



CAPABILITY STATEMENT

Boutique recruitment. Personal service. National capability.

We are a boutique recruitment agency servicing clients and candidates throughout a wide range of Industries with specialist internal staff focused on their key recruitment sector. We have 4 distinct divisions to our business, Blue Collar, White Collar, Professional Services and I.T.

We supply talent to our valued clients on either a Permanent or Contracting/On Hire basis

Our focus is to provide our clients and candidates a professional and personalised service in a safe environment ensuring that your needs are always first and for most in our mindset and central to our whole business philosophy

ACKNOWLEDGEMENT OF COUNTRY

Aurora Resourcing and Talent acknowledges the traditional custodians of this land on which we operate, and we pay respect to our elders past and present.

The Management Team

01

Kieron Ansley

Director

Kieron has over 25 years management experience with 20 of those being at a senior level and over 10 Years as a Recruitment Company General Manager or Director. He has always had a people focused approach combined with a strong passion for customer service and sales.

He focuses on overall business strategy, client relations and business development.

He is highly dedicated to his teams and is available to help when needed and has always maintained great relationships.

His Clients have always stayed loyal to him because of his attitude and focus on achieving their goals and willingness to go the extra mile.

He holds a joint honours degree in Business and Information Technology.

02

Tamara Wilkins

Resourcing and Talent Manager

Tamara has over 20 years experience in the recruitment industry - labour hire, contract opportunities, permanent employment and executive search. She has supplied a broad scope of personnel across many industries including: Construction, Mining, Aviation, Rail, Engineering, Agriculture, ICT and Government Roles placed include but not limited too : Electrical and Mechanical Trades, General Labour and Trades Assistants, Plant Operators, Engineers (Electrical, Mechanical and Civil) , Project Managers, Business Analyst, Change Managers, OH&S, Administration, Accounting and Finance.

She holds a Diploma in Business Management and a Diploma in Human Resources.

03

Ally Scott

Accounts and Admin Manager

Ally has over 10 years finance and accounting experience and has worked alongside Kieron for over 15 years now.

She is highly talented, self driven and focused on always delivering the best service and reporting for the business.

Occasionally when required she puts her recruitment hat on and works on administration and finance jobs because if candidates can pass her high standards then they will undoubtedly be great for our clients.

She has a Cert IV in Accounting, Cert IV in Bookkeeping and Cert III in Business Administration.

Our Services



Labour Hire

Whether its short term, long term or Temp to Perm we can provide quality, fully referenced candidates for all types of role and industry.

We provide a transparent, honest and ethical service that is committed to always providing excellent service.



Shutdown Support

We can help with either a top up of your existing team or provide a full team for a specific package of works.

Our team has experience mobilising teams to all sites over WA, so, whether its 5 or 50 workers you need we can help



Payroll Management

We provide a full employee / contractor payroll service for those times when you don't want to take the time onboarding and increasing your internal headcount but have the perfect candidate / contractor that you wish to use.



Permanent Recruitment - Contingent

The normal permanent recruitment offering where you would engage us to aid your own recruitment in trying to find the perfect candidate. With this type of recruitment, you only pay once a candidate starts work, so can be a good way of opening the pool of candidates as it costs nothing if we don't provide that candidate that you engage.



Permanent Recruitment - Retained

Ideal for those senior / hard to fill roles that need a more executive, head-hunting approach. Fees for this are usually split into 3 / 4 instalments for example:- Commencement, Candidate submission, Candidate Acceptance and Completion of 3 Months.



Specialist WHV Visa recruitment from UK

We have a partner company in the UK that allows us to source quality workers looking to come over to Australia on a WHV. This can be perfect way to potentially get ahead of the curve and see some great candidates and engage before they arrive in WA

Types of Roles We Recruit For

Blue Collar

- Boilermaker / Welders
- Mechanical Fitters
- Plant Operators
- HR/HC/MR/MC Drivers
- Carpenters
- Electricians
- Scaffolders
- Riggers
- Trades Assistants
- Painter / Blasters
- Drillers
- Drillers Offsiders

White Collar

- Reception
- HR
- Payroll
- Site Admin
- Accounts Receivable
- Accounts Payable
- Office Manager
- Customer Service
- Contracts Admin
- Procurement Officer
- Document Control
- HSEQ

Professional

- Engineers
- Accountants
- Business Managers
- Site Managers
- Construction Managers
- Business Development
- Sales Managers
- Change Managers
- Risk Management
- CEO / COO / CFO
- Operations Managers
- Marketing Managers

ICT

- Project Manager
- Systems Analyst
- Change Management
- Developers
- Project Coordinator
- Full Stack Developers
- Network Engineers
- Desktop Support
- Business Analysts
- Test Analysts
- Digital Media Specialist
- Cyber Security

Our Rates

Labour Hire

We operate a fully upfront and transparent pricing structure where we apply a flat charge rate of Pay Rate x 1.34 to all roles regardless of duration, location and volume. This allows you to always be able to know exactly the costs of your labour pool which aids your internal costings, quoting and reporting.

Permanent Recruitment - Contingent

As with Labour hire, we offer a completely transparent flat fee pricing structure. All permanent roles come with a replacement guarantee.

Permanent Recruitment - Retained

With retained recruitment we offer a 4 stage invoice process to allow companies to spread the cost of recruitment with the largest payment paid on completion of 3 months completed work.

LABOUR HIRE EXAMPLE

Pay Rate	Charge Rate
35	46.90
40	53.60
45	60.30
50	67.00
55	73.70
60	80.40
65	87.10
70	93.80
75	100.05
80	107.20

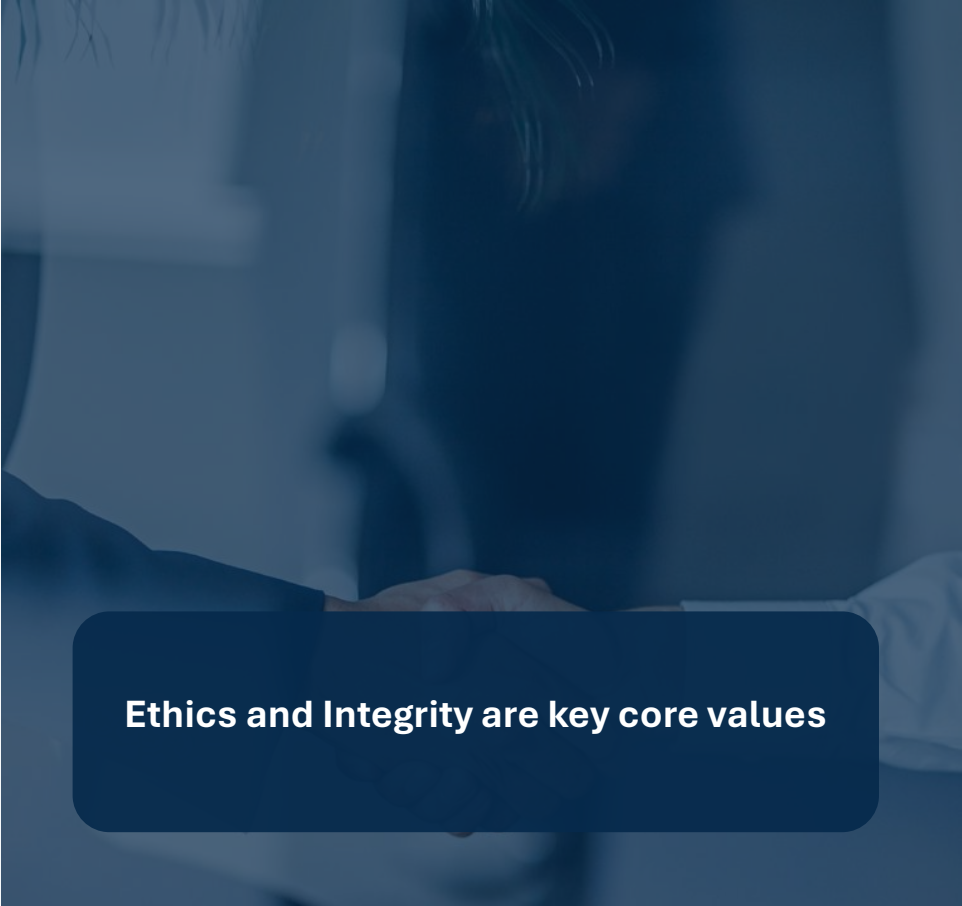
PERMANENT RECRUITMENT - CONTINGENT

Annual Salary Range	Flat Fee charged
<\$74999	\$5,000
\$75000 - \$124999	\$8,500
\$125000 - \$199999	\$12,500
>\$200000	\$25,000

PERMANENT RECRUITMENT - RETAINED

Stage	% of Fee charged
Campaign Commencement	20%
Candidate Submission	20%
Candidate Acceptance	20%
Completion of 3 Months	40%

Why Use Us?



Ethics and Integrity are key core values

- ✓ **Dedicated Account Manager**
- ✓ Honest and Transparent Communication
- ✓ Weekly Payroll for candidates
- ✓ Flexible Payment Terms for Clients
- ✓ Free Temp to Perm Conversion
- ✓ Ethics and Integrity are key core values
- ✓ Proud partner of many Indigenous organisations



Thank you for taking the time to read our capability statement.

Please do not hesitate to contact either Kieron or Tamara on the details below

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