



REAL TIME AUSTRALIA

RECRUITMENT MADE EASY





ABOUT REAL TIME AUSTRALIA

Real Time Australia is one of Australia's longest standing and innovative recruitment agencies specialising in end-to-end recruitment solutions.

We have worked with partners in a large and diverse range of industries including finance, accounting, FinTech, insurance, human resources, IT, sales and marketing, software, digital media, legal, and have been part of some of Australia's most prominent business success stories.

Our experience in working behind-the-scenes to attract and recruit talent extends to businesses of all sizes: start-ups, small and medium businesses and larger global organisations.

With offices in Sydney and Melbourne, our team have been assisting businesses to grow through smart and effective recruiting for positions at every level, including executive and C-Suite positions, for over 26 years.

We opened our doors in 1991 and since that time we've witnessed the rapid change in the talent-sourcing landscape. The recruitment industry may have changed but our values and the way we do business certainly haven't.

Our goal as a progressive recruitment agency is to take all out the stress and strain out of the recruitment process and partner with you to make it easy, affordable and successful for all parties.

A HOLISTIC APPROACH TO RECRUITMENT

Each member of our team is an expert in the field of recruitment and trained to act as a Growth Consultant, providing advice and service with respect to:

- Job designs
- Organisational structure
- Organisational culture
- Employer branding
- Diversity programs

...and **more**



You can rely on us to:

Understand and service your business

We make it our mission to understand who you are and what you need to help your business thrive. Taking the time to listen and intimately understand your business holistically allows us to find the best talent to suit your organisation.

Offer genuine expertise for the long-haul

On average, most of the team at Real Time Australia have been with the agency for approximately 15 years, making them committed career recruiters. As specialists, they know their stuff and are devoted and driven to support your business needs for the now **and** the future.

Provide full accountability

We believe consistency and trust are key to forming a true partnership. That's why you will have a dedicated Account Manager from the start of your relationship with us. While the entire team will support your needs, your Account Manager will be your single point of contact.

Combine our experience with our extensive digital and peer networks, and you have a level of reach and service to ensure success.

Find out more about our **Partnership Program** and the way we work or read some **testimonials** from our clients.

PERMANENT PLACEMENTS

Finding the right person for the right job requires a search strategy that encompasses planning, definition and design.

When hiring permanent staff, keeping the company culture is one of the most important elements to consider. When the Real Time team go to market for you, rest assured they will be able to communicate your unique selling proposition, culture, and why someone would want to join your team, as if we were part of your business.

Connecting the passive market to your brand is one of the key components of partnering with Real Time Australia. Individually and collectively connected to millions of people locally and globally, we have the reach and capability to deliver on your permanent hires.

We have a variety of options to assist with your candidate search, starting from just \$899. Each package has been created to cater to the varied needs of each recruitment brief.



CONTRACT RECRUITMENT

When it comes to hiring on a contract basis, it's not just the act of sourcing the candidates that matters.

Whether you are a seasoned hiring manager or completely new to the concept of building contract teams, there are some questions you should be asking yourself before you start looking for contractors.

For example:

- How do/will you integrate contractors into your core work culture?
- How will you manage the skills transfer to the core team?
- Are you prepared to pay high prices for niche skills?
- Is your backend administration up to the challenge of payroll management?

The team at Real Time Australia can lend their considerable experience to assist with helping you workshop the skills you need, the outcomes of the project, the type of person to culturally align with your core team, help you craft job descriptions and tap into our extensive network to help you get the best results for your contract business needs.

Upon sourcing a candidate, we provide a detailed and high-touch candidate care program.

From on-boarding, pre-start, project end date to contract conclusion we constantly touch base via scheduled phone calls. We make a point to regularly stay in touch with you and the contractors that we field out to your business to ensure results are being delivered for everyone.



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