

Waterford

Executive  
**Professional**  
Recruitment



TALENT ATTRACTION SOLUTIONS

**Melbourne**  
Level 4, 566 St Kilda Road  
Melbourne, VIC 3004  
Phone: +61 3 9510 6155  
Fax: +61 3 9529 3276

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

We are proud to be a boutique agency offering a premium service, targeting excellence in the marketplace and pride ourselves on open, honest communication with you at all times.

**Integrity. Flexibility. Responsiveness.**



# Consider the changes in the world of work over the last 20 years.

Could you spend a week without your computer or I-phone? A weekend? A day?

Access to information through available technology has increased exponentially, as has our reliance on it to merely function day to day. To remain ahead of the competition we must truly understand how to find what we need – whether it is customers, products, inspiration or information – and fast...

This is why Waterford Recruitment has developed an innovative recruitment model which combines the reliability of the traditional with the power of the technological and used it as the cornerstone of our talent attraction solutions.

Tailored, scalable and flexible – our candidate attraction model gives you access to any or all of the following:

## Traditional methods of talent attraction

- Internal database search
- Executive Search/Headhunting
- Generic online job board advertising
- Niche job board advertising
- Newsprint advertising
- Radio advertising

## Ideal for...

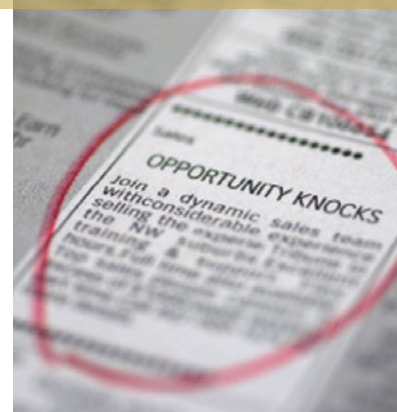
- Short timeframes for urgent roles
- Leadership positions and newly created strategic roles
- Common roles in average timeframes
- Uncommon/expert roles in average timeframes
- Targeting blue collar and mature target market
- Targeting commuters and creating brand awareness

How can you transform your company's talent acquisition strategy?

**Focus on the 'who', not the 'where'.**

## Power Resume Search (PRS)

- Uses patented algorithms to interpret resumes and job descriptions.
- PRS “understands” the meaning and context of each word in a resume, and ranks the importance of various job criteria according to experience, skills and education.
- Ideal for... faster match results, improved productivity and better hiring decisions.



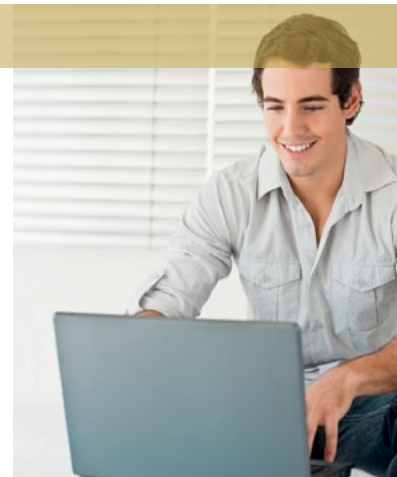
## Social Networking Sites

- View a candidate's job history, industry experience, recommendations and interests.
- Connect with talent quickly and easily at the same time as increasing your online presence within targeted industries.
- Ideal for... Headhunting, niche roles and competitor landscaping.



## Ad Network

- An online recruitment campaign which uses cookie technology and job search behaviour to serve targeted branded ads.
- Capacity to reach 90% of internet users in Australia across hundreds of top websites.
- Ideal for... connecting with active and passive job seekers and finding talent before they are even on the market.



## Virtual Career Fair

- Consistently growing in popularity, Virtual Career Fairs establish an online company presence and aligns your brand with technology and innovation.
- Allows for increased participation (31,000 attendees at the last CareerOne Fair) and removes cost of travel and accommodation.
- Ideal for... connecting with a wider range of candidates who are able to “attend” around their current schedules (ie students, mothers and international applicants).

