

Non-Ongoing Contract Recruitment

Case Study I

Client: the Department of Families, Housing, Community Services and Indigenous Affairs

Requirement - *Non-Ongoing Contractor – ELI Management Accountant*

Background

- Through a long term client at the Band I level we were referred to a Section Manager who had exhausted all avenues, including recruitment agencies listed under their panel deed, of finding a suitable ELI Management Accountant to manage their internal budgets. Having gone through a long process without successfully finding a suitable candidate, there was an immediate need of filling the role.
- We met with the Section Manager the following day to obtain a comprehensive understanding of the specific requirements which included strong management accounting skills, very strong communication skills, and a commercial approach to servicing and supporting a wide variety of clients across the Department.
- A quick turnaround was required to place a 'hit the ground' running candidate who ideally is also well suited to a long term position with the Branch.

Services Supplied

- Position profiling – skills, behaviours, capabilities, key outcomes and goals
- Candidate selection based on taking into account necessary skills and experience, capabilities, goals and organisational fit
- Detailed reference checking
- Place an ELI Management Accountant as a Non Ongoing Contract for an initial 3 month period

Key Challenges

- The immediacy of the vacancy, which contrasted with the average notice period for suitably qualified candidates
- The Department had a strict policy of only engaging providers under their panel deed which HorizonOne was not listed on.
- Given the lengthy time without anyone in the role, there was a backlog of work which the successful candidate would have to attend immediately upon commencement
- The risk that an immediately available candidate would not hit the ground running and may not be a long term fit
- Non-Ongoing Contract Recruitment

Non-Ongoing Contract Recruitment

Outcomes Achieved

- HorizonOne was able to identify a number of potential options through our database of pre-vetted candidates
- Following interview and some excellent references, a candidate was hired with an immediate start on an initial three month contract
- Since the commencement of the contract, the candidate has been extended twice, first for an additional 3 months and second for 6 months, making the overall contract to-date 12 months

Case Study 2

Client: the Department of Health and Ageing

Requirement – Non Ongoing Contractor – ELI Financial Statements

Background

- We were approached by a long standing client at Health with an urgent requirement for an ELI to complete the Department's Financial Statements. The need was immediate as the End of the Year financial reporting process had already commenced and the time frames were therefore very tight.
- Having recruited for several roles for the section over the years we already had a strong understanding of the team dynamics and what type of person would make a strong cultural fit. A face-to-face visit to take a comprehensive job order was therefore not required on this occasion, and we were able to discuss the specific technical requirements over the phone.
- Deliver a quick turnaround to place a 'hit the ground' running candidate who ideally is also well suited to a long term position with the Branch

Services Supplied

- Position profiling – skills, behaviours, capabilities, key outcomes and goals
- Candidate selection based on taking into account necessary skills and experience, capabilities, goals and organisational fit
- Detailed reference checking
- Place an ELI Financial Accountant as a Non Ongoing Contract for an initial 6 month period

Key Challenges

- The immediacy of the vacancy, which contrasted with the average notice period for suitably qualified candidates
- Due to the time of the year (End of Financial Year process had already commenced at most Government Agencies) most suitable candidates would already be locked in on contracts for the duration of this contract and therefore not available
- The risk that an immediately available candidate would not hit the ground running and may not be a long term fit
- The best qualified and most suitable candidate was not an Australian Citizen and required special approval from the Department's Executive for engagement
- Non-Ongoing Contract Recruitment

Outcomes Achieved

- HorizonOne was able to select and refer a suitable candidate that same day and they were then interviewed, selected and started within 10 days of the initial notification
- Candidate standards exceeded past recruitment outcomes
- Management of the service relationship exceeded past recruitment outcomes and under challenging circumstances
- Success of the placement has been demonstrated in the excellent outcomes achieved by that individual who has now been taken on to an ongoing position.