

Contracting

# Contracting talent both locally and abroad



It's personal.

[caddencrowe.com.au](http://caddencrowe.com.au)

a subsidiary of the Rubicor Group



CADDEN  
CROWE

# Contracting talent

Contracting doesn't have to mean compromise. Why should you? We don't. We match the best talent to your business and if the highest-calibre candidates are not close to home, we go global.

## To stay on top you need the best

It takes talent to know talent and like the clients we choose to work with, Cadden Crowe excels.

Our power lies in our people - and our people are specialists. We understand you because our team has years of expertise in your field. We're performance-driven and strive to exceed your expectations.

Our approach is innovative. We can work fast but the easy answer isn't always the best one. Great contractors make great long-term staff, and finding perfect people takes innovation, expertise and peerless research.

We target the global industry's hidden candidates – those not actively looking for work. They can't hide from us.

## Who we are

Cadden Crowe is an international recruitment consultancy with offices in Sydney, Brisbane, Melbourne, Perth, Newcastle and the Pacific. Our focus is local but our reach is global. Peerless expertise sets us apart.

We specialise in both executive search and in technical and operational roles. We find the highest-calibre candidates – from graduate to top executive – for clients in mining, heavy manufacturing, infrastructure, construction, energy and transport/logistics.

We relish the challenge of bulk recruitment. We have years of experience in capital cities, regional and the remotest locations. Our database is second-to-none and we bring you key talent from across the globe for even the most difficult-to-fill positions.

## What we do

We work with you. We bring the world to your doorstep to solve your strategic needs. You want the best to keep your competitive edge. We find those people; scouring the international market to identify the right talent for your team. We are thorough, ethical, and we don't finish until the job is done.

## What makes us different

We are experts in our field with over a decade of experience. We partner with you on a day-to-day basis until your problems are solved.

We specialise in technical recruiting – from operations to engineering.

## Our reputation is such that many candidates contact us

Cadden Crowe was recently acquired by the Rubicor Group, one of Australia's largest and most diverse recruitment and staffing groups. Established in 2005, Rubicor represents the best – partnering with such a powerbase puts Cadden Crowe at the cutting edge of search and recruitment.

Our outstanding approach to candidate management and career planning initiatives, means quality talent chooses to work with Cadden Crowe over the long term.

## We bring the world to you

We gather international intelligence via our research networks, road shows, marketing and advertising. We source Mining talent from South Africa, South America, Canada, Russia and Eastern Europe. For Energy clients, we target key personnel in the UK, US, Europe and New Zealand. For the Petroleum sector, we locate the best from the US, Scotland, Europe, Asia and South America.

We also offer a comprehensive solution to obtaining 457 Visas and or permanent residency for overseas candidates, to ensure we can make the selection and transition smooth. We can also offer innovative ideas to add value such as language training, local business awareness training, validation of qualifications and relocation solutions.

## How we do it

With exceptional research and worldwide intelligence.

Our state-of-the-art database contains over 100,000 international candidates and we continually target more. Our Recruitment Management and Talent Management systems pinpoint non-active quality candidates. We are experts in networking and in maintaining relationships with both clients and talented candidates.

## Our clients are our benchmark

They include:

- BHP Billiton
- Alinta
- Pacific Brands
- Orica
- SKM Consulting
- Amcor
- Pfizer
- Origin Energy
- Bluescope
- AstraZeneca
- Dairy Farmers
- Alcan
- Arnotts



## Who we work with

We specialise in the following sectors:

- Mining
- Energy
- Manufacturing
- Healthcare
- Oil & Gas
- Engineering & Construction
- Architecture & Design



## We provide contract personnel in the following disciplines

### Engineering/ Technical

Mechanical Engineer  
 Process Engineer  
 Electrical Engineer  
 Validation Engineer  
 Cost Engineer  
 Civil Engineer  
 Project Engineer  
 Technician  
 Field Engineer  
 Maintenance Engineer  
 Chemical Engineer  
 Production Engineer  
 Structural Engineer  
 Chemist  
 Instrumentation Engineer  
 Design Engineer  
 Reliability Engineer

### Human Resources

HR Manager  
 HR Coordinator  
 Resourcer  
 Researcher  
 OH&S  
 Quality Assurance  
 Recruitment Manager  
 IR Manager  
 HR Advisor

### Building / Architecture

Building Designer  
 Architectural Drafter  
 Architect  
 Quantity Surveyor  
 Draftsperson  
 Project Manager  
 Engineer  
 Building Inspector  
 Building Manager  
 CAD Operator  
 Contracts Administrator  
 Estimator

### Procurement / Supply chain

Procurement Specialist  
 Purchasing Officer  
 Production Planner  
 Materials Planner  
 Commercial Manager  
 Logistics Manager  
 Team Leader  
 Demand Planner  
 Quality Manager

### Sales / Marketing

Sales Manager  
 Business Development  
 Marketing Manager  
 Brand Manager  
 Product Manager  
 Account Manager  
 Team Leader  
 Sales Rep  
 Category Manager  
 Marketing Analyst

# It's personal.

We offer a personal approach combined with unparalleled networking and databasing power. Cadden Crowe provides individually tailored solutions and so much more.

## Interim executive placement

We find the best, wherever they are. What sets us apart is our specialist expertise. Our background checks on potential candidates are thorough and discrete, and initial approaches are confidential. With Cadden Crowe you tap into over a decade of experience in finding the perfect talent for your field, an unparalleled global network and a database that is second to none.

## Integrated search systems

Talent is in high demand and low supply. We find it – by using state-of-the-art database techniques, advertising, networking and tracking down “hidden” talent – those elusive non-active job seekers.

## Database search

Cadden Crowe's database of technical professionals is extensive. Our IT Recruitment Management System and Talent Management Program connect us with the best. Candidates are skills-coded and updated on career opportunities on a regular basis.

## Assessment centres for bulk recruitment

Our team is well-versed in creating Assessment Centres. These are tailored to requirement and managed by an experienced team of psychologists and HR professionals.

## The selection process

Cadden Crowe uses a range of tools to match key candidates to your specific needs. Our processes are contemporary and behaviourally based. We validate behaviours from the first point of contact to post placement follow up.

## Psychometric evaluation

We offer a thorough range of services depending on our clients needs.

## Contact

Please visit our website for contact details of all of our offices.

[caddencrowe.com.au](http://caddencrowe.com.au) • 1300 663 575

Sydney Melbourne Brisbane Perth Newcastle Pacific

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“Alcan has had a strong working relationship with Cadden Crowe Contracting over the past two years. I am pleased to provide this testimonial purely under the circumstances that Cadden Crowe Contracting has delivered to all of the expectations set by Alcan for the procurement of white-collar professionals.

In short Cadden Crowe has actively sourced and managed numerous ongoing roles providing highly specialised skills from locations all across Australia. Their ability to understand the assignment, follow a structured recruitment process, execute on-site OH&S audits, qualify quality candidates and maintain an ongoing customer service focus are the reasons why Alcan will continue our association with Cadden Crowe.”



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