



PROFESSIONAL.  
**PROACTIVE.**  
PERSONAL.

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





## Taking care of every detail, personally

While Advocate is a relatively new name in the recruitment arena, providing a fresh take on recruitment consulting, there's no doubting the depth of our local, national and international experience.

Created by renowned recruitment specialist Chris Meredith, who started out in the industry in 1988, Advocate provides all the services you'd expect from the established players, yet with a uniquely personal, proactive approach.

We have a proven methodology. We have extensive industry knowledge and contacts. But we also have a flexible and dynamic consultancy model that enables us to focus on delivering timely, tailored, cost-effective recruitment solutions.

- Executive search
- Recruitment tender consultancy
- Recruitment systems refinement
- Strategic HR consulting



**“They took the assignment as a strategic partner to meet our objectives, not just a service provider following instructions.”**

– Bruce Duplock, Human Resource and Training Manager,  
Foodland Associated Limited



## Your executive search partners

At a time when e-communications are making the world increasingly impersonal, we focus on the things that really matter – relationships and personal, one-on-one service. That’s what makes our executive search projects so fruitful and productive. We make it our business to understand your requirements, developing a detailed appreciation of the role, before seeking out the perfect candidate, taking just as much care to understand applicants as thoroughly as your operations and objectives.

From comprehensive briefing and ongoing personal feedback through to placement and follow-up, we never compromise our standards or your deadlines. That’s why our clients see Advocate as a natural extension of their in-house HR and recruitment teams.





**“They take pride and care in all areas of the selection criteria and negotiate suitable offers on behalf of both the client and the candidates.”**

*– Dr N. A. Thomas, Direct Marketing and Technology, Peters and Brownes Group*

## Recruitment tender consulting

Securing value for money from external recruitment suppliers can be a minefield. There are myriad factors to consider. However, with our extensive in-house and consulting experience, Advocate is ideally placed to help you tender and negotiate optimum Preferred Supplier Agreements (PSAs). Our tender expertise has produced significant performance improvements and savings for clients.

Working closely with you, we'll develop an intimate knowledge of your business and recruitment needs, then guide you through the tender process, drawing on our experience to broker a deal that secures the best service at the best price. In managing the recruitment supplier tender process, we will:

- Review internal/external recruitment model
- Analyse current recruitment budgets, spending patterns and recruitment supplier usage
- Initiate a tender process (by selective invitation if preferred), based on our market knowledge and existing relationships with recruitment suppliers
- Co-ordinate the tender process (utilising your in-house purchasing department if preferred)
- Evaluate personnel numbers and consider centralisation of supply to a master vendor relationship (reduce on-costs, enable centralised control and reporting)
- Re-negotiate terms of business, fees and payment terms, recommending a success fee or retained fee model
- Select a Preferred Supplier Recruitment panel
- Establish performance-based KPIs
- Conduct quarterly performance reviews with the chosen recruitment suppliers
- Ensure suppliers satisfy the agreed performance requirements and criteria



## Recruitment systems refinement, with a continuous improvement focus

A comprehensive audit of your HR and recruitment set up can streamline your operations, minimising costs and maximising ROI. As your consultancy partner, we can provide invaluable insights into your current recruitment processes and recommend strategic refinements that will improve the effectiveness of your HR function and the cost-effectiveness of your recruitment activities.

As part of an end-to-end audit of your HR systems and recruitment processes, we will:

- Identify key objectives – reducing costs and time lines, improving success and retention rates
- Review current methodologies, systems, internal capability and external supplier performance
- Create an improvement strategy based on our findings and help you implement it
- Coach internal recruiters and line managers
- Sit in on candidate interviews
- Conduct interview training
- Establish a Recruitment Performance Tracker program with relevant KPIs
- Advise on remuneration and organisation structures
- Provide career guidance to key personnel





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