

*go beyond*



# Capability Statement

Business Services | Construction | Engineering | Logistics | Manufacturing

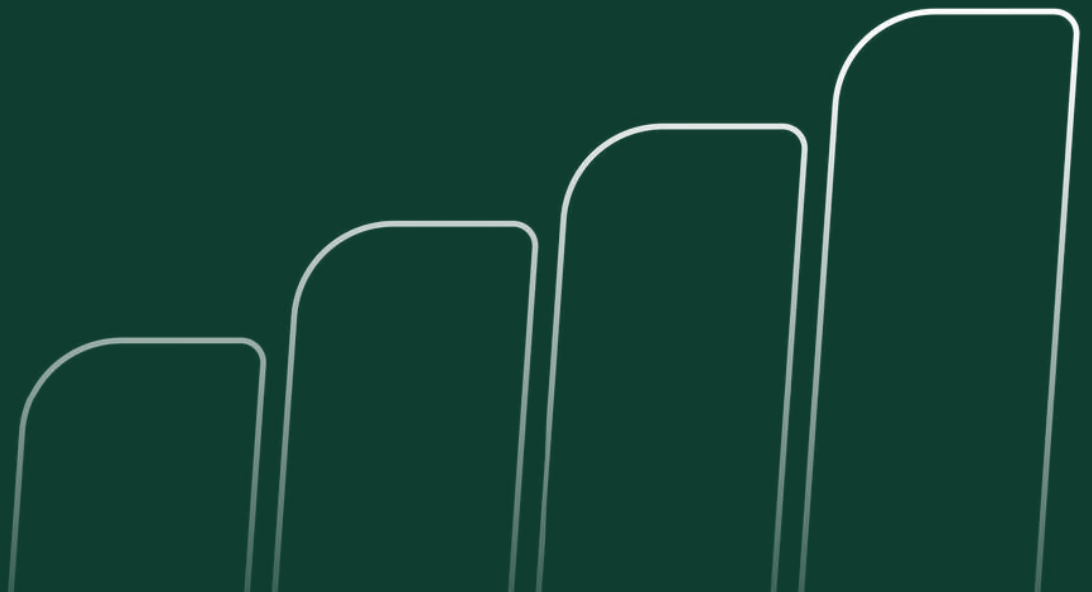
**BARCLAY**  
RECRUITMENT

# WE GO BEYOND RECRUITMENT,

so your organisation can  
perform beyond target.

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# OUR STORY

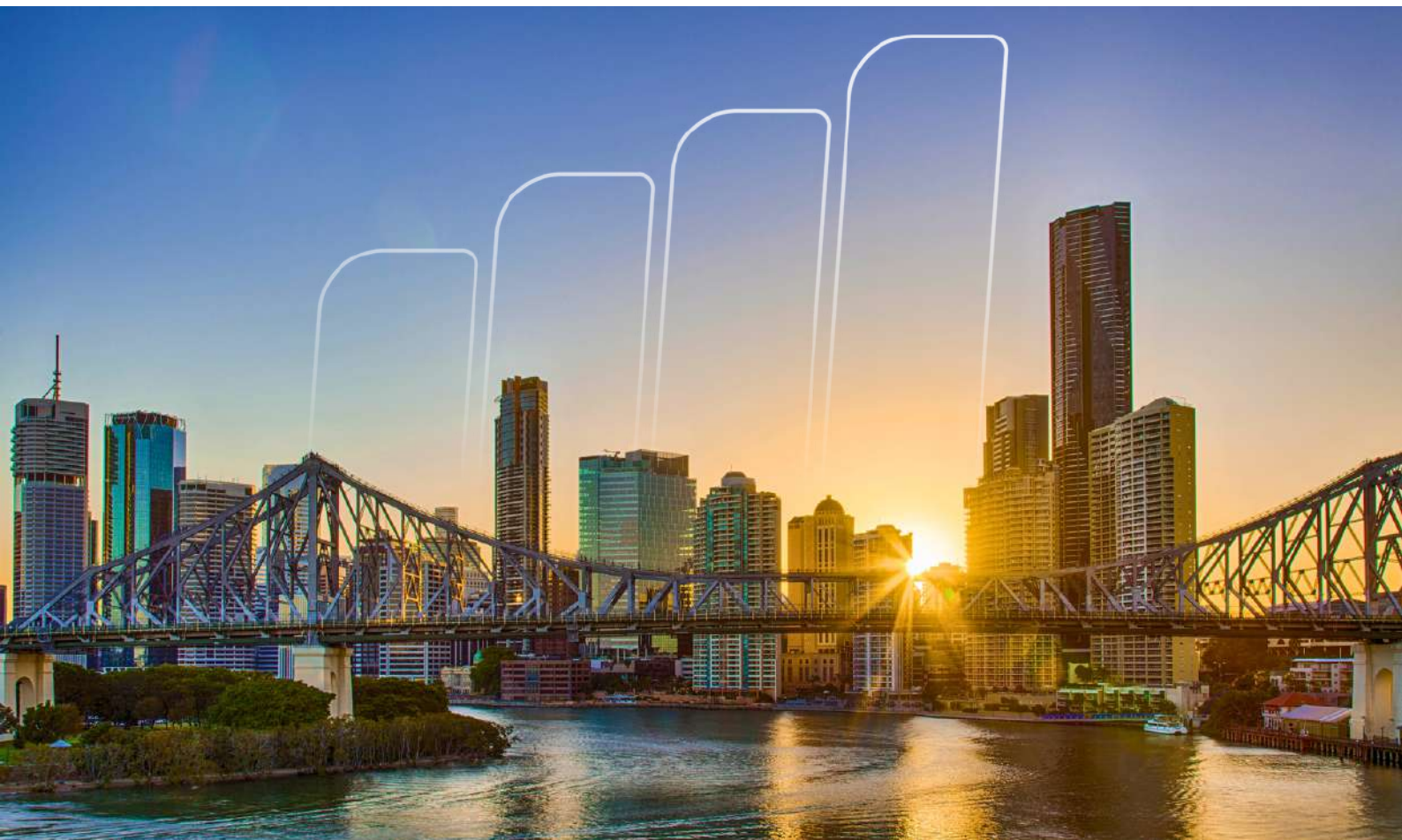
Founded over two decades ago as a division of the BSeries Recruitment Group, Barclay has evolved into a distinguished recruitment consultancy, specializing in the Construction, Engineering, and Manufacturing sectors.

Our journey, shaped by a consistent vision of delivering outstanding recruitment consulting services, took a pivotal turn in 2020. Following Ken Fowler's retirement, Andre van der Merwe, a seasoned leader from BSeries, stepped in as Director. Andre, along with former colleagues who rejoined as Senior Consultants, has rejuvenated Barclay with a revitalized zeal for excellence.

Today, Barclay stands as a vanguard in the recruitment industry, celebrated for its unwavering dedication to forging enduring relationships, providing unparalleled service, and fostering sustainable success for our clients and candidates.

Our deep expertise in niche markets, combined with our expansive network, empowers us to connect businesses with a diverse array of talent - from management, sales, and marketing to operations, engineering, administration, and management accounting. Our commitment to excellence, a hallmark of our ethos, resonates through our work.

We remain steadfast in our mission to serve with passion and integrity, continually striving to surpass expectations and go beyond in all facets of our service.





# OUR COMMITMENTS

## Tailored Talent Solutions

We are the trusted partner to help you find and retain the right talent for your organisation

We do more than simply fill roles. We care about placing people where they can thrive. We focus on helping your organisation get more out of your talent and teams.

At Barclay Recruitment, we go beyond, so your business can too.

## Meaningful Partnerships

We do more to understand employers and job seekers to ensure stronger match where both benefit.

We address the root causes behind your talent needs. We help you build a stronger foundation for success and ensure that the solutions we provide align with your objectives. We foster lasting relationships that go beyond mere transactions.

## Specialisation and Experience

Our extensive knowledge and expertise in your niche industry allows us to understand its unique dynamics and challenges.

We create more thorough profiles using stronger science and more robust methods.

We leverage our knowledge, experience, tools and resources, to ensure the best possible employer-employee matching.

## Proactive Communication

We champion transparent communication and feedback-driven partnership.

Dedicated to offering consistent updates and insightful feedback throughout the recruitment journey, we ensure alignment with your evolving needs. Trust us to keep you informed and engaged, working together towards achieving your desired outcomes.

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# OUR SERVICES

## Permanent Staff Solutions

We specialise in sourcing and placing permanent staff who align with your unique requirements and company culture.

Our dedicated team of specialists works closely with you to understand your needs, to conduct thorough candidate evaluations, and to ensure a seamless integration of new employees into your organisation.

## 360-Degree Recruitment

Our 360-degree recruitment process covers all aspects of talent acquisition.

From conducting needs analysis and strategy development to targeted candidate sourcing, thorough screening and assessment, and expert support throughout the recruitment journey, we provide end-to-end recruitment solutions.

Our process ensures a holistic approach to finding the right talent and maximising the chances of long-term success.

## 30-Step Process

We don't just do job descriptions; we get in-depth company briefs, including backgrounds, needs, motivations, and what lend to the need to recruit.

Our 30-step recruitment process ensures that we understand what you need from the talent that you hire, so we can deliver results beyond recruitment.

We know the difference the right talent can make to your organisation, that's why we work harder to find the best match for you.





## Executive Search

Our executive search service is designed to identify and attract exceptional leaders who possess the expertise and vision required for executive-level positions.

With our extensive industry networks and refined search strategies, we connect you with high-caliber candidates who can make a significant impact on your organisation.

## Psychometrics & Profiling

Our psychometrics and profiling service provides valuable insights into candidates' personality styles and behaviours.

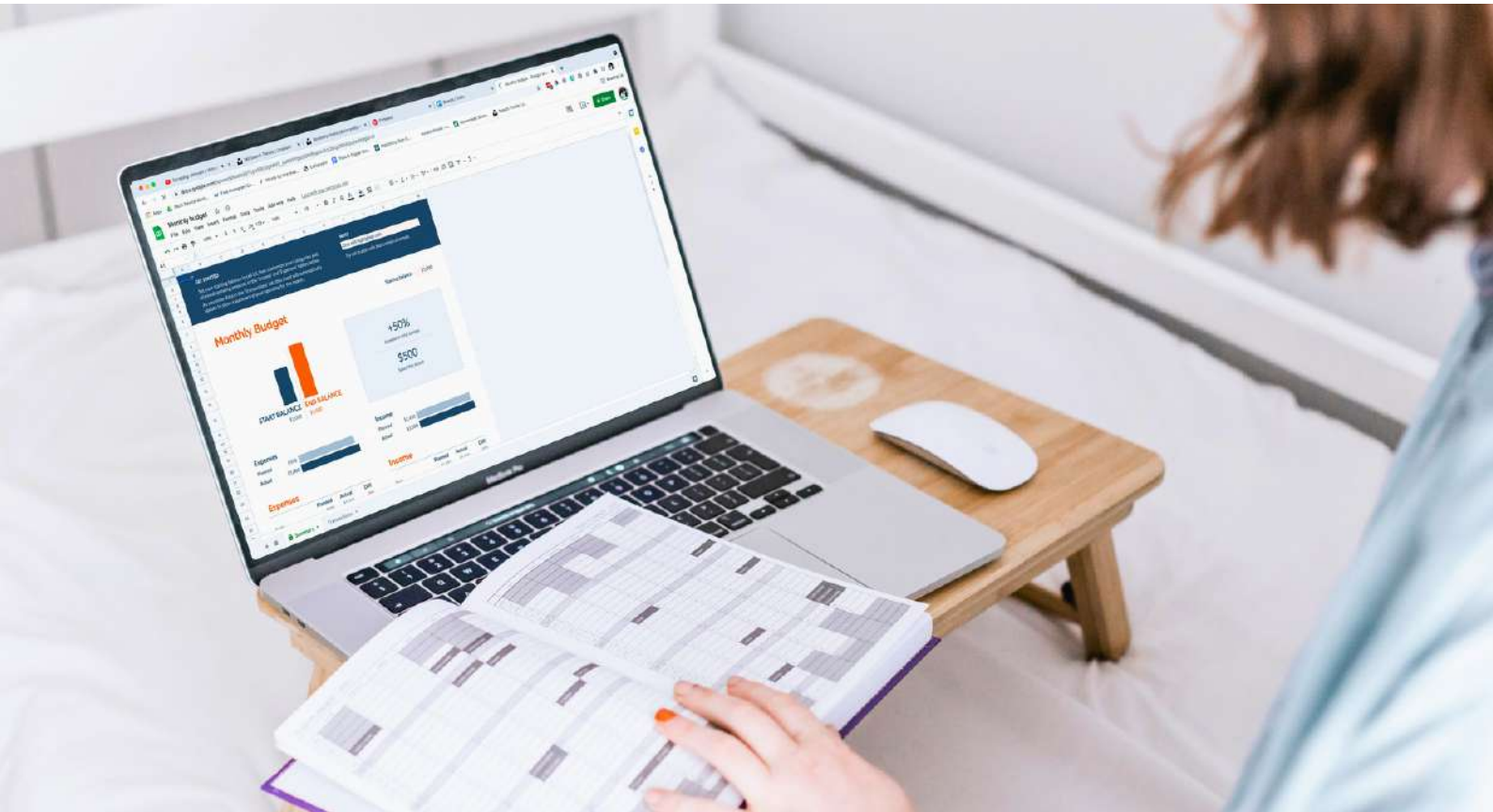
By incorporating psychometric assessments and profiling into our selection process, along with conducting reference checks, we enhance our ability to identify candidates who not only possess the necessary skills to do the job, but also align with your company culture - leading to stronger and more enduring matches.

## Market Mapping & Analysis

We understand that having a deep understanding of the talent landscape and market trends is crucial for your success.

Our team of industry experts conducts in-depth research and analysis to identify emerging talent pools, key competitors, and market dynamics relevant to your industry.

This helps you make informed decisions about your talent acquisition strategies, stay ahead of the competition, and ensure you have access to the best talent available.



# BUSINESS SERVICES

We specialise in recruiting high-performing Business Support talent, streamlining the time-consuming and resource-intensive process of hiring for office support roles. Let us help you close the gap and drive business success with our expertise in identifying top-notch candidates for your organisation.

## Our Specialisations



Administration



Finance & Accounting



Human Resources



Managerial Support



Operations

## Top Roles We Recruit

- Admin Assistant/Officer
- Accounts Payable/Receivable
- Bookkeeper
- Branch Manager
- Business Analyst
- Chief People Officer
- Customer Service Representatives
- Data Analyst
- Executive Assistant
- HR Coordinator
- HR Manager
- Office Coordinator/Manager
- Operations Coordinator
- Payroll Officer
- Receptionist
- Return-to-Work Coordinator
- Personal Assistant
- Service Coordinator



# CONSTRUCTION

Leveraging our extensive network and industry expertise, we excel in identifying, attracting, and securing top talents with unique skill sets, experience, and personalities required to excel in hard-to-fill roles within the Construction sector.

## Our Specialisations



Architecture



Building Products / Services



Demolition



Design & Construction



Geotechnical Engineering



Town Planning

## Top Roles We Recruit

- Account Manager
- Business Development Manager
- Construction Manager
- Designer Drafter
- Electrical Engineer
- Fire Engineer
- Lighting Engineer
- Mechanical Engineer
- Plumbing Engineer
- Project Manager
- Quantity Surveyor
- Sales and Design Consultant
- Showroom Manager
- Site Supervisor
- Structural Engineer
- Territory Sales Representative/Manager
- Town Planners
- Warehouse Manager








# ENGINEERING

With a profound understanding of the Engineering industry and leveraging our network and expertise, we are your trusted partner in providing tailored solutions and top-quality candidates who precisely fit your specific needs, delivering exceptional results for your organisation.

## Our Specialisations

-  Aerospace Engineering
-  Civil Engineering
-  Chemical Engineering
-  Electrical Engineering
-  Marine Engineering
-  Mechanical Engineering

## Top Roles We Recruit

- Account Manager/BD Manager
- Architectural Engineer
- Automotive Engineer
- Chemical Engineer
- Civil Engineer
- Control Systems Engineer
- Drafter
- Electrical/Electrical Design Engineer
- Engineering Manager
- Environmental Engineer
- Geotechnical Engineer
- Industrial Engineer
- Mechanical Engineer
- Operations Manager
- Project Manager
- Sales Engineer



# LOGISTICS

Leveraging our expertise in the Manufacturing industry, Barclay Recruitment is uniquely positioned to elevate your Logistics operations. Our dedication to excellence and deep industry insight ensure we provide not just candidates, but strategic assets who will drive your organisation's growth in the dynamic Logistics sector.

## Our Specialisations



Freight



Transport



Production



Distribution



Storage



Intralogistics



Packaging

## Top Roles We Recruit

- Cargo Operations Manager
- Distribution Manager
- Fleet Manager
- Freight Forwarding Operator
- Logistics Analyst
- Logistics Coordinator
- Logistics Engineer
- Logistics Manager
- Packaging Manager
- Procurement Manager
- Production Supervisor
- Production Manager
- Sales Executive
- Shipping Coordinator
- Supply Chain Analyst
- Traffic Coordinator
- Transportation Manager
- Warehouse Manager



# MANUFACTURING

With a proven track record of success in the Manufacturing industry, you can rely on us to deliver exceptional services and high-calibre candidates that will help your organisation thrive and stand out in this competitive landscape.

## Our Specialisations



Food Production



Green Logistics



Hi-Tech Electrical



Medical / Pharmaceuticals



OEM



Packaging

## Top Roles We Recruit

- Area Manager
- Lead Manufacturing Specialist
- Maintenance Manager
- Manufacturing Engineer
- Materials Engineer
- Mechanical Designer/Engineer
- Marketing and Sales Manager
- Operations Manager
- Packaging Manager
- Process Engineer
- Production Planner
- Project Manager
- Purchasing Manager
- Quality Assurance Manager
- Research & Development Engineer
- Safety Manager
- Supply Chain Manager
- Warehouse Manager



# OUR DIFFERENCE

## Niche Industries

We operate in sectors that are in a high-growth and high-demand trajectory in the country.

## Assignment Guarantees

We offer a 6-month guarantee on retained and 3-month guarantee on contingent roles.

## Exclusive Events

We connect you with other business leaders and industry experts through networking and social events.

## REACH Training

We offer REACH Culture Audits and Trainings to ensure you get valuable insights and actionable strategies for your team and company.

## Barelay Talent Bank

Over two decades, we have built a database of more than 350,000 highly-skilled candidates.

## Customised Solutions

We align our strategies with your needs to ensure a precise and effective process that leads to better candidate matches and long-term success

## Sustainable Outcomes

We guarantee only high-calibre candidates who will contribute to your business outcomes, bottom line, and growth.

## Specialist Partners

We connect you with specialists who can help you address business challenges and drive lasting success.

# OUR DIFFERENCE

In addition to our core services, our affiliation with Verity Consulting allows us to identify other issues that impact your business's performance, productivity, and profitability.

We work with specialists who deliver simpler ways to solve complex problems for clients by giving business leaders like you access to proven experts from a wide range of industries. People with experience, skills, and energy to create lasting impact.

As part of Verity, we have a network of industry experts who can provide valuable recommendations and support to help you overcome challenges and achieve long-term success, with a particular focus on the following areas:

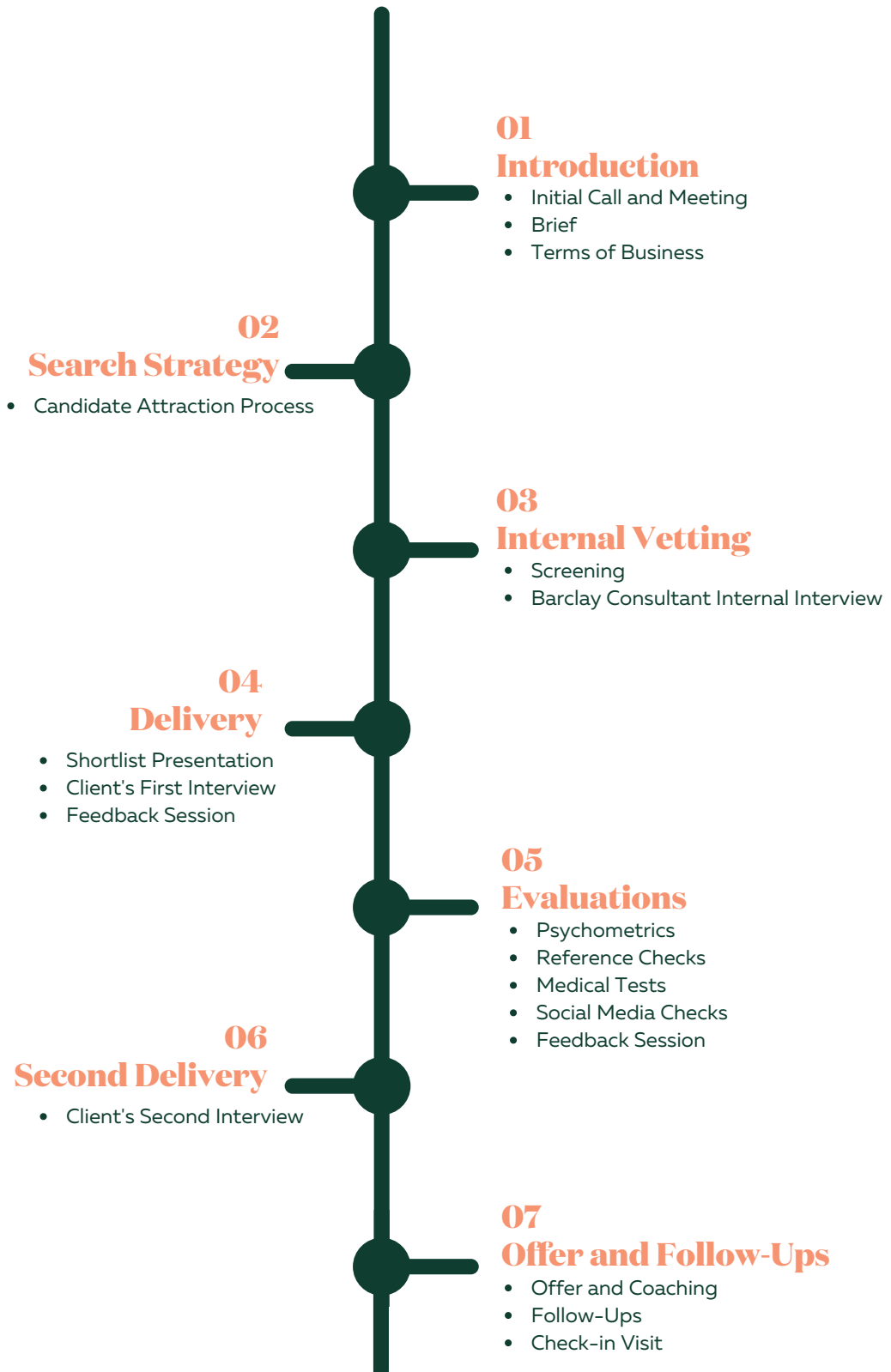
- Accounting & Finance
- Brand & Marketing
- Commercial Law
- Digital & Search
- Employment Law
- HR & Compliance
- Insurance
- IT & Cyber Security
- Leadership & Coaching
- Recruitment



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# OUR PROCESS

At Barclay Recruitment, we take pride in our rigorous end-to-end assignment structure, guaranteeing the delivery of the best and most suitable talent that meets our clients' needs.



# OUR IMPACT

“

Extremely prompt and professional! They presented a diverse range of high quality candidates. Excellent client service, nothing was too much to ask!

A smooth and effortless process, highly recommend!

**Amanda, Employer**

”

My experience with Barclay Recruitment was definitely something that has changed my mind about going through recruiting agencies. Previously I had experienced recruiters not responding or assisting with positions that matched.

**Alex, Candidate**

“

Barclay were very thorough in their entire process, from discussing with them the sort of person we are looking for to the follow up after the person started with us. Great experience!

**Katie, Rockcote Pty Ltd**

”

As a person looking for professional development I felt valued, I feel that my needs were listened, I was informed about every step through the process, very professional and honest feedback.

**Diana, Candidate**

“

This is our first experience with engaging a recruitment company for a senior position at HFM. Of course the cost is a lot higher and a big decision to engage Barclay. It has turned out to be a very good business decision and the whole process has been extremely professional.

**Derelle, Health Focus Manufacturers**

We trust Barclay to source the BEST people!

**John, IPD**



Excellent process – from start to finish!

**Michael,  
Hoffman Kelly**

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**BARCLAY**  
RECRUITMENT



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