



VIRTUE TALENT

— Building Capability —



Ethical Talent Acquisition.

Virtue Talent was established in July 2020 with a vision to change the perception of the recruitment landscape in an unregulated industry where morals and standards of behaviour are not always positive for everyone involved.

We offer genuinely reciprocal partnerships that add value where others come up short. We don't work to KPIs, targets, commissions or bonuses.

Because of this, we can afford the time to produce quality, thoughtful, strategic, and methodical approaches to Talent Acquisition for both employers and career seekers.

Our business partners have an average of 16 years of experience, they are highly trained and skilled in their field with internal and external HR experience delivering all types of resourcing campaigns locally, nationally and internationally for small business to big brand names.

We can offer a tailored solution that's suitable to your business or project needs.

"The art of recruitment isn't in the pitch or the payoff - it's building meaningful relationships, nurturing your career, and the mutually beneficial arrangement of investing in your future and building the organisation's strategic capability."

www.virtuetalent.com | search@virtuetalent.com | 02 8880 0242



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An Extension of Your Team.

We partner and support your team by leveraging our extensive experience and relationships formed over many years to deliver strategic outcomes.

We specialise in four core sectors:

Defence: Air, Land & Sea Systems Engineering Capabilities

Transport: Road & Rail D&C Projects

Property & Building: Industrial, Institutional, commercial and residential projects

Civil Infrastructure: multifaceted D&C engineering projects in tunnelling, bridges, water, dams, renewables and power.

We believe in a simple philosophy: **moral talent is crucial to success.**

No more so than in complex project ventures. Therefore, we can support you through the project life-cycle – from feasibility to delivery, not just by job-filling but by taking a helicopter view and proactively capitalising on market analysis and intelligence, historical relationships and connections, and competitor employee movements.

The team leading your project defines your outcome.

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The Difference.

ADDING VALUE

- A tailored solution - and a thorough understanding of your business operations or project objectives with in-person on or off-site six days per week access Monday to Saturday.
- Pre-employment Questionnaire - are we a good fit for each other?
- Pre-screening interview complemented by a cover letter addressing the selection criteria and suitability.
- Complimentary pre-employment DISC or Psychometrical assessments.
- Hand-written in-depth tailored references by real people - does the new incumbent meet the selection criteria for the position they are applying for?
- Fixed or flexible pricing with payment plans to suit your budget
- Position description writing and initial formal interview on the company's behalf with a neutral bias position based on the potential incumbent's merit and suitability.
- Peace of mind extended six month placement guarantee
- Supporters of Women in Design & Construction & Engineers Australia.

Testimonials: <https://shorturl.at/kFHTZ>



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Candidate Experience.

BRAND ADVOCATES

- Intimate knowledge of the market and our client's projects and operations
- Unmatched honesty and transparency, including realistic remuneration guidelines
- Partner with clients whose values align with ours; this includes the opportunity for progression, diversity, inclusion, non-biased views and reasonable staff turnover while portraying a positive culture.
- Regular contact and feedback throughout the process - no ghosting!
- Free assistance with interview preparation, including inquisitive questions to evaluate if the position is right for you.
- Ethical and realistic negotiation based on market intelligence.
- One week, one month, three months and six months follow-ups.
- Candidate care welcome pack.

Initiatives:

A donation to a charity of your choice per placement.

Plant a tree towards net zero per placement.

The Smith Family - annual donation.

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