

# Recruitment

## Recruitment done differently.

Employing the right people for your growing business is critical, which is why we follow best practice recruitment processes, saving you time and money.

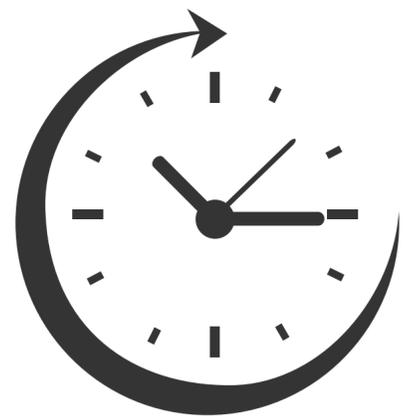


**We have designed a recruitment offering specifically for fast-growing small to medium businesses because we know exactly what you need and how you need it delivered.**

We are not only experts in the craft of recruitment and HR consulting, but we have also worked with hundreds of businesses over the past 20 years PLUS, we are a successful small to medium business ourselves. We Partner with your business as if it was our own because we get it!

**Our recruitment service is offered at an hourly rate, and you only pay for what you use.**

**Yes, that's right, no commission or at fees and you can choose for us to undertake the complete recruitment process or just parts of it. Use what you need to suit your time, budget and skills.**



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## Our services:



**Role Design** - wattsnex will meet with you to understand what is required in the role - this will be used as a base for the sourcing strategy. We will go over the role description for the new employee, including salary, role requirements, expectations, ideal candidate and cultural fit requirements.



**Sourcing strategy & advertising creation** - wattsnex will write a targeted ad copy to be posted per the agreed attraction strategy, including online boards industry sites and a detailed social media strategy, ideal candidate, and cultural fit requirements. We will target professionals by job title, industry, and more and turn employees' networks into candidates.



**Shortlist applications** - wattsnex will review all applications and create an initial shortlist for phone screening.



**Telephone screen** - After wattsnex compiles an initial shortlist, we will conduct the telephone screen process to establish a shortlist of suitable candidates for 1st interview stage. The telephone screen asks targeted questions to ascertain the applicant's suitability for an interview.



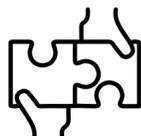
**Interviewing** - It is always recommended that a founder never runs the interview process. We conduct first and second interviews and facilitate the meeting so that the correct questions and the best assessment are undertaken.



**Selection** - We will record the video interview and send it back to the founders to select our top candidate suggestions. Founders can choose and let wattsnex know which candidate is suitable for the roles. This will save founders and the company considerable time and resources.



**Reference checks** - This plays an integral part in the process, especially regarding candidates' employment history. wattsnex are experts in conducting adequate reference checks and non-biased references provided to the business to support the onboarding and training process.



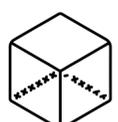
**DISC profile** - wattsnex will coordinate Extended DISC Behavioural Profiling for the top candidate to understand their communication style, key stressors and key motivators.



**Candidate advisory and offers** - wattsnex will make the initial offer of employment over the phone and manage any counter offers or negotiations (if required), followed by presenting an offer letter by your company formally offering the candidate the position. wattsnex will contact those candidates that were not selected for interview by email and those unsuccessful at interview by telephone to uphold the company's positive reputation while thanking candidates for their time throughout the process and providing helpful feedback.



**Full-service recruitment** - The entire process with all the bells and whistles, so you don't have to spend any time on this, we find you the best candidate, and we make you and your brand look amazing!



**Recruitment in a box** - Want to do it yourself but don't know how? We can provide you with all of the templates, tools and checklist, plus some training to help you take control and get it right as quickly as possible!

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