

QUINN ALLAN

Our
business
is people



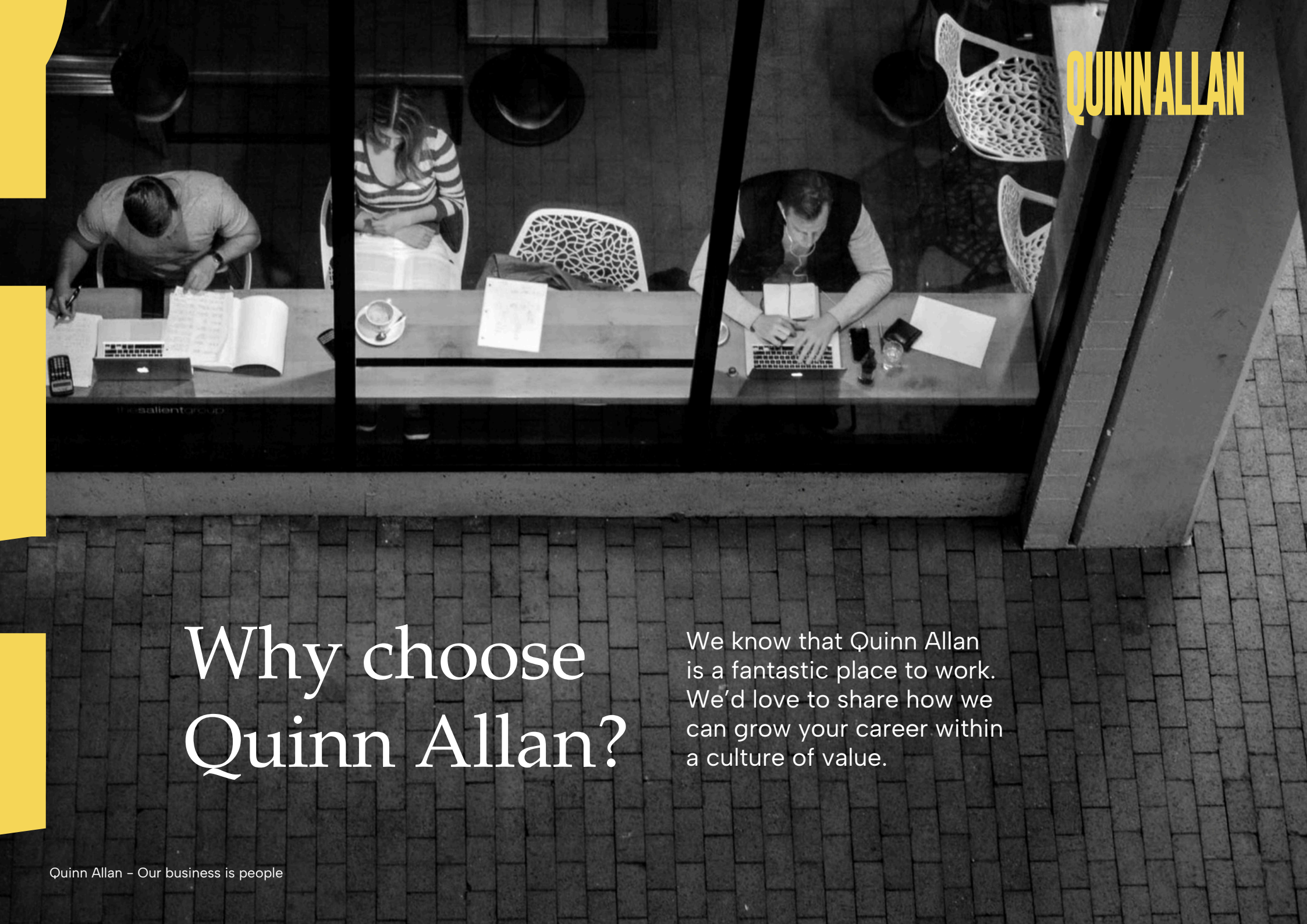
Introduction

At Quinn Allan, we are exceptional at what we do and take pride in the high standards we hold ourselves to.

Our culture of quality, passion, and commitment empowers our people to overachieve, as does our 'team-first' ethos and environment that rewards collaboration and team play.

Ultimately, our mission is to provide an environment where people can come and do their best work. We know that by creating a workplace that's truly different, we've elevated our service to be unmatched in market.



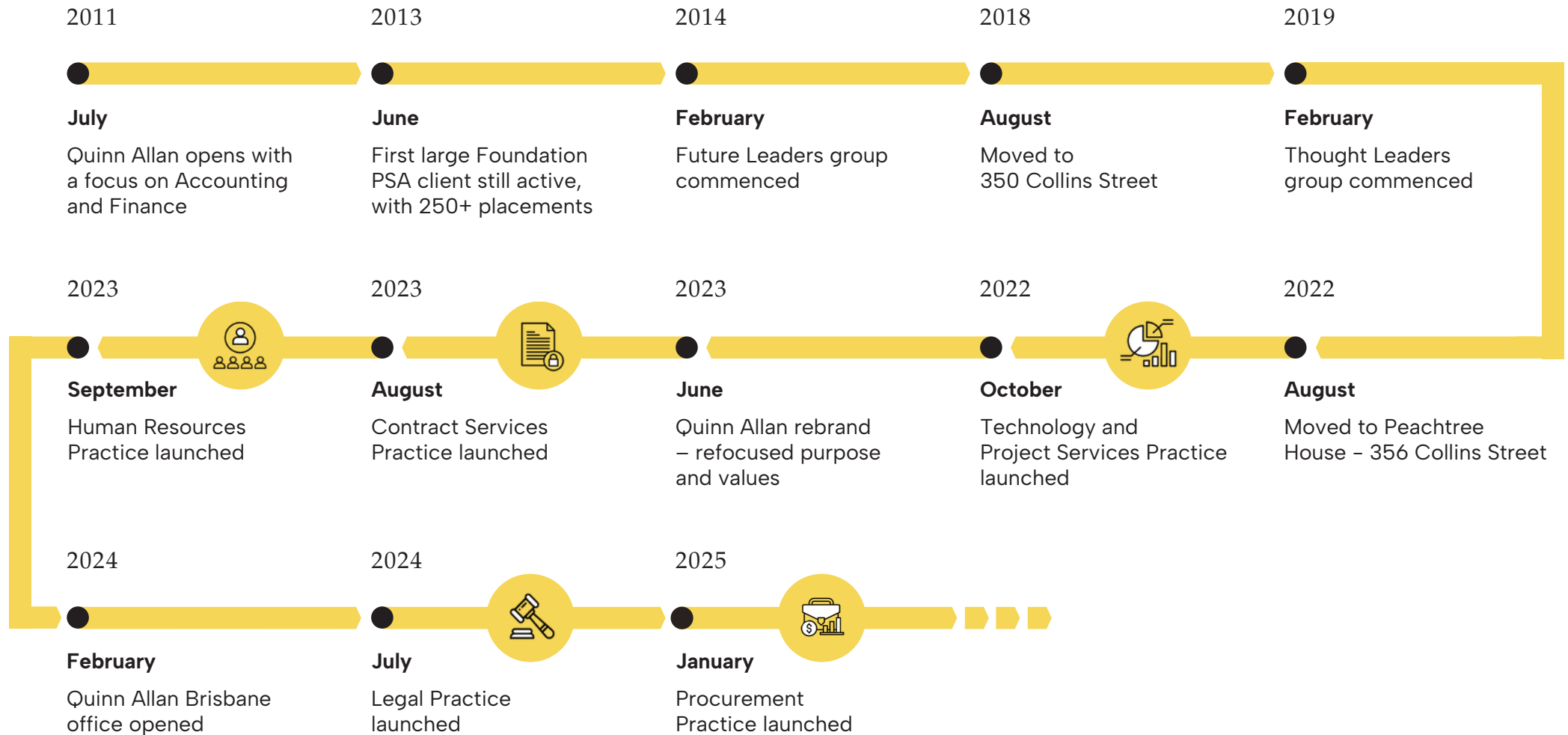


QUINN ALLAN

Why choose Quinn Allan?

We know that Quinn Allan is a fantastic place to work. We'd love to share how we can grow your career within a culture of value.

Growth timeline



Just a few benefits

We're committed to creating employment packages that support the individual needs of our people. Our benefits extend beyond remuneration to **support your wellbeing**, foster a **positive and inclusive culture**, and provide opportunities for **ongoing career development**.



Developing your career

- Thorough induction
- Structured career development
- Marketing support
- Specialised sales training
- Mentorship programs
- Position yourself in a business with 130+ five-star Google Reviews



Culture

- Annual two day offsite
- Modern policies including parental, diversity and inclusion, and environmental
- Team lunches and celebrations
- Special events, golf days, sports events
- Social Club with regular activities, from lunches to lawn bowls



Wellness

- Employee Assistance Program
- Enhanced annual leave: 25 days per year including four recharge days and anniversary/birthday leave
- Exceptional work-life balance, with hybrid and flexible working options
- Novated lease option
- Range of corporate discounts



Remuneration

- Market leading salary packages
- Up to 40% commission structure
- Regular performance-based reviews
- Visa sponsorship

Build your career

► **Mentorship**

New consultants are assigned an experienced partner as their mentor. With an average of over 20 years' experience, you'll learn from a leading specialist.

► **Promotional criteria**

Our team is given clear, communicated steps for how they can advance their career. This is hinged on behaviours as well as revenue and having a team-first outlook.

► **Induction and investment in people**

Induction to the team is thorough and structured around modular training with a focus on specialist recruitment skills. You'll also receive a training budget and access to our Employee Assistance Program.

► **\$1,000,000 billers**

We're proud to have multiple million dollar billers within our business. You'll be learning how to build out your reputation in market from the very best.

► **A business built on specialists**

We're an experienced team with senior consultants and partners who hold, on average, 15+ years in industry and in their area of expertise.



Corporate discounts

Quinn Allan staff enjoy an expanding range of exclusive corporate discounts. These have been thoughtfully negotiated to match their needs and interests and can be extended to members of their family.

Travel & Business Lounges



Accommodation



Lifestyle & Wellbeing



Electricity & Gas



Car Rental



Insurance



Career success stories



Mark Charlton
Partner
Accounting and Finance



Rachel Morton
Partner
Accounting and Finance



Ty Erasmus
Business Development Manager
Technology and Project Services

Mark Charlton

– Partner, Accounting & Finance

When Quinn Allan approached me about joining their new Brisbane office, I wasn't actively looking to move, but I quickly realised opportunities like this don't come around often.

After seven years with a global firm, I was ready for a role where I could have more autonomy, influence and purpose. Joining Quinn Allan gave me the chance to help build a team, shape business strategy and

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contribute to a culture that genuinely values collaboration and client partnership.

From day one, I've been trusted to make decisions and supported by a leadership team that is always there when guidance is needed. Working closely with colleagues, we share networks and ideas to deliver the best outcomes for clients and candidates.

What sets Quinn Allan apart is our consultative approach. Before taking action, we dedicate time to understanding the client's needs, the requirements of the role, and any potential future challenges. Beyond recruitment, we provide clients with networking events, market insights and thought leadership, helping build genuine partnerships rather than merely filling roles. Being part of this business has been incredibly rewarding, and it's exciting to see the difference we're making in Brisbane.

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Rachel Morton

–Partner, Accounting and Finance

I started my recruitment career back in 2003 as a graduate at a global organisation. I was lucky, I loved it from day one. It came naturally and I was good at it. This gave me confidence and I was soon promoted to a role in management. Apparently, I was one of the youngest managers they'd ever had.

I decided to move home to Manchester to be closer to my family, and I was grateful that the firm allowed me to do that.

But the best was yet to come as I was offered a role in Australia.

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I moved to Melbourne in a heartbeat. The city was already on my periphery, as a previous manager in the UK had worked there and raved about the relationship-driven landscape within the industry in the city. He also encouraged me to look at boutique firms rather than huge corporations, as he knew the culture within smaller firms would more closely align with my passion for relationship-first recruitment.

Trusting in management has served me well. It brought me to my current role at Quinn Allan with Gavin McDonald, one of our Partners. I'd worked with Gavin in my previous role. His care, commitment, and high opinion of the business gave me full confidence that this was the logical next step for me. That was in 2021 and I have never looked back.

After only 18-months as a Director at Quinn Allan, I was invited to become a Partner.



As well as career progression, our company's flexible work practices have given me the opportunity to prioritise my lifestyle. I live in beautiful Tasmania and make regular trips to Melbourne. I still feel completely connected with my team and have support at every level. Working autonomously, I achieve as much as I did when I was in the office in Melbourne. Gavin and I still work closely together and I am thrilled that my career is established enough to support the tranquil life I've built interstate.

I've been able to take ownership of several projects to ensure best practice. For example, I helped to oversee the complete revamp of our CRM system and a rebrand of the business. I made sure that we have access to the best systems and that who we are is accurately projected to the market.

I've also had a lot of opportunities to develop my management skills. It's funny, because for a long time I wasn't interested in building a team. I loved being completely client and market-focused. However, around 18 months ago, I knew I was ready for a fresh challenge.



Building out a team has given my career a dynamic edge. I still find my job exciting and love building new relationships – but I also get to nurture the long-term ones.

We offer our team continuous learning opportunities, which includes having access to a career coach at a senior level. As specialists in our markets, we have extensive networks that have been built over many years. Although we are a team of high performers who work hard, we are also excellent at celebrating our successes. We have fun every day.

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Ty Erasmus

–Business Development Manager, Technology & Project Services

I came to Australia for my cousin's wedding in 2023 and I loved it so much that I wanted to move here. I handed in my notice a week after I got back to London.

I had been working as the head of practice in Intelligent Automation and Artificial Intelligence at a Fortune 100 company called Ingram Micro. It's a technology distributor with an annual turnover of around AUD\$75 billion, though at the time I'd joined three years earlier there had only been three of us in the disruptive technology division which had a turnover of around \$0.5 million. It had been a period of extraordinary growth as we reached \$30m turnover, and I was only 25 when I took on the role.

My job was multifaceted: it included securing clients, building out the governance structure, and building a team.



I was also the chair of its European AI practice's governance team. It was an amazing role and it taught me a huge amount, but within a company of that size, succession plans take time. I was on a 10-year succession plan for my manager at the age of 27, and I didn't think I'd experienced life quite enough to jump into something as long-term as that.

Ingram Micro has a six month notice period, so I started sending out my CV after putting in my notice. I sent Quinn Allan Partner Gavin McDonald an email saying, 'Hey – I head up AI and I'm in consultancy – do any of your clients need a Director of Consultancy or Delivery, a Program Manager or Head of AI?'

“The Technology practice has a great work culture, and we have a good laugh too. We're able to be honest with one another. If we have a suggestion around how something could be improved, we can simply say it.”

Gavin wrote back and said, 'I've got an opportunity that may interest you.'

Two calls later, it was to take a leading role in the Technology service line for Quinn Allan. There were another six or seven conversations where I met the team and then they made a formal offer to sponsor me to Australia on a skilled visa. I moved to Melbourne with Quinn Allan in January 2024.

I head up Project Services, which includes advisory work for clients undertaking transformation programs, as well as recruiting contracting and permanent roles. My skillset revolves around advising clients on how to structure their resources and plan their budgets, so that when they submit to the board, they get approval.

The Technology practice has a great work culture, and we have a good laugh too. We're able to be honest with one another. If we have a suggestion around how something could be improved, we can simply say it.

Quinn Allan is a fantastic company to be part of because there is a lot of growth. It's a high performing business and the standards expected of us are high, which I think is great because we are striving to change the perception of the recruitment industry.

In a few months I am applying for permanent residency, which has been streamlined by Quinn Allan after just two years. I feel really fortunate to be in this position.

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A few of our clients



Grow your career

Across our varied practice groups of Accounting and Finance, Technology and Project Services, Human Resources, Legal, and Procurement, Quinn Allan provides the highest quality executive, permanent, fixed-term, and interim recruitment services to a range of well-known organisations and employers of choice.

To explore how your career could flourish with Quinn Allan reach out to our Managing Partner, James Hyndman on 0400 421 791 or at jhyndman@quinnallan.com.au

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