcing pipeline
  - Active understanding & definition of role requirements
  - Communication of process & deliverables
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2

### » CANDIDATE SEARCH

- Identification of candidates with required experience, skills & cultural fit
  - Multi-mode approach (Database match; Active network engagement / Non-advertised methods of attraction; Advertising)
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### » CANDIDATE IDENTIFICATION & ENGAGEMENT

- Investigation of candidates behaviour, competencies, motivations, drivers
  - TBS as brand ambassador - promotion of the role & client's business to candidates
  - Shortlist of the best available talent in the industry
  - Collating of candidates summaries outlining their work history, reference checks and behavioural competency
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### » CLIENT REVIEW & FEEDBACK

- No administrative hassle for the client
  - Facilitation of interviews with candidate and client
  - Provide feedback to candidate
  - Organise any specific client and site requirements, including pre-employment medical
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### » CANDIDATE SELECTION & OFFER MANAGEMENT

- Facilitate further interviews (if required)
- Select preferred candidate
- Manage offer process
- Manage the resignation process (if required)

## CLIENT ENGAGEMENT

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We keep our clients and candidates fully informed and provide regular updates throughout the recruitment process. We understand that regular communication and transparency is critical for all stakeholders. The key part of our recruitment process is two-way feedback and we encourage all our clients to participate in this additional evaluation part of the process.

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**WE WILL STICK WITH YOU  
UNTIL WE FIND  
THE PERFECT MATCH**

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For more information visit  
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