

careers connections

www.ccjobs.com.au

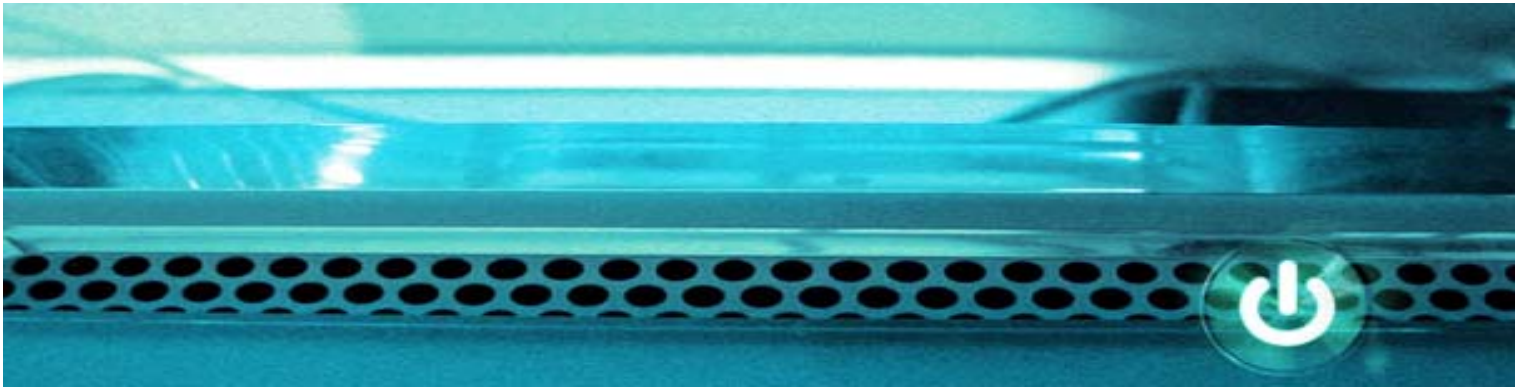


capability statement

July 2008

Big enough to rely on. Small enough to care

RCSA corporate member



contents

Executive Summary.....	3
Company Background.....	4
eRecruitment.....	5

Confidentiality

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Information Limitations

This Capability Statement has been prepared by Careers Connections using information available as at 1st May 2008 (the "Preparation Date"). The delivery of this Capability Statement at any time after the Preparation Date does not imply that the information contained herein is accurate, timely or complete as at Preparation Date or at any time subsequent to the Preparation Date.

executive summary

Our aim is to **enhance the success of our clients**. We are in business to serve our clients and it is in the quality of that service that keeps us in business. That quality is measured by our loyalty to our clients, the accuracy of our judgment, the integrity of our advice and the promptness of our response.

Mode of Operations

The search for staff is time consuming and costly. Employing Careers Connections to recruit staff on your behalf minimizes both time and cost. We will search, screen and provide staff of superior quality that will make a difference to your organisation.

Careers Connection terms of business requires payment on employment of successful candidates. This policy ensures your business employs the correct people with the least impact on your time or bottom-line. Careers Connections consultants advertise, select and interview potential employees to ensure only the best candidates are employed.

Clients

We deal with Clients from a variety of industry sectors. Careers Connections is proud of the excellent relationships developed and maintained with all our customers.

Our clients include:



company background

Established in **1992**, Careers Connections International Pty Ltd is an Australian owned recruitment company that excels in finding quality people for its valued and respected clients. Careers Connections is a Corporate member of the RCSA, is quality assured ISO 9002, and is an endorsed supplier to the Federal Government (ESA).

In the beginning... our company specialised in IT recruitment, focusing on a sector that was struggling to find quality applicants at the time.

Through the 90s, Careers Connections expanded. We saw opportunities in other industries and used our recruitment techniques proven in the IT sector to help us grow and develop into a trusted recruitment company for many industry sectors. Diversifying allowed the company to service a greater spectrum of career opportunities for our job seekers, and be multi functional for our clients.

After more than a decade... of growth, learning and expansion, Careers Connections now services most major industry sectors and operates nation-wide.

Careers Connections has seven divisions covering nine industry sectors. Each division is headed by an experienced professional ensuring the needs of our clients are understood and only the right candidate is selected for the position. Careers Connections provides quality service, quality information and quality recruitment.

Divisions

The team of consultants at Careers Connections brings a combined 45+ years of recruitment and industry experience. Our distinctive branches meet the needs of a diverse client base and include:

- **Health & Medical**
- **IT&C**
- **Banking & Finance (Including Accounting)**
- **Industrial (Trades)**
- **Engineering & Construction**
- **Executive/ Sales & Marketing**
- **Education**
- **Office Support**



eRecruitment

We receive almost 20 times more résumés from our Internet advertising than we do from our newspaper advertising. When a client uses our eRecruitment service, Careers Connections will place a Job Ad on the following Internet sites (where required) and leave it on each site for 28 days (or longer if required).

Internet Advertising generates up to twenty times more responses than newspaper advertising. When a client uses our eRecruitment service employment opportunities are advertised on the most industry appropriate site from the following websites:-

- | | |
|--|--|
| - jobserve.com.au | - jobnet.com.au |
| - seek.com.au | - itjobs.fairfax.com.au |
| - mycareer.com.au | - employment.com.au |
| - careerone.com.au | - jobsdb.com |
| - australianit.com.au | - jobsearch.gov.au |
| - ccjobs.com.au | - linkeme.com.au |
| | - gumtree.com.au |

We will continuously monitor the results from every job site so that advertising investment is maximized. If a new site enters the Australian market, we will test it out (at no cost to the client) and if it is an effective site we will add it to the stable of sites on which job ads will be placed, less effective sites will be deleted. In addition, we re-fresh all ads to keep them at the **top** of candidate search results.

Each client is assigned a Support Consultant to personally manage all job ads by:

- Writing and placing skillful ads including use of keywords to ensure ads are easily found during candidate search.
- Updating ads on all websites on a daily basis
- E-mailing virus checked resumes
- E-mailing response notifications to all applicants
- Contacting unsuccessful candidates on behalf of the client

