

# TALENT ENGAGEMENT PRODUCT GUIDE





## ABOUT THE PRODUCT GUIDE

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All Talent Engagement Products are quoted exclusive of GST.

### **Customisation:**

Our entire talent engagement process can be customised and quoted accordingly to the needs of each campaign. However, to make the process a little easier, we have developed a pre-packaged product with discounts in-built called "**End-to-End**".

## END-TO-END

**\$4,950**

additional **\$2,000** per  
extra desired placement

This is our **main** product, and it is suitable for most roles.

## STANDARD END-TO-END INCLUSIONS

- Campaign Kickoff Call
- Interview Guide Creation
- Rating & Ranking
- Two-way video interviews of top candidates
- Shortlisting of candidates
- Interview Scheduling
- McQuaig Behavioral Assessment
- Reference Checks
- Campaign Administration

**Need a different solution?  
Don't worry, we've got you  
covered!  
(see the next page)**



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## PREMIUM

**\$7,700**

additional **\$2,500** per  
extra desired placement

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This product is suitable for **senior manager level** roles, such as CFO, CEO, COO, Operations Manager, etc.

Typically roles that offer annual salary of over **\$100,000** or higher level leadership roles with line managers as direct reports would be suitable for this package.

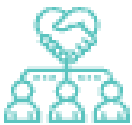
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# COMPARISON

| INCLUSIONS  | END-TO-END                            | PREMIUM   |
|---|---------------------------------------|---|
|   | \$4,950                               | \$7,700   |
| Campaign Kickoff  | ✓                                     | ✓   |
| Interview Guide Creation                                | ✓                                     | ✓   |
| Rating & Ranking (of all candidates)                    | ✓                                     | ✓   |
| Two-way video interviews of Top Candidates              | ✓                                     | ✓   |
| Shortlisting of candidates                              | ✓                                     | ✓   |
| Interview Scheduling                                    | ✓                                     | ✓<br>(including flight booking administration)                          |
| McQuaig Behavioural Assessment (Shortlisted candidates) | ✓                                     | ✓   |
| Skills Testing  |                                       | Leadership, Business Communication, & Management                        |
| Reference Checks  | 2 reference checks on final candidate | 3 customisable reference checks on final candidate                      |
| Pre-employment Background checks                        |                                       | Police Checks, Qualification Checks, & Credit Default Background Checks |
| Campaign Administration (Unsuccessful Feedback)         | ✓                                     | ✓   |
| <b>*Extra Placement Fee</b>                             | <b>\$ 2,000 per placement</b>         | <b>\$ 2,500 per placement</b>   |

**BULK RECRUITMENT CAMPAIGN DISCOUNT**

|        | END TO END | PREMIUM |
|--------|------------|---------|
| 3 PACK | \$4,700    | \$7,300 |
| 5 PACK | \$4,700    | \$7,300 |



**GROUP ASSESSMENT CENTRES**

Assessment Centres are a highly customisable recruitment methodology, ideal for **bulk recruitment**, that would require a call with a Talent Acquisition specialist and a custom quote from the Talent Engagement Team. Prices vary for each customised offering.

# INDIVIDUAL PRODUCTS

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All elements of the process can be sold as individual products. Below is the pricing on the most common.

Please reach out to the Talent Engagement Team for individualised pricing on anything not covered here for a custom quote (i.e., Interview Packs)



## REFERENCE CHECKS

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Pricing is based on **2 references** per candidate.

|                    |       |          |
|--------------------|-------|----------|
| <b>Single Pack</b> | _____ | \$ 140   |
| <b>5 Pack</b>      | _____ | \$ 650   |
| <b>10 Pack</b>     | _____ | \$ 1,200 |
| <b>20 Pack</b>     | _____ | \$ 2,200 |



## MCQUAIGS BEHAVIOURAL TESTING

**JOB DEFINITION SURVEY** \_\_\_\_\_ **\$ 150**

This is to be used for benchmarking behavioural fit for a role.

**MCQUAIG WORD SURVEY** \_\_\_\_\_ **SEE BELOW**

This is to be used to build a profile for individual candidates.

|                    |       |  |
|--------------------|-------|--|
| <b>Single Pack</b> | _____ | <b>\$ 195</b>                          |
| <b>5 Pack</b>      | _____ | <b>\$ 900</b><br><b>(\$180 each)</b>   |
| <b>10 Pack</b>     | _____ | <b>\$ 1,500</b><br><b>(\$150 each)</b> |
| <b>20 Pack</b>     | _____ | <b>\$ 2,700</b><br><b>(\$135 each)</b> |



## SKILLS TESTING

Based on the Talegent suite of 2000+ tests - Brochure available.  
Each candidate test can include up to 4 different subjects from  
the brochure.

|                    |       |                         |
|--------------------|-------|-------------------------|
| <b>Single Pack</b> | _____ | \$ 75                   |
| <b>5 Pack</b>      | _____ | \$ 350<br>(\$70 each)   |
| <b>10 Pack</b>     | _____ | \$ 650<br>(\$65 each)   |
| <b>20 Pack</b>     | _____ | \$ 1,200<br>(\$60 each) |



## BACKGROUND CHECKS

See below for the full list of pre-employment background checks we can assist with, along with its associated costs and processing times.

| SERVICE | PROCESSING TIME | COST PER CANDIDATE |
|---------|-----------------|--------------------|
|---------|-----------------|--------------------|

### POLICE HISTORY CHECKS

|   |             |                       |
|---|-------------|-----------------------|
| NATIONAL POLICE HISTORY (AUSTRALIA & NEW ZEALAND) | 1 - 15 DAYS | \$ 104.00             |
| * INTERNATIONAL POLICE HISTORY                    | 5 - 20 DAYS | \$ 195.00 - \$ 299.00 |

\* PRICES VARY DEPENDING ON THE COUNTRY REQUESTED

### QUALIFICATION & MEMBERSHIP CHECKS

|   |             |           |
|---|-------------|-----------|
| PROFESSIONAL QUALIFICATION (AUSTRALIA)            | 2 - 5 DAYS  | \$ 78.00  |
| TERTIARY OR TRADE QUALIFICATION                   | 2 - 5 DAYS  | \$ 78.00  |
| INTERNATIONAL QUALIFICATION (NEW ZEALAND)         | 2 - 5 DAYS  | \$ 81.00  |
| INTERNATIONAL QUALIFICATION (ALL OTHER COUNTRIES) | 2 - 7 DAYS  | \$ 204.00 |
| PROFESSIONAL MEMBERSHIP                           | 2 - 5 DAYS  | \$ 78.00  |
| EMPLOYMENT VERIFICATION (AUSTRALIA)               | 2 - 5 DAYS  | \$ 78.00  |
| EMPLOYMENT VERIFICATION (INTERNATIONAL)           | 5 - 10 DAYS | \$ 124.00 |
| BUSINESS INTERESTS                                | 1 - 5 DAYS  | \$ 130.00 |

**PROCESSING  
TIME**

**COST PER  
CANDIDATE**

**CREDIT & FINANCIAL CHECKS**

|  |                   |                 |
|--|-------------------|-----------------|
| <b>CREDIT DEFAULT</b>  | <b>1 - 5 DAYS</b> | <b>\$ 78.00</b> |
| <b>BANKRUPTCY</b>  | <b>1 - 5 DAYS</b> | <b>\$ 98.00</b> |
| <b>AML (ANTI-MONEY LAUNDERING<br/>AND COUNTER TERRORISM FINANCING)</b> | <b>1 - 5 DAYS</b> | <b>\$ 85.00</b> |
| <b>FINANCIAL REGULATORY</b>  | <b>1 - 5 DAYS</b> | <b>\$ 78.00</b> |

**VISA CHECK**

|                                   |                   |                 |
|-----------------------------------|-------------------|-----------------|
| <b>ENTITLEMENT TO WORK (VISA)</b> | <b>1 - 3 DAYS</b> | <b>\$ 78.00</b> |
|-----------------------------------|-------------------|-----------------|

**WORKERS COMPENSATION & TRAFFIC CHECKS**

|  |                    |                                 |
|--|--------------------|---------------------------------|
| <b>** WORKERS COMPENSATION<br/>(NT, VIC, WA)</b> | <b>2 - 7 DAYS</b>  | <b>\$ 78.00 -<br/>\$ 132.00</b> |
| <b>** TRAFFIC CHECK</b>                          | <b>2 - 10 DAYS</b> | <b>\$ 95.00 -<br/>\$ 137.00</b> |

**\*\* PRICES VARY DEPENDING ON THE STATE/TERRITORY REQUESTED**