

RECRUITING EXCELLENCE



rh Robert Half®
Financial Services

WHY ROBERT HALF FINANCIAL SERVICES?

Having the right team behind you is critical to achieving business success. So in order to find the people you need, talk to recruitment consultants who understand the particular challenges that the financial services industry presents.

This is where Robert Half Financial Services can help. We specialise in placing high-calibre finance and banking professionals into the full range of financial organisations. We source highly skilled candidates in the following areas:

- Internal Audit & Compliance
- Risk (Credit, Market & Operational)
- Product Control & Fund Accounting
- General Accounting & Analysis
- Project Management & Systems
- Front Office - Institutional & Investment Banking
- Front Office - Retail, Private & Business Banking
- Strategy & Corporate Development
- Back Office Operations
- Fund Administration/Accounts.

GROWTH OF AN INTERNATIONAL COMPANY

Robert Half Financial Services 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 a network of over 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

The majority of Robert Half Financial Services Consultants have held positions in the banking and finance industry. 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.



SERVICES

At Robert Half Financial Services, we assist a range of financial organisations such as Investment and Retail Banks, Superannuation and Insurance Groups, Stockbrokers and Asset Managers with their temporary and permanent recruitment needs. Additionally, we specialise in the following areas:

Finance & Accounting

Recruitment for all financial services accounting and middle office functions, positions ranging from directors, finance managers and part-qualified accountants. This specialisation covers areas including financial control, product control, MIS, audit, compliance and risk.

Banking Operations

Comprehensively covers all back and middle office operations across all traded products including equities, bonds, treasury, derivatives, custody, trade finance and investment funds. Roles range from settlements, corporate actions and unit pricing analysts to operations managers.

OUR APPROACH

Specialists

At Robert Half Financial Services, our Consultants specialise in each of their niche areas and offer a realistic and informed perspective on your requirements in relation to market activities, candidate availability and business requirements.

Rigorous Evaluation

Because of the special demands that the financial services market presents, our consultants take an in-depth approach to briefing and vetting the people we put forward for your consideration. Tried and tested competency assessment procedures and an individual approach to every candidate ensure that their capabilities and motivation reflect the values of your company.

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. We utilise a vast number of channels to communicate with them directly 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 Financial Services, 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 banking background to give them the opportunity to talk to our consultants about their career.

Ongoing Investment In Our Websites

We are constantly updating our websites for the benefit of 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 provides 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 roberhalf.com.au

In The News

As the pioneer of specialised recruiting services within the finance and banking industry, Robert Half Financial Services 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 roberhalf.com.au

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 FINANCIAL SERVICES 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 six-step process for candidate evaluation:

1. Pre-screening
2. In-depth evaluation of work history
3. Face-to-face technical and competency based 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 Financial Services 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 FINANCIAL SERVICES PERMANENT SOLUTIONS

Finding and attracting the highest calibre talent can take a significant amount of time. At Robert Half Financial Services, 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?

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 FINANCIAL SERVICES INITIATIVES

Business Breakfasts

Robert Half Financial Services conduct regular business breakfasts in Australia for our clients covering a wide variety of topics. These topics range from technical 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

Robert Half Financial Services works very closely with top professional organisations in Australia not only to assist members with career-related issues, but also to provide support and promote the finance profession as a whole. We find our close interaction with professional associations keeps us current on the ever-changing demands and issues facing 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

Robert Half Financial Services 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 at the New York Stock Exchange and operates around the world placing highly qualified professionals on a temporary and permanent basis.

Visit our website at roberthalf.com.au

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| MONTREAL | AND OVER 345 OFFICES WORLDWIDE |
| LOS ANGELES | |
| ANTWERP | |

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