



# VIRTUE TALENT

—Building Capability—

We are Virtue.

Talent Acquisition - with high moral standards.

WHY VIRTUE?

Differentiators

SYDNEY & NSW.

Suite 903, 50 Clarence Street,  
NSW 2000.

+61 (0)2 8880 0242

BRISBANE & QLD.

Suite 1178, 17 Gould Road,  
QLD 4006.

+61 (0)7 3171 0971

MELBOURNE & VIC.

Suite 3792, 805/220 Collins Street,  
Melbourne, VIC 3000.

+61 (0)3 9999 7311

# Why Virtue?

- ✓ Six-month **replacement guarantee** on every appointment.
- ✓ One-three **high-quality on-point applicants** per role.
- ✓ **Our own unique recruitment copywriter** to write a **compelling job pitch or job advert to target our audience** (time limits apply).
- ✓ **Cutting edge searching technology** – we don't just rely on SEEK and LinkedIn – **we have invested in an arsenal of sourcing tools**.
- ✓ We address the **selection criteria for each applicant** and provide a **meticulous synopsis** detailing our findings.
- ✓ We hold **comprehensive interviews** with every candidate to determine **suitability and fit**.
- ✓ We provide three **honest and rigorous reference checks** prior to offer to ensure suitability.
- ✓ One-three-six-month **performance follow ups** on every placement.
- ✓ For each position, our **talented in-house marketing team** tailors a **unique and compelling job advertising video** (discreetly) to capture the audience **ahead of the competition**.
- ✓ We are your **brand ambassadors**, ensuring discretion and **best in class recruitment practices** making sure each candidate has a **positive experience** despite the outcome of a process.
- ✓ Access to **10,000's of LinkedIn followers** with strong engagement.
- ✓ Access to key business relationships & **contacts established over many years**.
- ✓ **We respond to every applicant** within 48 hours.
- ✓ We provide **constructive feedback** to every candidate who has entered a process.
- ✓ Our consultants work on a **maximum of three vacancies** at any given time ensuring **accuracy, dedication, and quality**.
- ✓ We **compete for you**, ensuring a **positive** and around **mutually beneficial outcome** that works for everyone.
- ✓ We **negotiate** the contract terms on your behalf reading the situation with **precision**.
- ✓ **We have worked internally** as Recruitment Managers on multi-billion projects **working collaboratively with HR & TA Teams**.
- ✓ We communicate **clearly, openly, and honestly** keeping you up to date every step of the way.
- ✓ Choose from **several cost-effective tailored resourcing packages** to suit your needs.
- ✓ We uphold your organisations **visions and values** aligning them to ours when **partnering with you**.
- ✓ **We do not poach from our clients**, even if there is a placement to be made.
- ✓ We have worked with the most **demanding and meticulous hiring managers** in the industry on multi-billion-dollar infrastructure projects.
- ✓ **We know what 'good' and 'fit' looks like**; if the placement doesn't look like it's in the **best interest of our client**, we will advise accordingly, despite a potential loss of fee. **Honesty and transparency**, true to our number one virtue: **The highest moral standard of recruitment**.
- ✓ **Giving back:** for every placement that surpasses probation **we donate \$250 to the business's charity of choice**.
- ✓ **Social Responsibility:** for every placement we plant a tree with an indigenous carbon reduction accredited organisation- choose a name!
- ✓ **Free Headway psychometric assessment and report** – helping you to mitigate new hiring risks.

\**Terms & Conditions must be agreed and signed prior to engagement*