

Pivotal Australia Pty Ltd

Pivotal Australia is a wholly Australian owned personnel consultancy and incorporates Pivotal Personnel, Pivotal & Civil, Pivotal Point HR and Pivotal Training & Development. Based in New South Wales, Pivotal has sustained continued growth and can now list many leading multinational organisations as valued clients within public and private sectors.



Pivotal Personnel

Pivotal Personnel specialises in the recruitment of permanent, casual and contract staff across a broad range of industry sectors and job categories, including Industrial, Construction, Information Technology, Office Support and Call Centre, up to and including Executive level.

Our **Industrial** Division provides skilled temporary, contract and permanent staff for the Manufacturing, Food Processing, Logistics, Transport and Warehousing sectors.

Our recruitment team brings a wealth of knowledge within specialist areas working in the industry and we work closely with each of our business partners to build a strong knowledge and understanding of each of our client's needs. Our understanding of the industry, roles, and requirements are fundamental to placing the right people with the right organisations into the right roles.

With methodologies designed to enhance the strong network of candidate and client relationships, built through our superb service delivery and ongoing business partnerships, Pivotal are well positioned to provide the right solutions for you.

Our **Commercial Recruitment Services** Division specialise in providing a broad and comprehensive range of skilled candidates, including Customer Service & Call Centre, Office & Administrative Support, Sales and Marketing, Retail and Merchandising, Accounts & Finance, and Information Technology.

Candidates are fully assessed for suitability through relevant job history verification, behavioural based interviewing, verification of Australian working rights, 3rd party reference checking and skills assessment prior to placing in temporary or permanent positions.



Pivotal & Civil

Pivotal & Civil is committed to delivering quality staff to a diverse range of multi disciplinary civil projects, ensuring the provision of vital infrastructure for our clients' businesses to meet demands.

We provide candidates for short term and long term assignments, as well as permanent placements for roles including Trades and Trades Assistants, Plant Operators, Concreters, Form workers, Carpenters and Carpentry Joiners, Dogmen and Riggers, Traffic Controllers and Engineers.

Pivotal & Civil's business strategy is built on three critical elements: commitment, reliability, and the ability to gain a sound understanding of our clients' business. It is with these three elements combined that are key to our success.

Prior to starting at a Pivotal & Civil worksite, all employees will be provided with personal protective equipment.





Sci-tech was one of the first specialist recruitment companies to provide scientific and technology staff in Australia. It is our knowledge and experience of the Australian marketplace developed over the years that has allowed us to maintain our status as one of the leading suppliers of scientific professionals.

We supply temporary, contract and permanent professionals across all fields including Quality Control, Quality Assurance, Product Development, Technical Support, Engineering, and Research & Development. Over the past years we have developed an extensive database of Science and Technology professionals from Laboratory Support Technicians to Laboratory Managers, Sales and Marketing staff and Regulatory Specialists.

Our Consultants are specialised and come from technical backgrounds, and their expertise in this sector enables us to provide the highest standards of service to clients and candidates. All interviews are conducted by Consultants and the pre-selection procedure is individually tailored for each role and its requirements. Our screening process includes behavioral and technical questioning designed to assess each candidate's knowledge and competence, and to ensure an efficient and effective recruitment service.



Pivotal Training & Development

As one of Australia's nationally recognised Registered Training Organisation's (RTO's), Pivotal Training & Development delivers face-to-face training through both workplace and classroom settings. We have extensive experience in designing and developing training programs that fulfil the business needs of our clients, incorporating with the culture of each organisation, improving workplace productivity and developing employee performance.

Pivotal Training & Development provides Vocational Educational Training Accreditation Board (VETAB) Accredited Courses that are based on National Competency Standards which have been endorsed by the Department of Education, Employment and Workplace Relations (DEEWR). These courses lead to a formal portable qualification that is recognised throughout Australia and New Zealand.

Our in house programs are carefully tailored to the needs of both the client and its individual staff members. Courses are aimed at developing skills, knowledge and attitudes that can be practiced immediately or in the very near future.

We can provide training for a number of courses including:

- ✓ Certificate II to III – Pharmaceutical Manufacturing
- ✓ Certificates II to IV – Food Processing
- ✓ Certificate III to IV – Competitive Systems & Practices
- ✓ Certificate III – Process Manufacturing
- ✓ Certificate III – Transport & Logistics & Storage
- ✓ Certificate IV – Business Sales
- ✓ Certificate IV – Frontline Management
- ✓ CIV Workplace Health & Safety
- ✓ Diploma of Management
- ✓ Construction White Card

By working with the client to establish clear objectives, training methodology and course content, each course is highly directional and serves the training needs of each individual organisation and divisions. Evaluations will be carried out to ensure trainees are experiencing optimum effectiveness throughout the course.



Pivotal Point HR

Pivotal On Site Services

Pivotal On Site Services Division specialises in the provision of high volume, skilled flexible labour; aimed at improving our clients flexibility to meet their Customer's demands and whilst also improving casual staff retention, productivity, efficiency and cost effectiveness.

Flexibility

In these demanding times, your business needs to be one step ahead of your competition, consistently delivering a quality and cost effective service to retain your valued customers.

With any business, staff are a substantial element of your business costs and having a partner that truly works with you to improve efficiencies and providing an unrivalled flexible workforce solution, whilst still constantly looking to reduce costs and giving you the confidence to win new business knowing you can deliver.

The following three elements ensure Pivotal can constantly deliver a flexible service to our On Site Clients, Pivotal are able to provide references and case studies from our existing clients

Client Dedicated Account Managers

Pivotal's Account Managers are totally focused on delivery to a single Client, they are dedicated to their Client without any distractions whatsoever, every quality candidate recruited is only supplied to that one client – without exception. It's like having your own recruitment branch on site.

Effective and Efficient

Through our dedicated procedures and processes, Pivotal On Site Services guarantees our service to our Clients, including;

- Immediate supply of trained casual workers
- 100% booking fulfilment
- Increased productivity through improved casual worker retention
- Reduced sickness absenteeism
- Lower cost for flexible casual workers
- Reduction in the time spent dealing with casual workers and agencies
- Reduced recruitment administration
- Client specific Management Information
- Continuity of casual workers
- Cost saving processes and efficiency improvements

Pivotal Recruitment & HR Specialists

Because our Account Managers are based on our client's site - working exclusively for that individual client, Pivotal are able to tailor our processes to meet our clients specific and unique requirements.

The Pivotal dedicated Account Manager will ensure our client receives complete fulfilment whatever their requirements and timescales.

Our account managers are focused and responsible for;

- Recruitment and Selection of casual workers to agreed minimum standards
- Maintaining of an 'available pool' of qualified staff
- Introduction and ongoing management of casual workforce
- Comprehensive administration processes to ensure compliance with all Recruitment and Employment legislation
- Collation and reporting of Management Information relevant to our clients' business and achievement of their targets, objectives and mission statement.
- Consistently exceeding agreed Key Performance Indicators
- Ensuring the most cost effective labour solution is provided.

The Pivotal Dedicated Account Manager will become an integral part of your management team, working closely and supporting your current HR Function to deliver a flexible workforce solution across your whole business.