

QUINNALLAN

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Our business is people

Specialist search & recruitment





The Quinn Allan difference

As a specialist in search and selection, Quinn Allan partners with professionals to build genuine, long-term relationships that deliver lasting, successful outcomes.

We offer a full suite of talent search solutions – from C-suite and executive appointments to aspiring talent. Our strong networks and market expertise also allow us to deliver added value beyond recruitment, reflecting our commitment to ongoing partnership.



Quinn Allan’s expertise, dedication and personalised approach sets them apart. They genuinely care about the success of their clients.

James Morgan
Chief Financial Officer, RMIT University

Why we are different



Genuine, long-term relationships

We partner with you & your business



True expertise & experience

Allowing us to reach a higher calibre of talent



Quality processes

Proven to deliver results that exceed expectations

Services

From traditional recruitment solutions that help you build high-performing teams to value-add services that leverage our industry insights and networks, we deliver support that strengthens both organisational and professional growth.

Recruitment

- ✓ Executive and leadership search
- ✓ Permanent appointments
- ✓ Fixed term appointments
- ✓ Interim contracting
- ✓ Project resourcing
- ✓ Firm acquisition

Beyond recruitment

- ✓ Leadership assessment
- ✓ Salary guidance & surveys
- ✓ Succession planning
- ✓ Organisational structure
- ✓ Market mapping & research
- ✓ Networking & leadership events
- ✓ Business leader coaching
- ✓ Whitepapers and opinion pieces
- ✓ Industry insights and thought leadership





Our business is people

We bring an expert approach to recruitment. Our highly experienced consultants leverage strong industry knowledge and develop a clear understanding of your unique business needs.

Backed by established networks and decades of market insight, we consistently deliver top-tier talent, even for the most specialised and hard-to-fill roles.

Industry expertise

Our recruitment specialisations are:

- ✓ Accounting and finance
- ✓ Legal
- ✓ Technology
- ✓ Project services
- ✓ Human resources
- ✓ Procurement

Permanent & retained search

Our permanent recruitment offering delivers high-calibre, long-term talent solutions through a strategic, people-focused approach.

We combine market mapping, thorough screening, and cultural alignment to secure the right talent for your team. Leveraging our industry expertise, we tailor each assignment to meet current and future needs, using market insights and personalised service to build lasting partnerships and drive successful outcomes. We work in close partnership with you, collaborating to build the right success profile for each role and skill areas to test.

How we identify and acquire quality talent



Search

Our team conducts comprehensive market searches for each engagement, enabling us to identify exceptional talent not actively seeking new opportunities.



Network

We draw on our well-established network of career-driven professionals and business leaders to gain market insights and source specialist talent through trusted referrals.



Advertise

Through targeted job boards, social media, and digital campaigns, we engage a broad audience and attract high-calibre professionals actively exploring new roles.

Interim contracting

Quinn Allan has a specialist team dedicated to delivering temporary resourcing solutions across all of our service lines. We pride ourselves on quickly and efficiently finding first-rate talent to fill interim assignments. Whether it is for a project, to cover a period of heavy workload, or to backfill a position due to temporary unavailability of a permanent staff member, our network of talented and experienced contractors is ready to hit the ground running.

Tried & tested talent

We have a strong network of experienced, quality contractors who are subject-matter experts and immediately available.

Cost effective solution

The total cost is highly competitive compared to engaging a consulting firm for secondees.

All contract types

Whether it's a week, a month or a year, our track record demonstrates our ability to provide a wide range of expert contract resources.

All practice areas

We routinely source contractors for executive and leadership positions and roles in accounting and finance, procurement, technology, project services, legal, and human resources.

Strong retention

We ensure a high level of retention of our contractors through competitive rates, corporate benefits and a dedicated contractor care team.

Contractor benefits

We offer an exceptional corporate benefits package to our contractors, allowing us to attract and retain the best talent.

Executive & leadership search

Leadership appointments shape culture, performance and long-term stability. We invest time to understand each organisation's strategy, structure and aspirations, taking a high-touch, highly consultative approach that is respectful, personal and genuine. Our process is underpinned by detailed market mapping and rigorous assessment, enabling us to provide evidence-based insights and recommendations grounded in real market intelligence.

Whether supporting an established ASX-listed organisation or high-growth start-up, our focus is always on delivering a well-governed process and successful long-term appointment.

True expertise & experience

We offer a range of executive search services to support the appointment of senior leaders across the full spectrum of corporate disciplines.

- ✓ Executive search appointments
- ✓ Interim leadership solutions
- ✓ Fixed-term appointments
- ✓ Non-executive director recruitment
- ✓ Market insights
- ✓ Research and mapping
- ✓ Leadership development
- ✓ Industry engagement and networking



Quinn Allan provided executive search support for our organisation. They worked extensively to understand our requirements, identify suitable candidates and proactively manage each step of the process. Their knowledge, experience and professionalism were highly valued, as was their focus on meeting the our company's needs.



Rosalind Jones
HR Director, Dalrymple Bay Infrastructure

Networking events

As a trusted partner and advisor we pride ourselves on delivering value beyond recruitment. Our calendar of events includes regular networking opportunities and thought leadership initiatives designed to support professional growth and foster meaningful industry connections.



Quinn Allan events

✓ **Thought Leaders series**
C-suite and executive level round tables and presentations

✓ **Future Leaders series**
Sessions aimed at emerging leaders

✓ **Industry networking**
Breakfast events for sector specialists

✓ **Corporate golf days**
Relaxed networking opportunity for senior executives



Success stories

The superior quality of our work is driven by the depth of expertise in our team, our robust processes and the long-term partnerships we build with individuals across their careers. Trust sits at the centre of everything we do, and underpins the outcomes showcased in the following examples.



Accounting & Finance

Building strong finance teams

Business scenario

Large scale construction business undertaking transformation, with multiple interstate finance teams.

Solution

In 2025 we recruited 17 qualified accounting staff including building out a new FP&A and Finance Business Partnering capability, and 10 interim placements to support the transformation program whilst maintaining a strong alignment with the culture of the business. We have since completed complex retained assignments for this business that had been unsuccessfully attempted by other recruitment firms.



Procurement

Rapid response, exceptional procurement talent

Business scenario

A global mining and resources company urgently needed senior procurement contractors to manage increasing workloads and accelerate sourcing initiatives during a period of organisational change.

Solution

Quinn Allan partnered closely with the company to understand their urgent needs and challenges. Within 48 hours, we delivered a curated shortlist of senior procurement professionals ready to start immediately. The company praised the quality of those put forward, noting that every shortlisted professional could have been hired if multiple roles were available.



Human Resources

Advisory-led HR recruitment

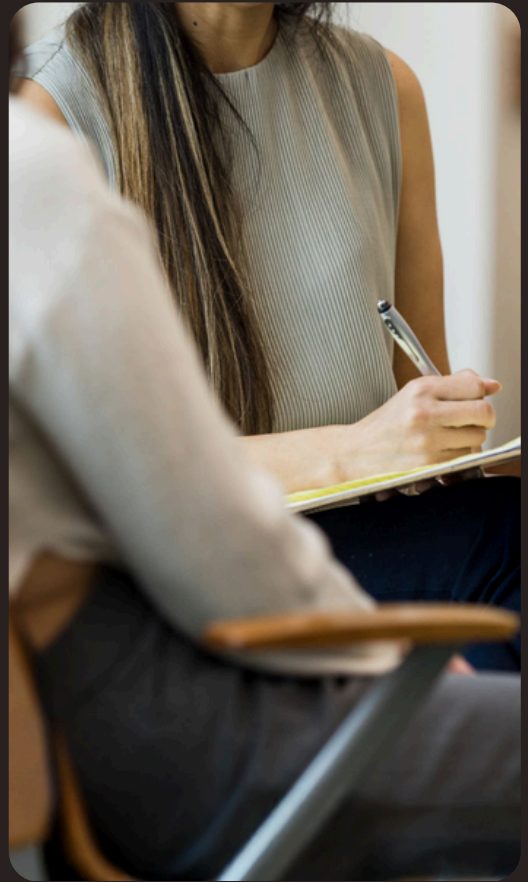
Business scenario

A national, established and respected brand in engineering, design and construction engaged us in an advisory capacity to assess a hire the firm had made 18 months prior. The individual was underperforming and failing to elevate team capability and culture to the required standard.

Solution

We provided current market insights to the company on what higher-level capability and experience should look like, sharing examples of successful transformational projects that gave the company confidence to take decisive action.

We were subsequently retained to identify suitable talent, we advocated in the market for professionals with the strategic and operational skills needed to drive meaningful uplift in People and Culture, resulting in a successful placement.



Technology & Project Services

Strategic project resource design & recruitment

Business scenario

Internationally renowned research institute looking to scale.

Solution

In 2025 we worked in collaboration with a newly appointed Transformation Lead to design a project resource framework and settle on the scale and timing of resources.

Thereafter we recruited a range of talented project resources including process and business analysis as well as change management to build the foundations of a successful PMO.



Areas of focus

From C-suite and executive appointments to aspiring talent, we specialise in connecting exceptional professionals with leading organisations across the accounting and finance, human resources, legal, project services, procurement, and technology spaces.

Accounting & Finance



- ✓ Financial leadership
- ✓ Management and financial accounting
- ✓ Commercial and data analytics
- ✓ Taxation and treasury
- ✓ Finance business partnering
- ✓ Data and insights
- ✓ Risk management and internal audit
- ✓ Financial planning and analysis
- ✓ Mergers and acquisitions
- ✓ Internal controls
- ✓ Commercial, contracts and pricing
- ✓ Finance operations

Human Resources



- ✓ Executive leadership
- ✓ General management and operations
- ✓ Transformational change
- ✓ Organisational development
- ✓ Workplace relations
- ✓ Industrial and employee relations
- ✓ Learning and development
- ✓ Business partnering
- ✓ Work health and safety

Areas of focus

Legal



- ✓ Lateral partners
- ✓ Team lifts
- ✓ Mergers and acquisitions
- ✓ General counsel/Chief legal officer
- ✓ Senior legal counsel
- ✓ ESG
- ✓ Regulatory compliance
- ✓ Legal operations
- ✓ eDiscovery

Procurement



- ✓ Senior and executive leadership
- ✓ Strategy and enablement
- ✓ Procurement excellence / operations
- ✓ Category management
- ✓ Strategic sourcing
- ✓ Supplier relationship management
- ✓ Vendor management
- ✓ Contract management

Project Services



- ✓ Business Analyst
- ✓ Project management
- ✓ Program management
- ✓ Data analytics and business intelligence
- ✓ Transformation leadership
- ✓ Change management

Technology



- ✓ Cyber security
- ✓ Software and testing
- ✓ IT Infrastructure
- ✓ Cloud and DevOps
- ✓ ERP software & testing
- ✓ Technologies leadership

Changing the perception of the recruitment industry

Since 2011, Quinn Allan has been redefining recruitment with a modern, people-first approach that's grounded in market insight and tailored to today's dynamic workforce. We bring our values to every engagement, taking the time to truly understand professional goals and consistently delivering personalised service with precision, care, and impact.

Quality

Our quality of service is a clear point of difference, through our consistent delivery of timely, accurate, and relevant communication, and high attention to detail.

Passion

Our consultants are passionate about what they do. They go above and beyond to deliver a high-quality experience at every stage of the recruitment journey, building genuine, long-term relationships.

Commitment

The team is committed to our mantra of "our business is people" and to delivering successful outcomes for everyone we work with.



Our people

At Quinn Allan, excellence is not just what we deliver, it's who we are. What sets our team apart is our unwavering commitment to our company values. We build genuine, long-term relationships with professionals we partner with, consistently delivering a level of service that sets the benchmark for the industry.



Expertise & experience

As a business, we are highly discerning when it comes to selecting our diverse and experienced internal team.

Every consultant is a seasoned specialist, with the majority bringing decades of experience either within recruitment or directly from the industries they serve.

It's this rare combination of expertise, insight, and dedication that enables us to deliver results others simply can't.



I have worked with Quinn Allan for over five years and have been impressed with their collaborative approach and willingness to learn about my organisational needs not just now but also in the future.

Libby Secomb
Chief Financial Officer,
Peter MacCallum Cancer Centre



Some of our valued partners



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