

HANSEN RECRUITMENT

Quality recruiting

Recruiting quality

Capability Statement 2023



**RECRUITING
QUALITY**

**20
23**

**QUALITY
RECRUITING**



Hansen Recruitment is a Canberra based recruitment business, specialising in providing high quality resources to private sector companies in Canberra.

We have placed hundreds of resources for clients across Canberra over eight years in business.

We know how Canberra works.

WWW.HANSENRECRUITMENT.COM

CORE VALUES

Outcome Focused

Highly Responsive

Client Oriented

Committed

Experienced

Flexible

Genuine



WHAT WE DO

Our ability to successfully deliver client outcomes, whilst supporting the career aspirations of our candidates, has made us one of Canberra's most respected recruitment companies.

We know Canberra is a different place. That's why we love it here. We are highly selective and use our decades of local knowledge to tap into talent across a number of industries.

CAPABILITY

Providing recruitment services to the private sector is our core business. Established in Canberra as a specialist private sector recruitment provider, Hansen Recruitment is focussed on the local market and SME businesses who provide services to government.

As the majority of our clients service the Commonwealth Government, we specialise in providing AGSVA cleared professionals.



We provide skills ranging from Graduate level to Senior Executive level resources, as well as experienced professionals in the following disciplines:

ICT

Digital Transformation

Project Management

Data Professionals

Sales and Marketing

Management and Governance

Business Administration and Executive Support

Procurement and Contract Management

Policy and Compliance

Legal



SEARCH

METHODOLOGY

Our methodology was developed through many years of local industry experience supporting our clients needs. It provides a consistent, yet flexible, platform to identify, assess, supply and support the best talent for our clients.

SCREEN

SEARCH

The methods to attract active and passive applicants include our own databases, social media, job boards and our extensive professional networks in the Canberra market. In a high percentage of cases, successful candidates are approached by Hansen Recruitment without a role being advertised. They are measured against the criteria which includes skills, experience and most importantly, cultural fit.

CHECK



SEARCH

SCREEN

CHECK

SCREEN and INTERVIEW

Candidates are then assessed in more detail using competency based interviews to determine suitability of their skills, relevant competencies, communication style, cultural fit and career aspirations. Their remuneration expectations are established up front and potential value for money is established at this point.



RECRUITING QUALITY

SEARCH

SCREEN

CHECK

CHECK

If an offer is likely, referee checks will be done and a written report produced, as required. We ask detailed questions to get a more holistic perspective on the likely fit for a candidate to a role. In many cases, referees are already known to us.



SECURE

SECURE

We work with our clients to procure the offer and secure the candidate at offer stage. Great candidates will always have a number of options, so we stay close to them throughout, in order to secure the talent. For permanent placements, we work alongside the client to secure a signed contract and offer a full replacement guarantee of between 90-180 days, depending on the role.

COMPLY

RETAIN



SECURE

COMPLY

COMPLY

Hansen Recruitment will fulfil all statutory requirements, including insurances, public liability and WHS responsibilities. We have an Indigenous Procurement policy and a Modern Slavery policy. For contracted or temporary candidates, we maintain payroll, superannuation, licences and insurances.

RETAIN



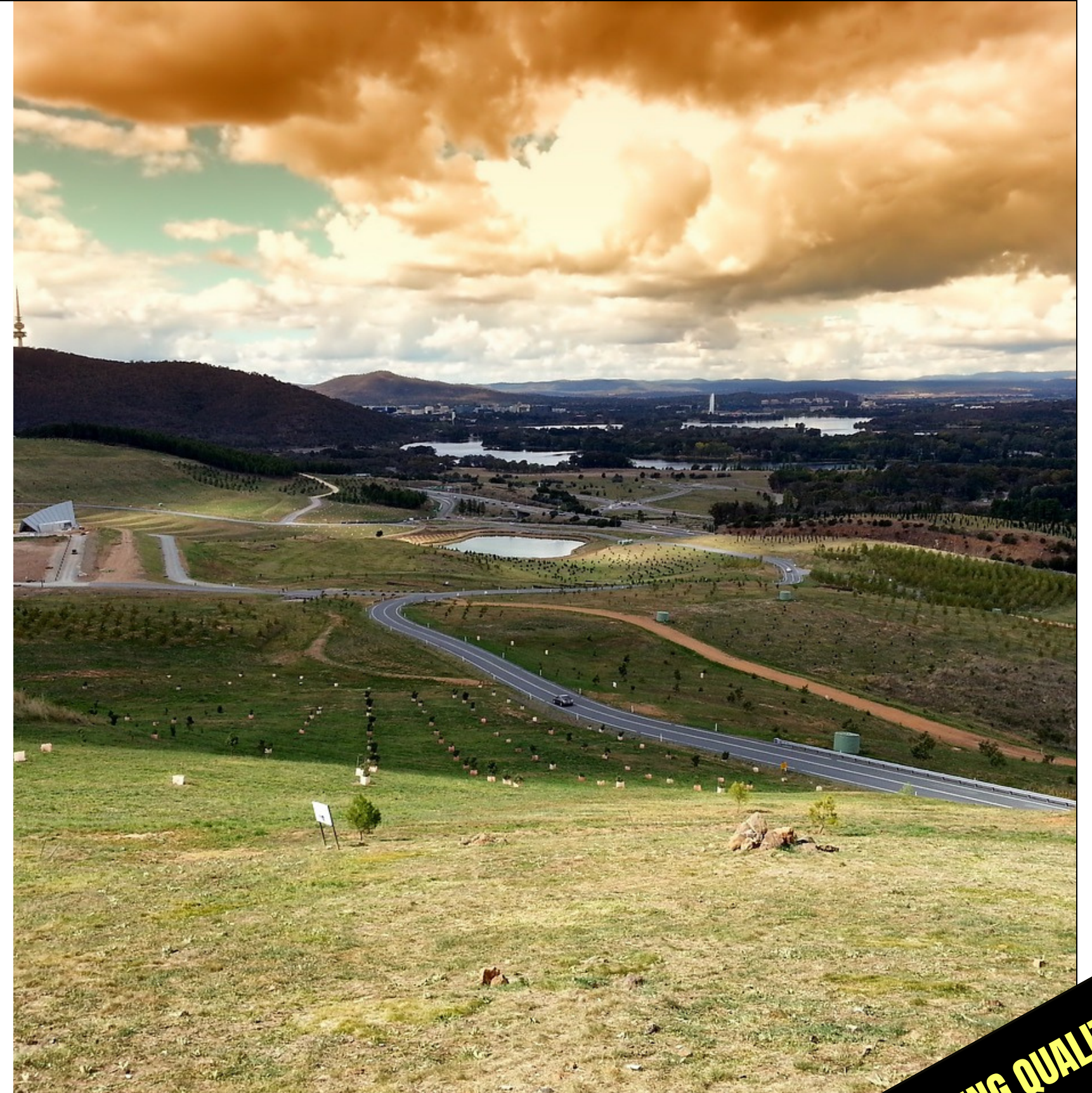
SECURE

COMPLY

RETAIN

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Candidate performance monitoring will occur depending on the client's preferences, and the length of assignment. This includes service calls, site visits and communication with the client with regard to candidate performance.



Date	Role	Company	Salary	Clearance
July 2023	CTO	Tech/ Law Firm	\$225k	NV1
June 2023	General Manager	ICT Consulting	\$270k	NV1
June 2023	Public Sector Lawyer	Legal Consulting	\$100k	Baseline
June 2023	Marketing Coordinator	Small Advisory Firm	\$80k	NA
May 2023	Sales Manager	ICT Consulting	\$190k	NV2
May 2023	Corporate Sales Manager	Aged Care	\$110k	NA
May 2023	ICT Project Manager	ICT Consulting	\$155k	NV1
April 2023	Comms Manager	ICT Consulting	\$160k	NV1

Date	Role	Company	Salary	Clearance
March 2023	Senior Project Manager	ICT Consulting	\$180k	NV1
Feb 2023	Defence Consultant	ICT Consulting	\$150k	NV1
Nov 2022	Procurement Manager	ICT Consulting	\$165k	NV1
Nov 2022	Business Analyst	ICT Consulting	\$140k	Baseline
Oct 2022	Senior Comms Manager	Legal Consulting	\$220k	NV2
Oct 2022	Project Manager	ICT Consulting	\$160k	Baseline
Sept 2022	Business Analyst	ICT Consulting	\$110k	Baseline
Sept 2022	Senior Lawyer	Legal Consulting	\$180k	NV1



TESTIMONIALS

The reason we like working with Hansen Recruitment is that it isn't about volume, but it is about the quality of the individuals proposed. They spend the time to understand our requirements and then further tailor the provision of candidates based upon feedback provided. Using this method, they have positively impacted our business.

LACHLAN COTTER, PARTNER, CALLIDA CONSULTING

We have used Hansen Recruitment extensively over the past 7 years to recruit for senior level ICT Consulting roles. They are always quick to respond to requests for resources and certainly focus on quality over quantity. They know the market, have excellent local connections and their stakeholder relationship skills are first class.

DAVID O'ROURKE, FOUNDER, PROJECTS ASSURED



TESTIMONIALS

I was very impressed with their understanding of what was needed to be done – particularly that they would not find the right person by advertising, but needed to headhunt for the role. I appreciated their approach that they would only provide quality candidates. Over a period of two weeks, we interviewed two candidates together and the second candidate was an absolute perfect fit for the role. Hansen Recruitment was very responsive, flexible and easy to work with and I highly recommend their services. I will certainly use them again.

JOANNE REES, CEO, ALLYONE

WE WOULD LOVE TO WORK WITH YOU

Hansen Recruitment prides itself on being a partner and advisor (not just a supplier) and invests time to understand each client's requirements. We build professional relationships and ensure expectations are not only met, but exceeded. To discuss your current and future resourcing needs, please contact Hansen Recruitment's Managing Director.

Chris Hansen
Managing Director

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