



Recruitment
1300 RECRUIT

www.scorecruitment.com.au

FAIR - INNOVATIVE - RELEVANT - TEAM - LEADERS IN OUR FIELD - HONEST

OUR PAINTED PICTURE - JUNE 2014

Unless we are all know the goal and are moving in the same direction how can we achieve it?

This painted picture is the goal, is my vision of what SCO Recruitment will be in 3 years. It is not about how we will achieve it, but what it is we will achieve. Once we all have the same picture in our minds we can work out how to get there.

Imagine it, it's June 2014 and this is what the company looks like...

People - Culture

SCO Recruitment is ranked the number 1 company to work for in Australia.

Everyone in business including competitors, suppliers and clients know how great our team is and want to poach each and every person working for us. But everyone is so happy and fulfilled both personally and in work that they never want to leave.

Everyone that works for SCO Recruitment knows they are appreciated by everyone in the company.

All positions in the company have been clearly identified so everyone knows what their responsibility is and what everyone else is responsible for.

You are 100% clear on what your role is and what we want you to achieve in that role.

We use personality profiling and testing to job match all employees and to find their strengths and weaknesses. The information is used by management for managing, training and mentoring. The information is used by each employee for self-reflection and identifying their own strengths and weaknesses.

Our jobs and systems are designed so that we are working on action items, tasks and issues that match our strengths more often than not.

We all know the Painted Picture and read it regularly and before meetings to make sure we are always working in line to achieve the goal.

Everyone has a voice and their opinion is valued. We all take responsibility for voicing areas of concern or faults in our processes long before they make us bitter or angry.

We invest in training all our staff. Managers and staff both take responsibility for identifying training needs and finding suitable training courses.

We all know the Painted Picture and set our daily, weekly and monthly goals in line with it.

We are all team players. We work as a team and support each other. The most valued trait is our ability to work as a team.

Sales

We are a nationwide supplier. We employ over 1,000 people.

Our turnover for 2014 is \$60 million.

Services and Products

We deliver high quality HR and OH&S services to a wide range of clients.

Recruitment

Our consultants are known nationally for being the best in the business. They have the skills and experience to hire the right people for the right job every time.

We are innovative and use creative tools to make sure that we always dig deep into every interview and hire the best available candidates for every single role.

Our clients feel that their Consultant is a true business partner. They know you are there to help them grow their business. Your job is to make their life easier, make their business more efficient. You know them and their business so well it seems you can read their mind. You know their Painted Picture and they know ours.

All our clients have a copy of our Painted Picture.

Administration

Our systems are designed for efficiency and accuracy.

Administration is a true support of all the functions of the business.

The accounts are prepared on time and are shared with the entire company each month.

Technology

We make sure we keep up to date with technology. It a tool we control, not one that controls us or overwhelms us.

We have great software that supports the business.

Hiring People

We are the best recruiters around. We always hire brilliant staff that raise the bar. People who add to and improve our knowledge. People who share our goals and will work hard to make the Painted Picture a reality.

We want to grow rapidly so we hire people that have proven experience achieving the goals we set out for them. They are “plug and play”. They will instantly blend into our culture and have the skills and knowledge to do the job.

We are so clear with our job descriptions and know exactly what we want and need for each new employee long before we start recruiting so that when each person starts they know exactly what we want and need from them.

We are very strict in the interview process to make sure we hire the A list players. We want people that are A list players. They are an asset to the company. They are not just there to get the job done.

We interview, induct and train staff thoroughly on our systems and processes so that they feel 100% confident within 2 weeks that they can do the job.

We hire people that are team players.

Breaks

We take real lunch breaks and use that time to catch up with each other and have a chat about

something other than work. Having a real break in the middle of the day gives us the energy and enthusiasm to go back and work hard for the rest of the day. We work smarter, not longer. And without a proper break will not work smart.

Smokers only have 2 smoke breaks a day. Instead we have breaks and socialize within the company with everyone.

Workers Compensation

Workplace injuries are handled so efficiently and effectively that there is minimal impact on the profitability of the company. Lost time from injuries is negligible. We do not use aggression or denial with regard to injuries as it leads to high experience claim costs. Instead we concentrate all efforts on getting an employee back to work as soon as possible. We do this because we know that it will save the company money.

We improve our hiring and interviewing techniques to reduce the risk of employee Workers Compensation cheats as much as possible.

We have a strong and useful reporting system in place so management is 100% confident that we are managing this area of risk with absolute focus.

OH&S

We have an accredited OH&S system in place. Staff safety is and always be our number one priority.

Quality Assurance

We have a quality assurance system that is robust and help us every day in achieving the Painted Picture.

Marketing - PR - Brand

Our brand is known and recognized as the leading recruitment brand in Australia.

Our business is recognized for being a leader in culture and in recruitment. As the CEO I am asked to speak at many engagements and am a talented and confident speaker.

We market effectively to our target market, clients and candidates. We are so well known clients and candidates actually come looking for us. We know what they want and give it to them.

We Are Our Core Value

Innovation

We strive for continuous improvement and innovation. We think outside the box to ensure we are delivering the best service possible.

We are innovative in every sense of the word. We look at every aspect of business and look for innovative ways to improve it. We are not afraid to try new ideas, processes and concepts. We prefer to trial a new idea and find it doesn't work than take the chance of missing out on great new system.

Team

It is our people and their teamwork that underpin the success of our business and we will always provide a safe, healthy and happy work environment.

Our team has worked together to bring to life the painted picture from July 2011 and is ready to work on the painted picture for 2017. By having a clear picture of where we are going everyone has been able to focus their strengths and energies into making it a reality.

Fair

To ensure we are fair in all our dealings with all stakeholders including but not limited to clients,

candidates, employees, shareholders and suppliers.

We have achieved the painted picture but have never compromised on our ethics.

Leaders in Our Field

We will not sit back and let our competition lead the way. We are proactive in our actions and will continue to build our business on strong ethical foundations and best practice.

We have built a strong team of leaders in our business. Everyone has stepped up to the challenge and lead the business in different ways.

Relevant

We will ensure that we remain flexible and dynamic and that the services we provide are always relevant to the needs of our clients.

We deliver a high quality service that is exactly what our client's need. We keep pace with technology and use the most effective and relevant tools out there.

Honest

We always follow the highest ethics through unquestionable honesty, trust and loyalty.

We are all honest in the information we give externally and internally. We give honest answers and take responsibility for making sure issues are brought to the attention of the people that need to know. We do not expect management or our team members to know what we are thinking and understand that people act on the information they are given.