



Capability Statement

Industry Leading
Recruitment Partners

2025

Elements
Recruitment

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Directors Message

Dear Clients, Candidates and Partners,

As I reflect on our journey at Elements Recruitment, I'm reminded why we chose to do things differently in this industry. Over my 20 years in Western Sydney's recruitment landscape, I've seen countless changes, but what remains constant is the power of truly understanding people and what drives them.

Our rebrand to Elements in 2025 represents more than a new name. It embodies our belief that every person and every business is made up of unique elements. When we take the time to understand these elements and align them thoughtfully, remarkable things happen. Careers flourish. Businesses grow. Communities strengthen.

What sets us apart is our commitment to listening intently and acting with precision. Whether I'm working with a CEO seeking their next strategic hire or a finance professional ready for their next challenge, I bring the same consultative approach. It's about understanding not just what they need, but why they need it and how it fits into their bigger picture. I believe that the right job can change the lives of that person and their wider circle and community.

The Western Sydney market has taught me that authenticity matters. People can sense when you're genuinely invested in their success versus simply trying to make a placement. That's why our relationships span decades, not transactions. It's why clients return to us for multiple hires and why candidates trust us with their career pivots. Looking ahead, we're focused on deepening these partnerships and expanding our impact. The recruitment landscape will continue to evolve, but our commitment to operational excellence and building lasting connections remains unwavering.

Thank you for trusting us with your most important asset: your people.

Urszula Lusk

Director | Elements Recruitment



**Elements
Recruitment**

Directors Message

Dear Clients, Candidates and Partners,

When Urszula and I founded Elements Recruitment, we had a simple but powerful vision: create a people first business that genuinely cares about outcomes beyond the placement. Today, that vision is more relevant than ever.

In a world where recruitment can feel transactional, we've built something different. Our approach centres on Connection, Ownership and Trust because we know that sustainable success comes from genuine relationships. Whether we're helping a family business find their first HR professional or supporting a multinational corporation with complex talent needs, these values guide every conversation.

What excites me most about our work is the ripple effect. When we help someone find the right role, it impacts their family, their community, their future. When we help a business find the right person, it influences their culture, their growth, their ability to serve their customers. This is why we take such care in understanding not just skills and experience, but values and aspirations.

Our rebrand to Elements reflects our evolution and our commitment to doing recruitment more thoughtfully. We're not just filling positions; we're aligning the unique elements that make people and businesses thrive. It's about creating connections that last and building partnerships that grow stronger over time.

As we look to the future, our focus remains clear: deliver exceptional service, foster high performing teams and create value that extends far beyond the hiring process. We're here to be your strategic partner in building the workforce that will drive your success.

Thank you for being part of our story.

Natalie Pedemont
Director | Elements Recruitment



**Elements
Recruitment**

Our Story

We don't believe in one size fits all hiring. We take a thoughtful and strategic approach to every brief because it's not just about filling jobs for us. We believe it's about aligning people, their skills and ambitions to create long-term impact that lasts well beyond just a placement.

Our name reflects what we believe. We know that every business is made up of unique elements. When those elements are understood and aligned, that's when real growth happens. That belief shapes everything we do.

Elements Recruitment is a consultative recruitment partner based in Parramatta NSW. Established in 2010 and rebranded in 2025, we specialise in permanent, temporary and executive search across Western Sydney and NSW, with national capability through our partnership with Veritas Recruitment in Victoria.

We focus on quality, never quantity. We are selective and always prepared to ask the right questions.

We care deeply about getting it right. When someone joins your team through us, we want them to still be there years later, growing and thriving. When a candidate trusts us with their career move, we want it to be the decision that changed everything for the better. That's the impact we're after.

**That's what makes us different.
We are Elements.**



Our Services

- **Permanent Recruitment**
- **Temporary and Contract Hiring**
- **Executive Search**
- **HR Consulting and Outplacement Services**
- **Talent Mapping and Succession Planning**
- **Recruitment Process & Salary Insights**

We tailor each service to your specific needs from single hires to multi-role campaigns or strategic growth projects.

Sector Expertise

We focus on finding people who not only have the right skills but genuinely fit your culture. Because when both align, that's where long-term success happens no matter how your business evolves.

In a fast-changing market, adaptability matters. That's why we look for candidates who can grow with you and meet the real, ongoing needs of the role.

Whether you need permanent staff, temporary cover, executive search or HR support, we're here to help.

Human Resources	Senior Accounting & Finance	Business Support	Sales and Marketing
Accounting Support	Customer Service & Contact Centre	Strategic Executive and C-Suite	Supply Chain, Technical & Operations

Why clients choose us

Because we do more than recruit we align people, skills and ambition to help your business grow.



Consultants Who Understand

Our recruiters bring real-world experience from the industries they hire for. We understand the context behind every role and ask the right questions.

People-First Approach

We take time to get to know both clients and candidates properly. We match on values and ambition, not just checklists.

Brand-Respectful Recruitment

We represent your brand with care. Confidentiality, clarity and alignment are non-negotiable.

Proactive Talent Sourcing

We don't wait for applications. We go direct, engage passive candidates and maintain long-term talent pipelines.

Strategic Hiring Support

We partner with you across the full lifecycle from job design to onboarding. We're not just recruiters. We're growth partners.

How We Work

Our recruitment methodology has been carefully developed to give you access to the right talent every time.

It is structured, adaptable, and built on years of experience. We take a thorough, professional approach that ensures you know exactly what to expect. Every placement follows a proven process designed to deliver the best outcome not just for today's hire but for long term success.

Discovery &
Planning

Sourcing &
Search

Assesment &
Selection

Phase 1

Job Briefing

We dive deep into your requirements, culture, and goals.

Re-briefing

We refine direction based on real-time market insights.

Phase 2

Targeted Advertising

Strategic job ads across relevant platforms.

Database Search

We tap into our network of qualified professionals.

Proactive Talent Sourcing

We actively source passive, high-fit candidates.

Referrals

We activate trusted networks to uncover hidden talent.

Phase 3

Long Listing

Evaluating candidates against your must-haves.

Pre-Qualification

Screening for skill, fit, and motivation.

Agency Interviews

Interviews to confirm suitability.

Shortlisting

Selective - Final profiles

Phase 4



Client Presentation

Candidate Profiles

In-depth, insight-driven candidate overviews.

Interview Prep

We prep all parties to make every conversation count.

Phase 5



Interview Management

Feedback Collection

We close the loop quickly and clearly with successful and non successful candidates

Pre-Close Candidate

Keeping momentum to ensure engagement

Second Stage Coordination

We manage second rounds, references, work rights and qualification checks (if required).

Phase 6



Placement & Beyond

Offer Management

Guidance to secure and convert offers.

Reference Checks

Full background validation.

Pre-Start Protection

We keep candidates engaged until day one.

Post-Placement Care

Ongoing support at Week 1, 4, 8 and 12.

How We Work

Our Purpose

MISSION



We connect people and businesses by understanding what makes each one unique. Every decision we make is built on trust, care and long-term thinking

VISION



We see recruitment becoming more human and more meaningful. Our goal is to lead that shift by doing things differently and having a lasting impact

PURPOSE



We exist to help people find the right place and help businesses grow with the right people. It's all about listening first and acting with intent

Our Values

Ownership

Trust

Connection

Elements
Recruitment

Spirited

Honesty

Testimonials

“

We've worked with Urszula on several roles and have been consistently impressed. She took time to understand our business, each vacancy, and our culture. Her sourcing was exceptional, with every shortlisted candidate meeting both technical and behavioural needs. Her professionalism and insight gave us full confidence the search was in capable hands.

”

“

Natalie and the team understand our needs and consistently put forward candidates who align with our criteria and are set up for success. They value our time and resources and stay in touch even after placements to ensure satisfaction. They strike a strong balance between supporting our business and the candidates. We're grateful for their efforts this year and look forward to continuing the partnership.

”

“

A joy to work with and on the two occasions we have used their services, the right candidate for us has been found in the first interview. They have an excellent understanding on the market and fitting candidate's into our office culture is a breeze for them.

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DIVERSITY, EQUITY AND INCLUSION



We believe recruitment must reflect the communities we work in. We support inclusive hiring through unbiased screening, equitable job design and meaningful representation. We also work closely with candidates from underrepresented backgrounds to ensure their skills and potential are fully recognised.

Inclusion isn't a trend for us. It's a standard. We help you build teams that are diverse in thinking, background and experience, and stronger because of it.

CORPORATE SOCIAL RESPONSIBILITY



At Elements Recruitment, people are at the heart of everything we do and that includes how we support our community.

Our mission is grounded in trust, care and long-term thinking and that mindset extends beyond recruitment. We believe meaningful work should also create meaningful change.

Supporting charities is one way we bring that to life. We partner with organisations that deliver real impact both locally and globally through hands-on involvement, awareness and long-term support. Corporate social responsibility at Elements isn't a box to tick. It's part of how we operate.

We're proud to stand behind the people and communities that need it most and to play a role in creating lasting positive change.

A National Partnership

Veritas
RECRUITMENT



We're proud to partner with Veritas Recruitment in Victoria, a leading team of recruitment specialists who can support you in interstate hiring and projects.

Our organisations share a history as well as ongoing support and together can offer you a truly innovative and connected service which ensures your national goals and strategy are aligned.

We believe that the recruitment industry is shifting and we want to be ahead of that curve. Collaboration is key and is at the core of everything we do.



Elements Recruitment

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Want to Know Who You're Working With?
[See our team](#)

*We don't just fill roles.
We build teams that last..*