



# COMPANY PROFILE

## *TRANSPORT AND CIVIL INFRASTRUCTURE*



**In2work Executive Sourcing**

# PROVIDING SOLUTIONS

*With over 20 years combined experience in recruitment and employee engagement, In2work has fostered relationships with some of the largest companies in Australia since our inception in 2005, partnering with them to provide solutions to project specific or corporate vacancies from graduate engineers and construction staff to Project Directors and the Executive team such as MD/CEO levels.*

## INDUSTRY SPECIALITIES

As strategic search and sourcing specialists, In2work have developed strong and substantial networks within our industry specialities which are:

- » Civil Construction and Infrastructure such as Roads, Bridges, Tunnels, Marine, Pipeline, Rail and Airports
- » Building such as Commercial / Industrial / Residential and Resources Camps / Infrastructure
- » Mechanical and Electrical Construction Oil and Gas Construction / Operations and Maintenance
- » Mining Construction, Materials Handling and Infrastructure



# CORE VALUES

*Working on our core principles of attract, engage, onboard and retain we have managed campaigns from a few candidate placements to over 300 in both a project and corporate capacity, and our reputation for ideal candidate delivery is unsurpassed.*



**ATTRACT**



**ENGAGE**



**ONBOARD**



**RETAIN**



# ATTRACT

With our proven networks, use of social media, advertising and referrals from previous clients and candidates, we ATTRACT potential candidates while maintaining relationships with others. We concentrate on positioning ourselves within these markets and using targeted methods we source from areas that are suitable for both the vacancy and the client.



# ENGAGE

Our next step is to ENGAGE with the candidate, understanding such factors as

- What are their primary motivators?
- What their skillset or experience is?
- Are they a cultural fit for the project or company?
- What type of personality are they?
- How are they best managed?

Most importantly we thoroughly interview the candidate to determine the synergy between the candidate and the client ensuring that they are a perfect fit not just meet the criteria stipulated by the client.

As FIFO experts, we guide candidates through the entire recruitment process and most importantly, we manage all parties expectations – we find addressing all the questions of the candidate and client that no issues arise and we strive to make the onboarding process as uncomplicated and stress free for all parties.

Candidates quickly realise that they are not just a number with In2work - we are genuinely interested in our candidates long term success with their careers, and equally interested in our clients satisfaction with our candidates, our open communication and our interaction when providing recruitment services.



# ONBOARD

Working as an interface between the candidate and client, we ensure a smooth transition for the candidate including:

- Open and honest communication and feedback
- Information for the candidate regarding role, responsibilities and expectations
- Awareness of personal situation eg family, location or relocation, FIFO requirements etc

And an easy and effective ONBOARDING process for the client including:

- performing due diligence
- up to date market information on the role, competitors and demographics
- reference checking
- ensuring the client is aware of all circumstances pertaining to the employment of the selected candidate

Adhering to the above ensures an easy and non problematic process.



# RETAIN

Our responsibilities as a personnel supplier doesn't end at the point where the employee accepts the offer and starts with the client – we have an obligation to perform industry best practice, and we continue to engage with the candidate and client ensuring that the candidate is RETAINED for the position and that both parties are satisfied.



## MEMBER OF



## TECHNOLOGY



*Document Security*



*Video Introductions  
& Resumes*



## CONTACT US FOR

- *Executive Search and Select*
- *Contingent and retained assignments*
- *Recruitment Programme outsourcing*
- *Recruitment Management*
- *Providing and Reviewing Marketing and Advertising Supplement*

## GET IN TOUCH

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