



CHANGE

Recruitment



**CHANGE ISNT
COMING, ITS HERE**

WORK FOR CHANGE

VISION

WHO, WHERE AND WHY!

WHERE IT STARTED

Change Recruitment was born amidst a global pandemic in Sydney, Australia. Not out of necessity, but from a burning desire to become a catalyst for change, worldwide. Change Recruitment is synonymous with innovation, unrivalled candidate experience and a never ending pursuit of customer excellence.

WHO WE ARE

Technology is at the heart of our business, having implemented radical new strategies in data analysis, artificial intelligence and automation in the identifying, sourcing and outreach to the best undiscovered talent in the market.

Change is a specialist Technology Recruitment Agency who take a mile deep, inch wide approach to talent pools of very niche technology verticals. This allows them to develop meaningful connections, a deeper understanding and appreciation of specific drivers, strengths, challenges and weaknesses of candidates and clients alike.

Through various initiatives, they aim to bring meaningful change to the lives of their candidates, clients and staff.

Change isn't coming, it's here.

WHY CHANGE?

Change value competitiveness, critical thinking and team work above all else. We don't necessarily need years of experience on a CV, as we have proven time and time again that we can take people who are willing to work hard and turn them into behemoths in the Recruitment world!

We want Change to set the benchmark for staff happiness, we want a workplace that is loud, fun and collaborative. We want to give you the tools to create a lifestyle that you were once dreaming of.

VALUES

C

Collaboration - We don't believe in the "every person for themselves" mentality. We work together to get things done.

H

Hustle - We don't just clock in and clock out. We give it our all every day to make sure our clients and candidates are happy.

A

Adaptability - We are flexible and willing to adapt to changing circumstances and requirements.

N

No BS - We are transparent and honest in our interactions with clients and candidates. We believe in keeping it real.


G

Growth - We're not content to sit still. If that means taking on new challenges or learning a new skill, bring it on.

E

Experts - We're experts when it comes to recruitment. Trust us to guide you through the process...

PERKS AND BENEFITS

- 
- Uncapped, no threshold commission up to 50%
 - 2 Super trips per year, no expense spared. One is team based, the other is individual.
 - Growth - we have grown considerably, creating tonnes of opportunity for progression
 - Clear structure to progress in the company, whether you want your own team, or to just make tonnes of cash on your own!
 - Working with 2 hands-on owners, who will support you to raise the bar.
 - Cutting Edge technology, leveraging Artificial Intelligence and Automation tools to cut out the admin
 - Monthly Lunch Clubs at the best restaurants Sydney has to offer
 - Internal & External Training programs, so you can be the best you can be!

But beyond all of the perks, we want, no we NEED you to succeed. We promise, that ensuring your ongoing prosperity is our number one driver. We want to change your lives. So make the change today and get in touch at hello@changerecruitment.com.au

WHAT MAKES US UNIQUE

We think right outside the box!

We have deep-embedded partnerships with Global companies to allow us to transact with nearly every company in Australia & soon beyond.

We will show you how!

We believe in arming our recruiters with the best tech out there.

Currently we use:

- Vincere
- Lusha, Signal Hire
- Seek, LinkedIn Recruiter, Dripify, Sourcewhale
- Voip based, voice to text calling

We have a industry leading monthly lunch club incentive

Taking the best performing consultants to the very best restaurants in Sydney

Think Nobu, Freds, Huberts, Icebergs and Aria...

Open to suggestions too!

We help place junior Candidates free of charge.

This is our way to contributing to the technical talent pools.

It also helps us represent those people looking to get a leg up.

We approach Business Development like no other.

We find clients with genuine problems & we help solve those problems.

We are seen as partners.

This gives us access to clients who are collaborative & Loyal.

To win these clients we have a tried & tested campaign, involving automated outreach, calls, voice notes & videos!

Our mile deep inch wide approach, working the client not the job means we have a real emphasis in partnering with our clients long term.

We spare no expense when it comes to wining and dining the people paying your invoices!

COMMISSION STRUCTURE

Commission is derived from the money invoiced by the company during that month and paid out the following quarter.

The commission you earn will be derived from the following tiered bandings.

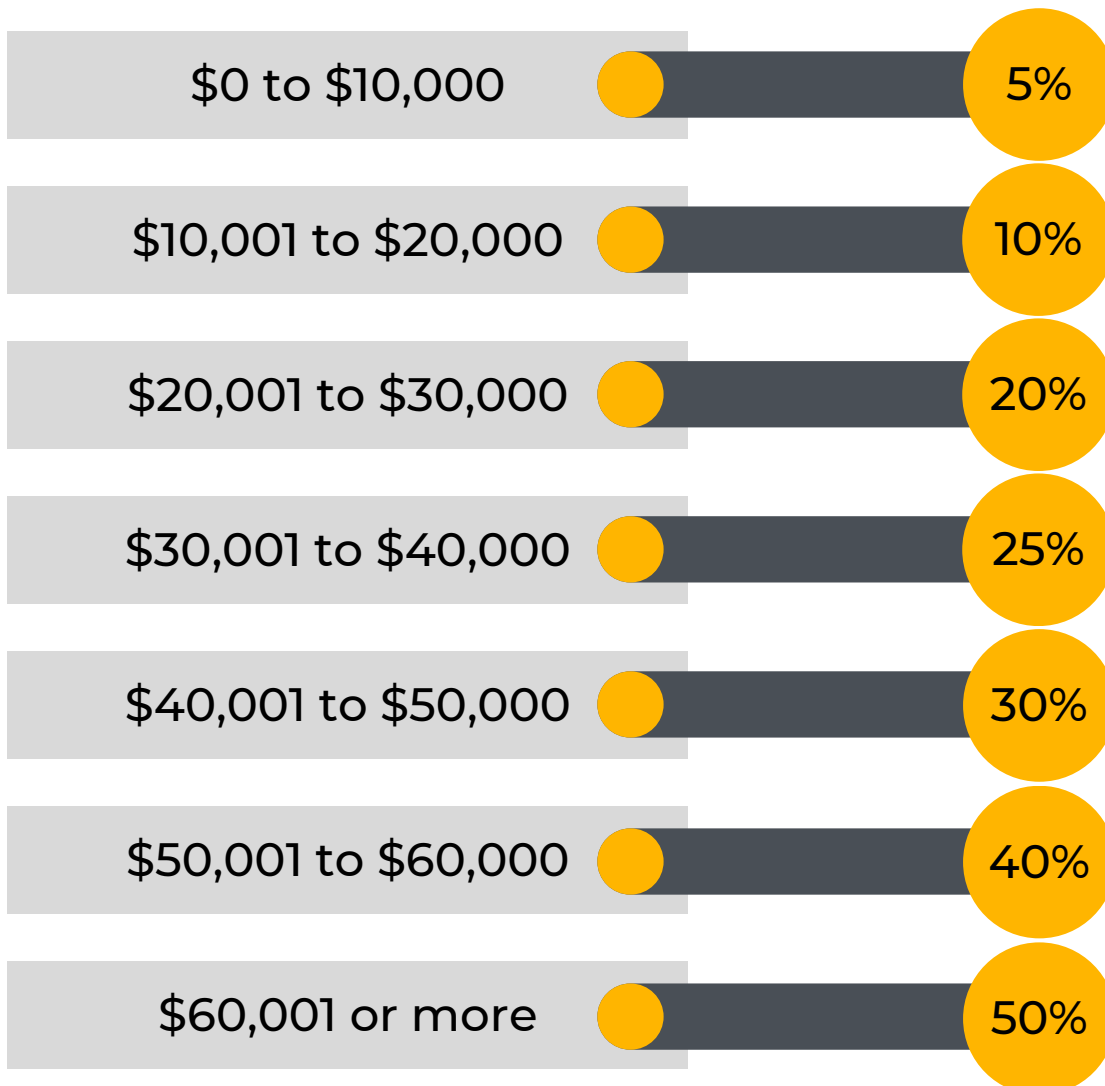
It will be a combined total based on both permanent invoices and contract margin accrued during the quarter.

Consultant Billing per year	Commission Earned	Total Remuneration
\$350,000	\$40,000	\$117,350
\$500,000	\$78,000	\$166,400
\$750,000	\$171,000	\$281,500
\$1 mill	\$296,000	\$428,600

Monthly Billings

Commission applicable

% Applied to the billings in this band



WHY OUR CLIENTS CHOOSE CHANGE

Most recruitment company's will tell you the same thing, they are market experts, they will offer you candidates that no one else can, they are 'faster' than the rest. At Change we feel like this should come as standard.

Our USP's are focussed on making Change's across all aspects the recruitment lifecycle and beyond, we want to be the catalyst for Change for our staff, candidates, and clients - our pursuit of excellence is unrivalled.



INDUSTRY + TECH

We have our Consultants focus not just on a specific technology sub sector, but we divide their time by industry too, so the candidates you see will not only have the relevant technical skills, but they will also have the right industry experience. No other agency in Sydney is doing this



PROBLEMS

We don't just send CV's. We break down the systemic issues our clients are facing, what's keeping them up at night. We then build bespoke solutions to help them overcome those challenges.



CHANGE THE WORLD

Giving back is in our DNA. We help place junior talent at our signed clients free of charge. We want to support the people who find it toughest to break into the tech world & we don't want to charge a fee for it. Our Clients love this service