

CONSTRUCTION RECRUITMENT



Trojan Workforce

AustCorp Recruitment

Hays Construction & Property

CONSTRUCTION RECRUITMENT



WORK LIKE A TROJAN

Trojan Workforce has been providing temporary and permanent staff to the building and construction industry for more than 12 years.

Partnering with their employer clients, locally or nationally, Trojan goes well beyond the usual labour hire services. They can find the right people to fill all sorts of roles from casual labourers to executive positions, management positions, supervision roles, all blue collar positions and white collar positions as well.

Through their ten branches across Australia, Trojan Workforce is able to assist not just with recruitment needs, but also Occupational Health and Safety, industrial relations, human resources management and a range of related services. They provide thorough Occupational Health and Safety and site inductions to ensure that candidates can start working safely and productively as soon as possible. They also offer payroll solutions that give employers the flexibility to manage their staffing needs efficiently and cost-effectively. Through its sister company, Corus, complementary services can be provided, such as career guidance and coaching, outplacement services, organisation development, training and counseling.

Asked about reported slackening in construction activity, Adam Hart, Trojan's State Manager for NSW, said, "There has certainly not been an across-the board downturn. There are plenty of large infrastructure projects in the pipe-line and there is still strong demand for skilled people."

"The higher the skill level needed, the more intense the competition to recruit them," he said. "We are very active in the market right now continuing to recruit and doing all we can to increase the size and the quality of the pool of skills that the industry needs now and is going to need in the near future."

Trojan Workforce is part of the Trojan Recruitment Group, providing complete human resource management solutions. Its goal is to build long-term partnerships that enable both their clients' businesses and theirs to grow.

Trojan Workforce
Labour Solutions

TROJAN WORKFORCE

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HAYS FILLING POSITIONS THROUGHOUT THE INDUSTRY

Hard to fill roles, an overseas recruitment campaign and a tight deadline were just some of the challenges overcome by specialist recruiter Hays Construction & Property to deliver a successful recruitment campaign for City North Infrastructure (CNI).

CNI is a special purpose vehicle, wholly owned by the Queensland Government, to project manage the delivery of the \$3.4 billion Airport Link project. Over the next four years a mainly underground toll road, a purpose built busway and a new airport roundabout flyover will be constructed on Brisbane's northside.

Together, they form the largest infrastructure projects ever delivered in Australia and are part of the Queensland Government's plans to ease traffic congestion and make public transport more accessible. The projects are vital given the State's growing population and resulting infrastructure requirements.

In May 2008 CNI entered the contract management phase of these massive projects, and consequently needed to rapidly expand its workforce. As with all major projects, one of the difficulties facing CNI was the recruitment of staff in a tight labour market - particularly given the growing shortage of skills worldwide.

"There were some hard roles to fill across a range of professions including administration, media and communication, contract management engineering and accountancy," said Michael Glover, Chief Financial Officer/ Company Secretary, City North Infrastructure.

"Given these challenges, we carefully selected Hays Construction & Property over a number of other recruitment agencies because of their round-Australia presence, international profile and experience across all professions and industries.

"Hays Construction & Property were genuinely interested in our company's needs and made a huge effort to understand our business and our staff requirements in terms of skills, knowledge and experience," he said.

The recruitment campaign was two-fold. Firstly, an East Coast campaign featured newspaper and online advertising, the extensive use of Hays Construction & Property candidate database, and the creation of a unique CNI-specific website. Over 1,300 quality candidates from around Australia applied for over 16 vacancies.

Secondly, a simultaneous campaign was run in the UK, specifically for engineers and contract managers. Targeting London and Newcastle, a massive marketing drive and the utilisation of Hays Construction & Property UK database resulted in a further 400 applications.

The next step was to screen and interview hundreds of candidates to put a shortlist of the most suitable candidates forward to CNI.

"These campaigns allowed us to secure 16 talented employees at a time of labour market tightness which gives good candidates numerous job opportunities," Michael said.

Given the size of the recruitment campaign, solid communication was a necessity. Hays Construction & Property established a project team to focus on the campaign, with a project leader who was the sole point of contact to ensure effective, accurate and speedy communications. Weekly meetings ensured CNI were thoroughly briefed and kept up-to-date with progress.

The resources of an international leader in specialist recruitment were also a benefit to CNI in other ways - for example once the UK short-list was compiled, Hays Construction & Property were able to provide the CNI team with dedicated space in one of their London offices for interviews.

"Hays Construction & Property turned a large, complex recruitment operation into an easy and successful process. We have an on-going partnership with Hays Construction & Property. They will continue to be our first port of call for new staff including those we'll be needing for any new projects," he said.

Hays Construction & Property is an international leader in specialist recruitment, with 391 offices in 27 countries. Locally, Hays Construction & Property operate from a national network of 34 offices, employ over 10,000 temporaries every week and find permanent jobs for over 20,000 people each year.

HAYS CONSTRUCTION & PROPERTY
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OVERSEAS JOBS

Looking to expand your career and earnings potential?

Want to work overseas on some of the worlds most amazing projects?

Established in April, 2001 after identifying a niche in the competitive recruitment industry, AustCorp Recruitment Pty Ltd sources international job opportunities for Australians looking to work overseas.

Just recently we have undergone a rebranding campaign and are now trading under the name ACRWORLD to reflect our international operations.

To date we have placed executive Australian engineering & construction personnel in over 50 countries, a statistic that is ever growing.

We have assisted thousands of Australians to source suitable career opportunities overseas.

Using our extensive international market knowledge we take a proactive approach and welcome speculative enquiries of anyone in our market sectors interested in working overseas.

Call up and talk to the experts or visit our website www.acrworld.com to view literally hundreds of international opportunities.

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