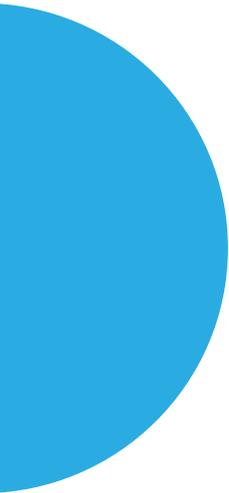




Personnel
just got
personal





Building recruitment partnerships



YOUR Resourcing Group is a specialist recruitment company. As tenured specialist recruiters focusing on specific industry sectors, we know our market.

We don't rely on gimmicks to boost our brand; we simply do a really good job.

We have an expert resourcing team who are known for their professionalism and ability to deliver. Our Specialist Consultants take the time to get to know YOU to ensure the right result, every time. From an initial conversation right through to post-placement after care; with YOUR Resourcing Group, you are always shown a level of integrity and maturity that many of our competitors strive to replicate.

Specialised recruiting for Your Industry

Throughout the 15-years we have been recruiting in Australia, we have established many loyal and mutually successful business relationships. It is our intricate knowledge and understanding of the Australian market coupled with our ability to work in partnership with our clients and candidates, which gives us the proficiency to swiftly match specific role requirements to candidates possessing the necessary skills, experience and technical competencies.



Your Recruitment.
Your Budget.
Your Way.

Your Resourcing Group is engineered to give us the flexibility to work with any client's needs and budget.

We use our perfected strategic bias and commercial edge to ensure that it really is all about You at YOUR.

Your Resourcing Group was created with the purpose of partnering with our clients as opposed to tying them in with inflexible Terms and Conditions. We use our real-life global business experience and apply it at a local level.

Our reputation is built on the collaboration our consultants have with our clients, which is demonstrated through using innovative candidate attraction techniques that produce sustainable results.

It's all about you at your.



Accountancy & Finance

We have a wealth of experience in the white collar financial recruitment industry. From a one-off permanent staff member, to a team of casual invoicing clerks our accountancy & finance division have it covered. Our team of recruiters have extensive experience both from overseas and within QLD and are affiliated with major organisations such as CPA Australia. A fundamental specialism which falls within our accountancy and finance sector is our in-house search team which has the capability to recruit direct from the passive market on roles ranging from skilled ledger clerks through to industry specific C-suite positions.

Some of the roles we recruit in: Chief Financial Officers, Commercial Managers, Financial Controllers, Finance Managers, Financial / Management Accountants, Business and Financial Analysts, Cost Accountants, Manufacturing Accountants, Assistant Accountants, Purchase Ledger Supervisors, Sales Ledger Supervisors, Credit Control Managers, Purchase Ledger Clerks, Sales Ledger Clerks and Payroll/HR Assistants.

Administration Support

We understand that office support is fundamental to the smooth running of any organisation. As experts in this area of recruitment, with access to state of the art testing and assessment centre tools, our administration recruitment capability is agile enough to handle one-off senior recruitment placements right through to contract roles and temporary assignments. We take the time to really understand the qualities you are seeking in your next employee and we understand the impact of placing first-rate admin professionals and customer service staff into your organisation.

Some of the roles we recruit in: Executive PA's, Senior HR Managers, Human Resource Assistants, Administration Clerks, Call Centre Representatives, Telephone Sales, Receptionists and Data Input Clerks.



Building & Construction

Your Resourcing has a dedicated team for building and construction roles with experienced recruitment specialists covering a wide range of jobs. We can provide recruitment services for any stage of the construction management lifecycle, from design and architecture through to safety and maintenance, at all levels of the industry and across all key functions including: **Development, Project Management, Construction Management, Commercial, Health & Safety, Sustainability, Property and Facilities.**

We've worked hard to establish our recruitment reputation in the building and construction sector – founded on a personal service, tailored to meet the individual needs of our clients working with organisations across: **Airports, Commercial Projects, Environmental, Government, Housing Developers, Residential High Rise, Retail, Industrial, Health, Rail, Roads, Resources Sectors, Traffic & transport**

We work in partnership with our clients, taking time to develop an in-depth understanding of the way they work and the roles they need to fill so that we can react quickly to match the most suitable

candidates to their construction jobs and their organisations.

It's our intricate knowledge and understanding of the building and construction sector whilst working in partnership with our clients and candidates to gain a thorough understanding of the demands of each role, that helps us to swiftly match the specific requirements of the job with the most suitable candidates possessing the necessary skills, experience and technical construction competencies.

Some of the roles we recruit in: Project Manager, Site Manager, Assistant Site Manager, Finishing Foreman, Structures Foreman, General Foreman, Trades Foreman, Contracts Administrators, Senior Contracts Administrators, Contracts Manager, Buyer (All levels), Quantity Surveyor, Junior Quantity Surveyor, Construction Manager, Commercial Manager, Operations Manager, Health & Safety officer, Planning & land management, Building service engineers, Facility manager, Estimators/Buyers, Cost management, Project engineers and Structural engineers.

Residential Building

The Residential Construction industry contributes over \$95 billion annually to the Australian economy and employs over 1.1 million people nationally. Construction and investment continues strongly in South East Queensland along with population growth and is a vital part of our economy.

Companies range from boutique custom outfits, through to high volume project home builders, investment builder developers, multi-residential divisions of commercial construction companies as well as prefab home builders, insurance repairs and renovations.

Your Resourcing has a dedicated team for residential construction roles with experienced recruitment specialists covering a range of jobs. We can provide recruitment services for all office based, display home or site management roles including but not limited to: Division or Site Management, Design & Drafting, Estimating, Sales & Marketing, Business Development, Contracts and General Administration, Accounts.

Working closely with our clients, we take time to develop an in-depth understanding of the way they work and the roles they need to fill. This enables us to effectively and efficiently match the specific requirements of the job with the most suitable candidates possessing the necessary skills, experience and technical construction competencies.

Some of the roles we recruit in: Sales - Display Home, Investment, Business Development and Sales Support, Sales Management, Sales Trainer, Estimators – Sales and Production, Contracts Administrators, Drafters, Graphic Design, Colour Consultancy, Site Management, Construction Management and Operations Management.

Civil Engineering

Civil engineering is arguably the oldest engineering discipline. It deals with the built environment and can be dated to the first time someone placed a roof over his or her head or laid a tree trunk across a river to make it easier to get across.

The built environment encompasses much of what defines modern civilization. Buildings and bridges are often the first constructions that come to mind, as they are the most conspicuous creations of structural engineering, one of civil engineering's major sub-disciplines. Roads, railroads, subway systems, and airports are designed by transportation engineers.

Civil construction is anything to do with the earth, water or transport infrastructure. It is a \$10 billion a year Australian business that is crucial to Australia's economy. Your Industrial Civil consultant's understand that this industry is for people who want to make a difference. It is an industry where you can really make an impact, leave your mark, work with other talented people and be well rewarded. We therefore rely heavily on the passive market, referrals and recommendations and in-depth market knowledge to ensure that as Consultants, we are mirroring those qualities. Jobs range from the plant operators who drive the earthmoving equipment on construction sites, to the engineers who design the structures and manage their implementation.

Some of the roles we recruit in: Project Managers, Estimators, Surveyors, Administrators, Commercial managers, Design managers, Site engineers, Structural engineers, Chain person, Superintendents, Supervisors, Leading hands and Operators.

Sales and Marketing

Sales is the profession concerned with the selling of goods and services. Sales form the core of every business: whether it produces a physical product, such as cucumbers or tennis shoes, or offers a service, such as electrical testing or psychic healing, a link between the producer and the customer is necessary so that the customer is aware of and has access to the product.

Selling methods: Sales can be conducted in several different ways. The most traditional form is face-to-face selling, through shops, stalls or a travelling sales representative. However, technology has provided additional ways for the salesperson to peddle their goods without having to meet with the customer directly. For example; *telesales, mail order, sales engines, vending machines and online stores.*

Much of the creativity in marketing comes from teamwork and the contributions of experts and consultants. Working together with other professionals and exploring new ideas and different tactics often leads to a result that's greater than the sum of its parts.

Some of the roles we recruit in: Sales Director, Sales Rep, Senior account Manager, Sales or Marketing Manager, Key Account Manager / BDM, Account Manager /Account Exec, Brand Manager, Direct Marketer, Category Manager, E-Marketing, PR Manager, Trade Marketing, Sales or Marketing admin or support, Telephone Account Manager, Sales outbound, Inbound, Telemarketers, Sales and Marketing Co-ordinator roles.

A highly specialised team



Logistics

Your Industrial has a highly specialised team committed to this wide and wonderful sector of what makes, delivers and services Australia, from companies and small businesses to your own front door.

When you are managing large and multifaceted logistics operations, you need to know you can completely trust the people you work with.

Time is money, and you can't afford delays of your service or product because you don't have the right people on site.

It is the strong built relationships, and knowledge that Your Industrial prides itself in this sector to ensure the service is of the highest quality and the right staffing solutions are provided, that tailor your needs.

We work together with you to understand your business and it's operation, becoming a trusted advisor and resource partner to you, helping anticipate future staffing needs well in advance and enabling you to make the right, most cost-effective decisions.

With our extensive recruitment processes we are able to provide both temporary and permanent staffing solutions to you in all areas of the business, where the flexibility and sustainability is entirely made for you and your business.

We place qualified and experienced operators along with skilled and unskilled staff all with relevant logistics experience.

Some of the roles we recruit in: Dispatch and Receivables, Drivers/Operators, Storeman, Forklift Operators, Pickers and Packers.

Manufacturing

Our specialist consulting team specialise in the end-to-end manufacturing sector such as FMCG, food and beverage, automotive, mining and resources, chemical, medical device, consumer and building products, in the following areas;

Manufacturing, Plant/Factory Management, Operations, Packaging, Production, Quality, Continuous Improvement, Project Management, Process, Maintenance, New Product Development, Environmental, Health & Safety and R&D.

With our long-established niche local knowledge, Your Industrial specialists have become the first choice for job seekers and top-tier businesses in manufacturing across Queensland and Australia

We invest intensively in matching the brightest job seekers with the best employers through sophisticated recruitment strategies that include tapping into our database, targeted advertising, personal referrals and niche recruitment websites. Candidates often approach us directly when they make a career move, confident of our local networks, strong results and technical understanding of the manufacturing sector.

We recruit for site based supervisors and foreman and have a team of reliable and skilled machine operators and labourers.

Some of the roles we recruit in: Electricians, IE Techs, Switchboard Electricians, Mechanical Fitters, Boiler Makers, Trade Assistants, Production Workers, Process Workers, Machine Operators, Forklift Operators, Storeman and General Labouring.



Maintenance Services

We provide mobile and fixed plant trades for corrective maintenance, preventative maintenance, predictive maintenance, planned maintenance, non-routine maintenance and shutdowns.

During these periods it's a mission to maintain a level of certain service on equipment, programming the interventions of their vulnerabilities in the most opportune time, along with maintaining staffing levels.

This is where Your industrial can support your business and team during this busy period. We take pride in the candidates we provide to the these highly specialist areas. With some stringent recruitment methods and referencing, we supply qualified skilled trades and unskilled candidates, while building long term relationships with both clients and candidates.

Some of the roles we recruit in: Vehicle Mechanics, Diesel Mechanics, Auto Electricians, Electricians, IE Techs, Switchboard Electricians, Mechanical Fitters, Boiler Makers, Trade Assistants, Intermediate and Advanced Riggers and Scaffolders.



Building and Construction

We get to know our clients and become a trusted advisor. When you are driving a complex construction project forward, you need to know you can completely trust the people you work with. Time is money, and you can't afford delays to progress because you don't have the right people on site.

That's because we don't just put people in jobs. We get to know our clients and become a trusted advisor and resource partner to them, helping them anticipate their future staffing needs well in advance and enabling them to make the right, most cost-effective decisions.

We place qualified construction trades and experienced operators along with skilled and unskilled labourers all with relevant construction experience.

Some of the roles we recruit in: Rigger, Traffic controller, Forklift driver, Safety officers, Trade Assistance, Leading Hands, Trade Supervisors, Skilled labourers, Labourer, Carpentry, Bricklaying, Plasterers, Sheeters, Setters, Painters, Hoist Operator, Crane operator and Dogperson.

Mechanical and Electrical

We have all bases covered.

As experienced blue collar recruitment specialists our ability spans all aspects of site based mechanical and electrical recruitment and labour hire.

From large scale construction projects, complex requirements within manufacturing operations, to finding the right tradesman within your engineering and maintenance teams we have all bases covered.

We have proven our ability to successfully recruit within the energy and resources sector and our stringent compliance procedures and dedication to health and safety mean we are able to provide high quality mechanical and electrical tradespeople across all industry sectors.

Some of the roles we recruit in: Electricians, IE Technicians, Plumber, HVAC, AC Technicians, Fibre Optic technicians, Welders, Solar Technicians, Data Technicians, Leading Hands and Supervisors.

Civil Construction

Within our labour hire division, we have experience covering the full range of civil construction projects.

In the Civil Construction Industry you can build just about anything. From a major freeway to railways, water storage reservoir or even new housing subdivisions. Civil Construction workers do the site clearance, excavations, sewerage and drainage, lay the asphalt for roads and ballast for railways and dam walls.

Our team has experience covering bulk recruitment for large infrastructure projects through to residential subdivision work.

Some of the roles we recruit in: Civil labourer, Chain person, Pipe layers, Concretors, Plumbers, Steel fixers, Formworkers, Boiler makers, Welders, Machine operators, Health and safety and Leading hands.

Shop Fitting and Fit outs

Shop Fitting and Fit Out is a profession that involves the fitting of retail outlets, offices, department stores, hotels, restaurants and supermarkets and shopping centres with equipment, fixtures and fittings.

It's carried out by a shop fitter who executes all planning, design, layout and installation of equipment and services.

Shop Fitting and fit out is a precision orientated profession that requires intricacy and exceptional attention to detail in order to meet client requirements. At Your Trades we use the same techniques to match the right candidate into the right role.

Our experienced labour hire team understand the demands and specific timeline pressures of the fit out industry.

We have a background of providing experienced working foreman, specialist fit out trades, cabinet makers and installers along with teams of trades who have the required experience and skill level to assist you in delivering your fit-out project on time and to an excellent finish. To help get the project over the line or assist through the entire fit out we have dedicated and experienced hard working labourers.

Some of the roles we recruit in: Cabinet Makers, Kitchen Installers, Bench Joiners, Shopfitters, Plasterers, Sheeters, Setters, Painters, Trade Assistants, Leading Hands, Night Supervisors, Supervisor and Labourer.

Maintenance Services

We are responsible for providing the electrical, mechanical, building, soft services specialist recruitment needed to maintain private and government buildings and assets during planned, reactive, operation maintenance, and general repair, while working in some highly sensitive areas at times.

We take pride in the candidates we provide to the this highly specialist area, with some stringent recruitment methods and referencing, we supply qualified skilled trades and unskilled candidates, while building long term relationships with both clients and candidates.

Some of the roles we recruit in: Architectural Services, Electrical Trades, Elevator Services, Building Trades, Grounds Services, Mechanical Trades, Moving and Setup Services, Waste and Recycling.



Specialised
recruiting
for **labour** hire

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 **Your**Resourcing

 **Your**Trades

 **Your**Industrial

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