

RECRUITING EXCELLENCE



## **WHY ROBERT HALF FINANCE & ACCOUNTING?**

Robert Half Finance & Accounting offers a complete accounting and financial recruitment service at all levels. We can provide solutions for your permanent staffing needs and we can provide you temporary/contract professionals. So whatever your requirements, high-calibre professionals can be sourced for the following positions:

- Accounts Assistant
- AR/AP Specialist
- Payroll/Reconciliation Specialist
- Credit Controller
- Part-Qualified Accountant
- Systems Accountant
- Management Accountant
- Financial Analyst
- Finance Manager
- Financial Controller
- Internal Auditor
- Finance Director
- Chief Financial Officer

## **GROWTH OF AN INTERNATIONAL COMPANY**

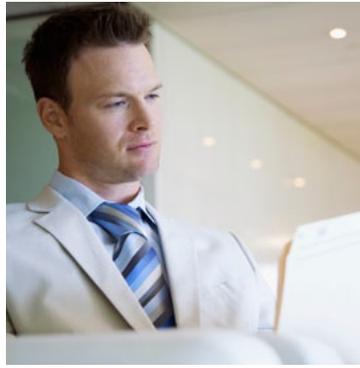
Robert Half Finance & Accounting is part of Robert Half, the world leader in specialised recruitment. Thanks to the values of 'Ethics First' and the outstanding skills of our staff, Robert Half continues to grow and today has more than 345 offices worldwide throughout Asia Pacific, Europe, North America and South America.

Through our ever-expanding team around the world, we continue to make the most of our global connections to source the very best solutions to your recruitment needs.

## **OUR STRENGTHS – OUR PEOPLE**

A number of Robert Half Finance & Accounting Consultants have held positions as senior accountants, financial controllers and bankers. They can correctly gauge a candidate's qualifications and they speak your language. Our Consultants can be an invaluable consultative resource, helping you compare the strengths and weaknesses of candidates and determine the appropriate hiring criteria for today's job market.

We focus on establishing long-term relationships with both clients and candidates. Every client is assigned a Consultant, as is each candidate. Because we understand their corporate cultures, many of our clients rely on us to staff entire departments.



**ROBERT HALF FINANCE & ACCOUNTING  
CAN SOLVE ALL YOUR FINANCIAL  
RECRUITMENT NEEDS**

**Specialists In Accounting And Finance**

Our industry experienced consultants only carry out assignments within their field of expertise. We draw on a breadth of financial recruitment knowledge unrivalled in the industry to provide you service levels of the highest quality.

**Filling Business Needs, Not Desks**

At Robert Half Finance & Accounting, our philosophy is not just to fill jobs but to fill business needs. We start out by getting to know you, your company and your requirements. By carefully assessing your needs and goals, we can help you identify precisely the skill sets required and ensure a smoother recruiting process. You will be matched with skilled professionals who can hit the ground running every time.

**A True Career Partner**

In addition to helping firms find precisely the skills needed for their businesses, we also serve a consultative role. Our clients often look to us for advice on hiring and management issues ranging from how to develop more precise job descriptions to whether to extend a counter offer. Whatever information you seek, we are always available to help.



## **EXPLORING NEW WAYS TO FIND THE RIGHT CANDIDATES**

In the current market, it is important to use a number of avenues to target both active and passive job seekers. We must also consider what motivates individuals as new generations enter the candidate pool. Each generation has different career expectations and job seeking preferences and we utilise a vast number of channels to communicate with them directly and in a language they understand.

### **Speaking To The Right Candidates**

Both online and print advertising are utilised to source the right candidates for your requirements.

We advertise on major online job boards and social media sites to reach our candidates that are either active or passive job seekers.

## **Looking Outside Australia**

We have an international network of over 345 offices across Asia Pacific, Europe, North America and South America.

We have more than 1,000,000 financial candidates on our global database including contract, temporary and permanent professionals. Our advanced network and sourcing capability allows us to match our clients with the highest quality employees in both national and international markets.

### **Keeping In Touch With Our Candidates**

At Robert Half Finance & Accounting, we value our quality candidates as our most important asset. To show our appreciation, we host regular networking evenings to reward them for their hard work and give them the opportunity to meet fellow candidates. We also extend the invitation to anyone with a finance or accounting background to give them the opportunity to talk to our consultants about their career.

## **Ongoing Investment In Our Websites**

We have invested a great deal of time into our websites with improved functionality to benefit both our clients and candidates. They offer simple drop down navigation, easy to use search tools and excellent browsing options. Our site offers candidates the ability to search roles throughout the world and offers valuable career-related information to assist in their job search. We offer a variety of white papers, salary guides, survey results and reports which are available to download free of charge.

See for yourself at [roberthalf.com.au](http://roberthalf.com.au) or [roberthalf.co.nz](http://roberthalf.co.nz)

### **In The News**

As the pioneer of specialised recruiting services within the accounting and finance industry, Robert Half Finance & Accounting is regularly approached to comment in the media on market issues and developments and, as a result, we are frequently quoted in the business press. To view our latest media releases, visit [roberthalf.com.au](http://roberthalf.com.au) or [roberthalf.co.nz](http://roberthalf.co.nz)

To remain current on staffing and employment trends, we also conduct regular research on workplace topics of interest, the results of which we share with business contacts and the media.



## **ROBERT HALF FINANCE & ACCOUNTING TEMPORARY SOLUTIONS**

In today's business climate, companies must respond quickly to workload fluctuations.

Using specialised temporary professionals to augment full-time staff is a cost effective way for organisations to maintain productivity during workload peaks and troughs.

Specialised temporary employees can fill in for absent staff or employees on holiday; assist with special projects; or pitch in during especially busy times. Companies of all sizes rely on the use of specialised temporaries for 'just-in-time' access to in-demand skills.

Using specialised temporary professionals to supplement your core permanent team allows companies to:

- Control personnel costs by converting a portion of fixed labour costs into variable expenses tied to workload peaks and troughs
- Evaluate the need for specific positions before committing to the costs involved in creating permanent roles
- Introduce new or specialised skills into the organisation that may be lacking among full-time staff

## **Our 6-Steps To Client Satisfaction**

To ensure total client satisfaction, we have developed a 6-step process for candidate evaluation:

1. Pre-screening
2. In-depth evaluation of work history
3. Face-to-face interviews
4. Software skills and accounting knowledge evaluation tests
5. Reference checks
6. Regular quality checking and quality assurance surveys

## **Your Guarantee Of Quality**

At Robert Half Finance & Accounting we take pride in providing the most qualified and professional candidates. If you are not completely satisfied, simply notify us within the first eight hours of the assignment. You will not be charged for those hours and we will promptly send you a replacement.



## **ROBERT HALF FINANCE & ACCOUNTING PERMANENT SOLUTIONS**

Finding and attracting the highest calibre talent can take a significant amount of time.

At Robert Half Finance & Accounting, we specialise in placing highly qualified professionals on a permanent basis, therefore we are constantly building an inventory of candidates with the skills and motivation to advance your business.

Our innovative methodology, The Company-In, offers the perfect solution. This time saving approach can get your business fully staffed and running smoothly within a matter of weeks without compromising on quality of service or quality of candidates.

### **How Does It Work? Three Simple Steps:**

1. Firstly, our experienced consultants review your needs, considering both the position's technical requirements and the personality fit that's right for your corporate culture.
2. Next, tapping into their extensive knowledge base of highly skilled candidates, our consultants coordinate a focused interview schedule in which you consecutively meet with three to five candidates who

have been recommended based on your company's unique needs. Each interview lasts approximately 45 minutes and takes place in our offices.

3. Finally, once the interviews are complete, you decide which of the candidates you would like to meet again and we schedule more in-depth, follow-up interviews.

### **Key Benefits Of The Company-In:**

- Due to the shorter interview process, you are less likely to lose your chosen candidate
- Immediate feedback post-interview for both client and candidate
- A neutral location which makes candidates feel more relaxed and comfortable
- Allows the client to quickly compare and contrast each applicant
- Time (and therefore cost) savings
- Increased control
- Negates many of the distractions which can impact interviews at client premises and cause problems with timekeeping
- Allows for 'confidential' appointments by providing a discreet location



## ROBERT HALF FINANCE & ACCOUNTING INITIATIVES

### Business Breakfasts

We conduct business breakfasts for our clients covering a wide variety of topics. These topics range from technical accounting and finance issues to motivational and inspirational themes.

Previous business breakfast topics include: *How to attract and retain different generations in the workplace, How to get your employees to commit, Communication is a contact sport and How to think: software for your brain.*

Attendance at these business breakfasts is open to all Robert Half clients. If you are interested in attending future business breakfasts, please contact one of our consultants.

### Alliance Partnerships

We work very closely with top professional organisations in Australia and New Zealand not only to assist members with career-related issues, but also to provide support and promote the accountancy profession as a whole. We find our close interaction with professional associations keeps us current on the ever-changing demands and issues facing accounting and finance professionals in today's marketplace.

### Complimentary Resources

We are committed to providing our clients with value added services to guide them through every step of the hiring and job search process.

We produce a number of complimentary booklets that examine many hiring and management topics. These publications include: *How to Maximise Employee Productivity, How to Hire Effectively and How to Keep Your Best People.*

For more information on any of the above initiatives, please visit our website at **roberthalf.com.au** or **roberthalf.co.nz**



Robert Half Finance & Accounting is a division of Robert Half which pioneered specialised recruitment services and is the world's leader in the field today. Founded in 1948, the company is traded on the New York Stock Exchange and operates around the world placing highly qualified professionals on a temporary and permanent basis.

Visit our websites at [roberthalf.com.au](http://roberthalf.com.au) or [roberthalf.co.nz](http://roberthalf.co.nz)

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ANTWERP

ZURICH

MILAN

SANTIAGO

BERLIN

SINGAPORE

DALLAS

VANCOUVER

SHANGHAI

BOSTON

RIO DE JANEIRO

MUNICH

CALGARY

AND OVER 345 OFFICES WORLDWIDE

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