



Back in 1999 we identified there was a need for a Professional Services Recruiter in the Transport & Logistics Sector.

Over the past 9 years we have successfully forged a reputation that is arguably the best in service delivery and candidate care in that space. Our sole purpose is to provide a superior level of service to the Candidates as well as the clients. The hallmark of this is our strict adherence to our **Candidate Care Policy**.

As we move through 2008 and beyond ProActive is establishing CENTRES OF EXCELLENCE within its highly successful model to provide our level of service to a wider core of clients and candidates.

Despite our NICHE approach during the first 8 years, we worked across the full spectrum of an organization:

- Finance
- Sales
- Marketing
- IT
- Transport Operations
- Supply Chain
- Retail Logistics
- Security
- Administration
- Customer Service

We have always employed consultants with “Expertise” in a particular field and will continue to. What we mean by expertise is not a person that previously recruited in a field but a person that has educational qualifications and / or practical experience.

Now is the time for us to expand on our skills and experiences and allow a broader client base to experience the ProActive difference.

Key Areas to Consider:

When you consider your next recruitment what questions do you need answered:

Candidate Pool – make sure you have access to the best pool of talent.

- In today's market the internet has made it more complex for a person to find a new role.
- Sure there are plenty of them out there, but what job board, for how long, what classification etc.
- Our skills is maintaining a database of candidates and knowing how to attract the right candidates for your add.
- As a knowledgeable person said along time ago, a recruiter's job is to show the client the tip of the iceberg, however they pay you for excluding everything that is under the waterline.

At ProActive we have and work our database.

Project Management – people are assets, not consumables and the employment process must be run as a project.

- It is time consuming and candidates expect transparency.
- A successful project and successful hire, the reverse holds true.

At ProActive we are your project manager. There is a goal, timeframe and start.

Employer of Choice – 2008 and beyond candidates are looking to work with employers of choice.

- We make sure we promote and protect your brand in this tight market.
- As we all walk the thin line of a skills shortage, the best will attract the best.

Consultant – Your consultant should be someone that you would consider hiring for your business.

- Does your consultant understand what you the manager has to go through day in day out
- Does your consultant appreciate what this employment opportunity is going to do to enrich or detract from the candidates life inside and outside of work
- Do you trust and respect what the consultant has to say
- What qualities do they bring to the table

Depth of Service – So where does the service start and where does it end?

- KPI's – lets discuss what are the key metrics for your business and lets work together to deliver them

- Partnerships – “Human Capital” management enables us to work with you to develop solutions for recruitment and retention. Working together we can deliver a powerful model as an employer of choice
- Value Added Offerings – let us develop a model by where we search, obtain and train your new workforce
- Internal Recruitment – let us work with you to manage all internal opportunities to ensure retention and opportunities is available to all on a confidential basis
- Plus all your typical offerings

Let us work with you to develop your most important asset. People.

ProActive, not just another recruiter a

TRUE PROFESSIONAL HUMAN CAPITAL SOLUTION