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# Humanology

finding people who fit



# Humanology finds people who fit

We can partner with you to:

- ✓ Develop a recruitment strategy that will identify a suitable candidate who can deliver against the requirements of the role
- ✓ Run the recruitment process to appoint your new team member
- ✓ Deliver a premium recruitment service in a cost-effective manner



## 1. we chat with you

We work out exactly who you need.



## 2. we cast our net wide

We advertise your vacancy in as many places as we can, including social media.



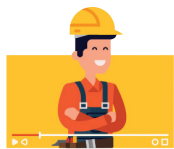
## 3. we shortlist wisely

We make sure the applicants have the skills, experience and eligibility you need.



## 4. we test for fit

We use psychometric testing to rule out those who will never work.



## 5. we call for videos

Those who make it this far are asked to record a video addressing questions we know are critical to being successful in your role.



## 6. we loop you back in

We go through the video interviews with you to come up with a shortlist of people for you to meet and interview face to face.



## 7. we check references

This final step is about making sure there are no surprises and we know how to ask questions to weed this out.



## That's it!

You now have a person who fits who can hit the ground running.

# Remuneration advice

Our application process requires all applicants to enter their salary expectations into our software when they apply. This provides us with data to assess the remuneration for your specific vacancy at the time you are recruiting for:

- ✓ the entire pool of applicants
- ✓ individual candidates

This is particularly useful for ensuring that you are pitching remuneration at the right mark.

As we will have a comprehensive guide on all applicant salary expectations and the specific expectations of the candidate that you wish to appoint, we will be able to provide you with relevant information to assist in offering the right package when the appointment is made. Our fee will remain the same regardless of the appointee's remuneration.



Do recruitment differently!

## Advertising

Usually we recommend advertising on online platforms only and our fee includes the cost of an ad on seek.com.au, posting on aggregator job boards and a social media campaign (including LinkedIn).

However, we recognise that in some instances, advertising in print media is an opportunity to gain brand exposure. If you would like to undertake print advertising, or online advertising on other platforms, we can facilitate this, and it will be charged to you at cost.

## Interviewing

Our recruitment service provides you with a shortlist of people who have been rigorously assessed as being a strong match to your requirements. Usually we do not attend face to face interviews but offer support for you to run the interview process independently.

However, we understand that in some cases our clients would like an independent view and so we can attend interviews if required at a cost of \$200+GST per candidate plus travel expenses.



# How we're different

Our recruitment service is different to most others, and here's why:

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The technology we use allows us to assess candidate match against your requirements extremely quickly which means that our recruitment times are much shorter than you would be used to.

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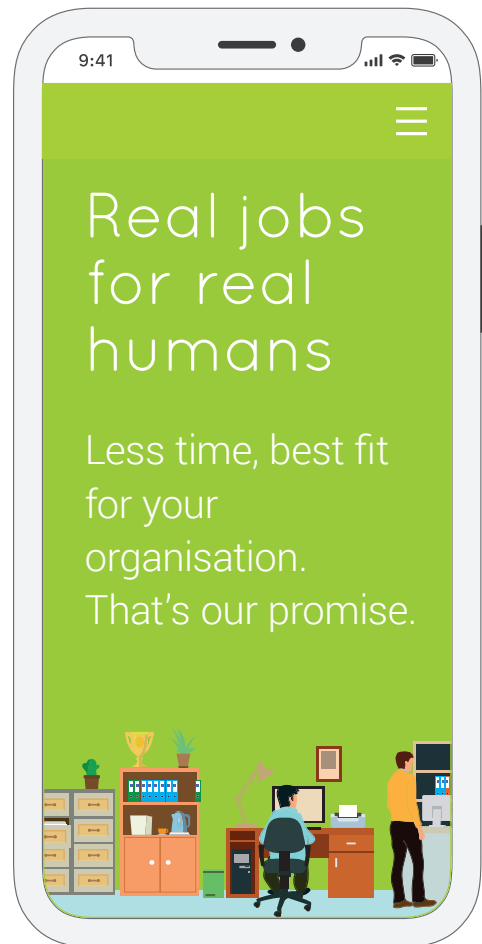
We psychometrically assess all applicants so we can assess skills, experience and personality attributes and provide you with advice on which candidates can do the role and which ones also fit to your requirements.

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Our video interviewing functionality allows an extra opportunity to assess candidates before deciding to meet them which means that when you get to the face to face interview you are only meeting people who are highly likely to be exactly who you are looking for.

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Enjoy a fully transparent, 100% online experience with access to candidates to view anytime, anywhere.



## Our guarantee

We are relentless in our pursuit of outstanding candidates and are confident of finding the very best person for your organisation.

As a guarantee of our commitment, we are pleased to offer a free replacement for any appointment who leaves for any reason within 3 months of the commencement date where the invoice has been paid within the 14-day payment terms.

# We offer fixed fee pricing - regardless of salary

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Recruitment of each vacancy	\$5,700 + GST
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## Payment terms

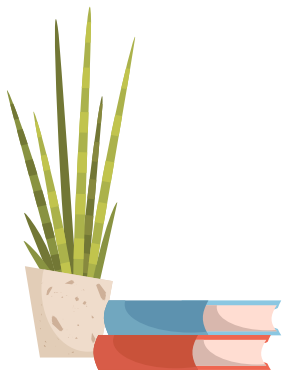
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Payment 1 (start-up fee)	\$750 + GST upon commencement of recruitment project
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Payment 2 (placement fee)	\$4,950 + GST paid within 14 days of candidate start date
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## Changed requirements, additional hires & direct applications

If, during the recruitment process, the type of position you wish to fill changes and you employ someone that we have introduced to you in a role that is different to the one initially advertised, the fee detailed above applies.

Once you engage us, you agree to redirect back to Humanology, any applications that you receive from candidates seeking to apply directly. This will ensure a fair process and allow you to compare the same information between candidates.

If, within 2 weeks of offering someone a role you decide to employ more than one person from our candidate pool or because they contacted you directly after seeing the recruitment campaign, the fee will be \$3,000 + GST per additional person employed.

# Your Humanology Team



## Mel Blondell

### Managing Director & Principal Consultant

Mel has extensive experience in strategic HR, and has held executive and leadership roles across her career. Her competencies cover all areas of human resources, from recruitment to workforce planning, strategic HR and industrial relations. Her industry experience includes construction, professional services, not for profit, telecommunications, agriculture, mining, and aviation. Mel holds a Bachelor of Management (Human Resource Management) and a Bachelor of Psychological Science (Hons). She is member of the Australian Human Resources Institute, a graduate member of the Australian Institute of Company Directors, and currently sits on several Boards.

## Alexis McFaul

### HR Consultant/ Advisor

Alexis has a wealth of experience gained in Australia and the UK in all areas of human resource management. Over her 20+ year career, she has managed large teams, supported executive managers, and developed processes and procedures in technical and high compliance environments. Alexis is highly experienced in developing and implementing HR & WHS policies/procedures, industrial relations, and employment law. She has also worked with a diverse range of clients in commercial and not-for-profit sectors to deliver productivity improvements, assisting with performance management, and workplace investigations.

Alexis is particularly passionate about developing performance improvement strategies and developing training and development plans. As a Return-to-Work Coordinator, Alexis also enjoys assisting organisations by implementing strategies to support workers and employers with their recovery and return to work after a workplace injury.



## Tilly Burfield

### Marketing & Business Development Executive

Tilly holds qualifications including a Bachelor of Laws and Bachelor of Media from Adelaide University. With a work history of predominantly customer service-related roles, Tilly enthusiastically provides support to our clients and candidates to ensure they have a positive recruitment experience. Having worked across various industries in either a marketing, legal, or account executive capacity, Tilly has a well-rounded understanding of what makes people tick! She supports our clients by providing advice on creating tailored job advertisements, selecting candidates for shortlisting, and interpreting psychometric reports. Tilly has experience successfully placing top-tier candidates for permanent and executive level positions across array of different industries and customer types. Most importantly, she brings a personality that reflects our friendly and positive company culture and values.



## Liis Pold

### Customer Experience Coordinator

Liis is passionate about the recruitment and HR industry, providing quality recruitment to both clients and candidates while striving to have a positive impact on everyone she engages with. She holds a Bachelor Degree in Psychology, Master's Degree in Organisation Psychology and is constantly learning new skills to develop her professional capabilities. In her role, she supports our clients by providing advice on selecting candidates for shortlisting, navigating our online portal, and interpreting psychometric reports. Most importantly, she'll make sure that the candidates are not only the right fit for the role but will also complement your existing team and culture.



## Craig Taylor

### Customer Experience Coordinator

Having worked in other customer service roles such as sales, mortgages and insurance, Craig brings a wealth of customer service experience to Humanology.

Craig works closely with our clients and candidates to ensure that expectations are met, and communication is effective and timely. He supports our clients by providing advice on selecting candidates for shortlisting, navigating our online portal, and interpreting psychometric reports. Most importantly, Craig enjoys interacting with people which makes him great to work with!



## Jesse Quick

### Customer Experience Administrator

Jesse ensures that all customers receive an amazing experience. We are different from other recruiters in that we truly look after all our candidates – not just the ones we successfully place into a role. Jesse ensures that everyone is kept informed of the progress of their application from start to finish. He also supports our clients throughout their recruitment project, providing administrative assistance wherever it is needed. When you have successfully placed your new team member and you are reflecting on how great the experience with Humanology was, you can be sure that Jesse was working his 'behind the scenes magic' to make that happen.



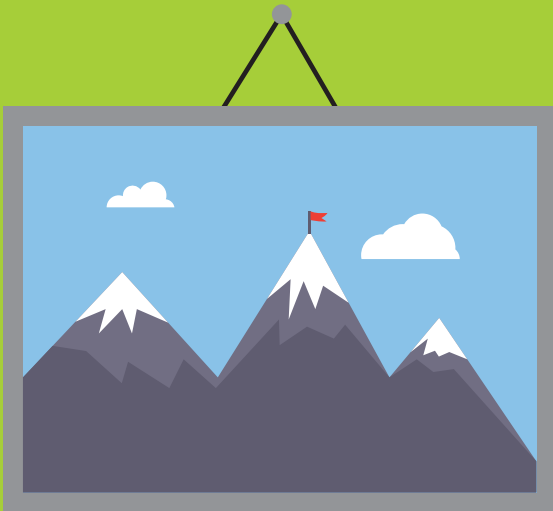
**Are you ready for Humanology Recruit to take the stress out of your next recruitment?**

Visit our website or hit the link below to book a 1:1 consultation with one of our experienced recruitment professionals and learn how Humanology Recruit can make your next recruitment story a success.

**Book now**



# Ready to do recruitment differently?



Call us  
1300 2 HUMAN

Email us  
[humans@humanologyrecruit.com.au](mailto:humans@humanologyrecruit.com.au)

Visit us  
[humanologyrecruit.com.au](http://humanologyrecruit.com.au)

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