

At last, a comprehensive recruitment service at an affordable fee...

Executive

\$3,500*

Senior Executive

\$6,500*

C-Suite

\$14,000*

*ex-GST 30% on
commencement
remainder on on
placement

People...more important than anything else

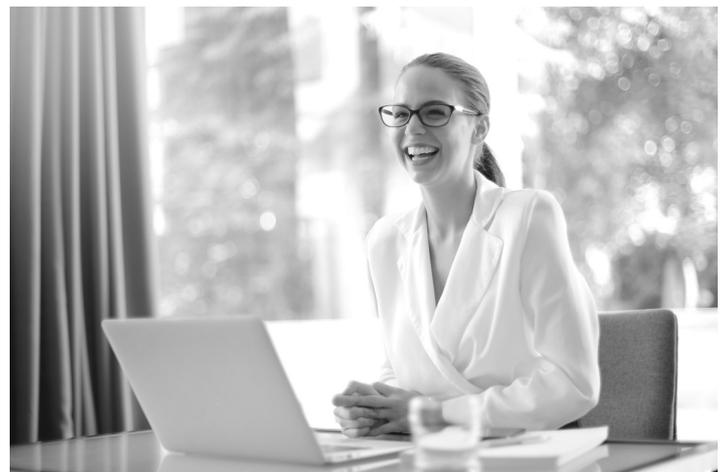
Finding the right person for your team is important. But the process can be time-consuming.

We've developed an efficient yet effective methodology for doing just that.

And it won't cost you the earth...

You know what you're looking for in terms of skillset. We'll work with you to clarify the right fit.

We then take care of everything else to find the best available candidates for your organisation.



DISCLAIMER

Successfully filling a position depends greatly on the role, remuneration, talent availability, job location and other criteria. The time it takes to find the right fit may vary.

Recruitment is just the start of the journey...authentically engaging and maximising a new team member's performance plays a vital part in their longevity and tenure.

Our low success-fee is payable on accomplishment of the former but does not guarantee the latter.

marvin

1316 Hay St, West Perth WA 6005

+61 8 6377 7607

www.marvincg.com

Talent Acquisition
People Engagement Profiles
Executive One-to-One
Team Performance
Legal Advice
Redundancies

Full-Service Recruitment...



Role Design & Clarification

We clarify the role and position to be filled. What are the key strengths required? What are the long-term and short-term needs for the role? What will the contribution be to the team's performance? What values and behaviours best suit the organisation?



Applicant Screening

Depending on the position advertised we may receive 50 to 100 applicants. Screening for the right candidate is a painstaking exercise. What is presented on a written application may not always reflect the candidate's true ability, suitability or potential. Our comprehensive screening process takes all these aspects into consideration.



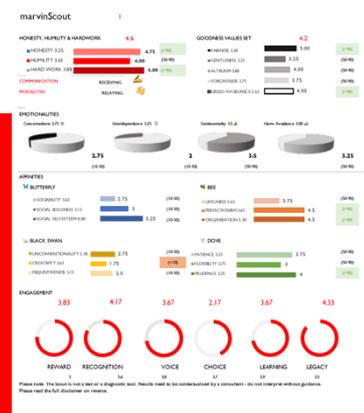
Shortlisting & Interviewing the very best

We interview the initial shortlist to get to know each candidate better - understand their capabilities and key strengths. Spending time with potential candidates is important to ensure suitability for the role and organisation. It serves to confirm details in the application and explore other related matters.



Candidate Interviews

With most of the search complete we schedule interviews for you to meet the short-list of candidates. Pre-meeting notes and post-interview briefings will allow you to consider the right fit for the position. Sometimes a second or third interview is necessary to make your final decision.



Over 20 years of intelligence

We've systemised over 20 years of experience working with performing teams in the business and in professional sport to give you the edge on recruiting, keeping and engaging your next employee.

In-depth & Insightful



The Scout Survey

Our Scout Survey and our proprietary team-performance dimensions provide you and the successful candidate an in-depth understanding of their personality and performance paradigms. This powerful tool helps onboarding, induction and engagement of your new team-member.



Comprehensive Checks

Depending on the role, we conduct a comprehensive list of checks on the applicant. These include speaking to referees and references, qualification verification. If required we can also conduct Police checks, Working with Children, Australian Working Eligibility and Social Media reviews.

Welcome Days

Despite the most rigorous screening and interview protocols, we strongly recommend

*Welcome Days as part of the **marvinHR** recruitment process.*

It provides both the employer and candidate the best opportunity to understand what lies ahead.

Proven Results



“Marvin Consulting assisted us with the HR needs of our team including performance management and recruiting of staff.

Their unique methodology not only identified the appropriate skills but more importantly the right character and culture for our business”

Elsie Corby, Ray White Rockingham-Baldivis
(08) 9524 1882 | raywhitecbr.com.au
64 Clyde Avenue, Baldivis, WA 6171

“By using Marvin Consulting for our recruitment,

they took care of all the work involved with identifying and screening the right person for the job and the right fit for our organisation.

We highly recommend them for your next recruitment.”



John Beardsley, Neat Ideas
neatideas.com.au | (08) 6389 0055
355 Scarborough Beach Road
Osborne Park WA 6017

About Us...



Saarrah Mathinthiran has extensive experience in recruiting, placing talent ranging from CEO level to technical and administration. She also provides financial analysis advice for our turn-around, transformation and acquisition clients. Saarra graduated from a ISC Paris with a Masters in Finance and has a Masters in Human Resources and Employment Relations from the University of Western Australia.



Beblin Arvis recently completed a Bachelor of Business (Double Major in International Human Resource Management and Economics) at Charles Darwin University. She has worked in various industries such as retail, hospitality and health. She has more than three years of experience in retail management which includes delivering KPI's, labour management, managing poor performance, and record management.



Mikala GarroneMikala completed her undergraduate studies in commerce while working as a retail store manager. In her retail career she specialised in managing store openings across Australia. She is experienced in building and leading successful teams at the frontline of a business. Mikala also has experience in administration within the legal service industry.



Admitted to legal practice in 2009, John Dasey has over 30 years hands- on experience in Workplace Relations and Human Resources. After initially working for employee organisations, he was a senior HR leader in large commercial organisations for more than a decade, before establishing Dasey Legal in 2018.



Nick Marvin is a management consultant and non-executive director with over 20 years experience across public, private and non-profit organisations. Over the last 12 years he has worked closely with two of Western Australia's most successful entrepreneurs – Jack Bendat and Andrew Forrest – establishing a proven track record of performance. He specialises in organisational transformation through performing teams.



marvinHR

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"We engaged marvinHR for a recruitment process focused on locating a person whose character was the best work cultural fit. We have an established set of values, so we were keen to find someone open to our way of working. The marvinHR team handled everything, so the process was easy for us. We were surprised that the fees were reasonable. From day one, our new recruit was a great fit. The marvinHR team impressed us with a seamless recruitment process as well as insightful guidance along the way." -

Julia Sutton, OM4, (08) 9382 8651 | om4.com.au