

NORWEST RECRUITMENT, COMMITTED TO KEEPING IT LOCAL IN AUSTRALIA'S THIRD LARGEST ECONOMY - GREATER WESTERN SYDNEY



WE ARE SO CONFIDENT WE WILL FIND YOUR BUSINESS
THE RIGHT TALENT OR YOUR MONEY BACK.



OVERVIEW



I would highly recommend Norwest Recruitment to any client who wants assurance that they are engaging with consummate professionals.

Tom Mudie – CFO – Hydreco Hydraulics

We provide premium-level recruitment services to companies located in Greater Western Sydney. With two offices in Sydney; Baulkham Hills and Wetherill Park, we are able to successfully service Greater Western Sydney and are proud of owning one of the largest local databases, exceeding 65,000 candidates.

With over 20 employees including a digital marketing team dedicated to attracting the best candidates, our founding Managing Director works daily within the business driving strategy, service and growth.

We work with SME's, large multi nationals, Not For Profit organisations, Local Government and Councils. Our specialist recruitment consultants work across diverse sectors including; accounting and finance, sales and marketing, logistics and supply chain, management and executive, information technology and professional clerical.

We have a fill rate of 91% of all temporary job orders and have placed over \$250 million in permanent salaries.

Our global reach stems from being active members of NPAWorldwide. This connects us to 400 specialist agencies across the globe, expanding our database and expertise extensively.

Our vision is to deliver the exceptional. We know that great people shape great companies. We find those great people for our clients. We will always deliver the exceptional in everything we do so our clients don't have a reason to go anywhere else.

Our candidate vision is for everyone to love Mondays again. To banish Sunday blues and reinvigorate careers. Team Norwest and Team Southwest will get it right for our candidates, every time.



OUR STORY

In 2001, while I was on maternity leave with my newborn twin boys, I watched the Norwest Business Park attract global, professional businesses with interest. I was also witnessing the incredible residential growth in the area. Meanwhile, I had a busy role in the recruitment industry waiting for me in the CBD.

I started researching and discovered there were already 30 recruitment agencies operating in the business park but I was getting a sense that hiring managers and business owners were open to a different level of service.

I could see that these well run, sometimes high profile organisations were looking for a professional recruitment service from a local company supplying the best local talent. And, the candidates wanted to work for these companies, seeing real career growth without the long commute to the city.

So, this local need gave me the vision and my recruitment background and training gave me the qualification, together with the incredibly talented people I've had the pleasure of working with, to create the recruitment service that I am very, very proud to call Norwest Recruitment today.

And here I am, my twins 18 (and their little brother now 14) with two strategically positioned offices – Southwest Recruitment in Wetherill Park and Norwest Recruitment in the Norwest Business Park.

We are focused on improving the productivity of businesses by placing highly skilled candidates, fostering careers and giving back to the community that has welcomed us since July 2002.

Erica Westbury
Managing Director - Norwest Recruitment



Working with Norwest Recruitment was excellent. They did everything exactly the way I wanted things done; the calibre of the people presented was exceptional.

Glenn Gauld - Account Director | Incremental Marketing



OUR PERMANENT PROCESS

1

Detailed Job Briefing

Gain further insight into the business, the role and team environment.

Recruitment Strategy

We utilise 18 unique sourcing strategies ensuring your role is shortlisted in 7 days. We keep you updated daily

2

3

Phone Interviews

We start to identify suitable candidates through a tailored phone interview

Face to face Interview with tailored Interview questions HPPT Psychometric Testing if requested

4

5

Verbal references completed

We review all suitable candidates and prepare shortlist

Present shortlist to Client

Book Candidate / Client interviews

6

07

Brief Candidate for interview

Calendar invites sent to Client and candidate for confirmation.

Post interview feedback collected from Candidate. Post interview feedback provided to Client.

08

09

Organise 2nd interviews if required

Brief Candidate and Client after 2nd interviews

Discuss the job offer details with the Client

(including start date, time, salary, dress code and induction process.) Verbal offer to Candidate and notify all unsuccessful Candidates

10

11

Contact with Candidate is maintained through notice period.

Candidate Care. Maintain regular contact with the placed candidate and the client throughout the guarantee period

12

OUR PEOPLE

ERICA WESTBURY MANAGING DIRECTOR

After having a successful career in recruitment and leadership, Erica started Norwest Recruitment in 2002.

Since its inception, Norwest Recruitment has been a multi award winning business, and made the BRW Fast 100 list; ranking 47th fastest-growing small to medium-sized business.

Erica then opened another office in Wetherill Park, Southwest Recruitment to help service the businesses in Western and South Western Sydney, another high growth business and residential area.

Adding to her list of achievements, Erica won the TEC (The Executive Connection) CEO of the year award in 2011 and is a judge for the annual Telstra Business Awards. Erica works daily within the business driving strategy, service and growth.



LAURIE TOMKINS RECRUITMENT MANAGER

Laurie has 12 years' experience in the recruitment industry, specialising in professional clerical across both temporary divisions within Greater Western Sydney. Her dedication to servicing clients has led to successfully placing thousands of roles.

Laurie prides herself on building strong relationships, understanding business requirements and finding the right candidate every time. With her experience, loyalty and focus, Laurie strives to ensure she gives every client 100%, every time.

Laurie is our company in-house unpaid comedian and our happy dance soloist.



NICOLE SISINNI RELATIONSHIP MANAGER

Since joining us 13 years ago, Nicole Sisinni has grown the temporary desk in our Southwest branch to have the largest portfolio of candidates and clients across our business.

Nicole enjoys an impressive statistic of a 98% fill rate and 90% repeat business. Nicole oversees the relationship management of Local Government Councils across temporary and permanent recruitment.



AMANDA RICE RECRUITMENT MANAGER

Amanda has over 15 years' experience in Recruitment and Talent Acquisition. Having worked with Norwest Recruitment for a total of 11 years and 4 years working as a Talent Acquisition Manager within large FMCG & Construction companies such as Parmalat, Winc and James Hardie..

Amanda's Talent Acquisition and Agency experience gives her insight into what is important to a client; talent pooling, project management, the importance of a streamlined and engaging recruitment process, candidate experience and protecting and elevating employer and talent brands.

As the Recruitment Manager Amanda leads the permanent services team working across all industries and role levels.



OUR PEOPLE

ROSS CHANDLER IT RECRUITMENT CONSULTANT



With a family history of more than 60 years in Recruitment, Ross has a deep and unique understanding of the value that quality recruiting brings to candidates and clients.

Ross has spent more than 15 years in FMCH Retail Sales and Services sectors specialising in Sales, Customer Service and Management.

Specialising in IT recruitment across Greater Western Sydney, Ross helps our candidates and clients match the right careers to the right jobs.

VINCE KOBIA CONSULTANT - ACCOUNTING & FINANCE SPECIALIST



Having 7 years' experience as an established Recruitment Consultant in Perth, Vince delivers exceptional service to his clients and candidates. Vince commenced his professional career in 2011, working as a Finance Officer before moving into recruitment. Starting off as an After-hours Consultant within the Health Industry and not long after he became a Senior Recruitment Consultant.

Vince commenced with Norwest Recruitment in 2019 as the Accounting and Finance Specialist, and looked forward to working within a business to achieve their vision of being the first choice recruitment provider in Greater Western Sydney. Click her to view my LinkedIn profile. Click here to view my LinkedIn profile.



Laurie delivers every time, quick turnaround and excellent communication. Every candidate is a perfect fit.

Rene Steenkamp
HR Manager | Loreto Normanhurst

WHY US

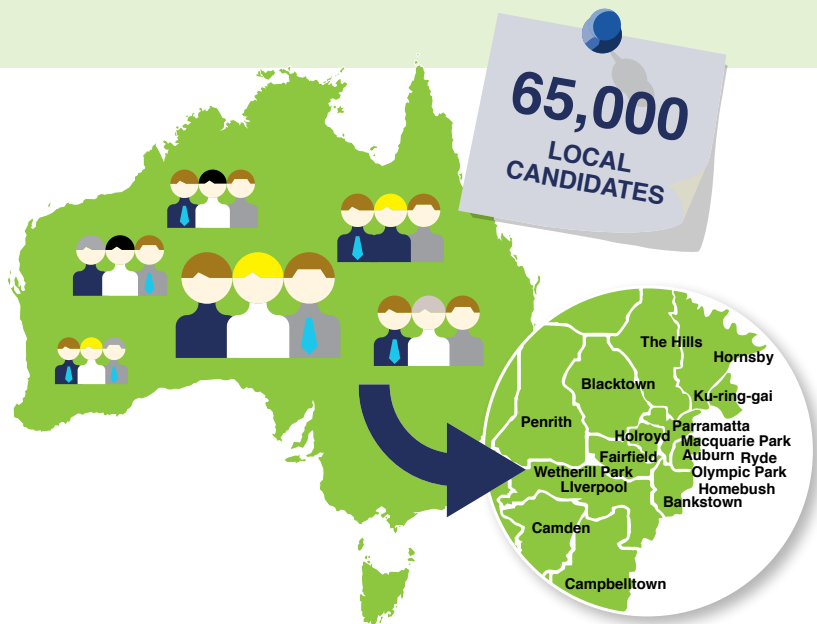


- The largest database of 65,000 local candidates built on operating in your local market since 2002; no one knows it better
- We deliver a global reach with a local focus so you can be confident we are accessing the very best quality job seekers available.
- We interview more quality candidates locally than any other recruiter; 100 face to face interviews per week
- We enjoy over 90% repeat business
- Our fill rate is 91% on temporary job orders
- We deliver powerful and regular dialogue with our local talent pool via our 18 sourcing strategies
- We provide weekly training to all consultants to offer the best market knowledge to our clients
- 92 out of 100 people placed by us stay with their new employer for over 1 year
- We short list candidates 7 days after taking a job brief
- We face to face, competency based interview and reference check every candidate before we introduce them to a client
- We have the best technology available in the Recruitment Industry
- We have a dedicated marketing department focused on sourcing the best candidates
- 98% of our placed candidates would recommend us to a friend
- We have specialist consultants working across various sectors e.g. accounting and finance, IT, logistics and supply chain, human resources, professional clerical and customer service



I contacted Norwest Recruitment on a recommendation from a colleague who has been associated with them for many years. From the first meeting I found Laurie to be both personable and professional - an obvious asset to Norwest Recruitment and her client.

Sandra Turner | candidate



AWARD WINNING

2020 WINNER

Hills Local Business Awards
GOLD - Business of the Year

2018 WINNER

Hills Local Small Business
Outstanding Professional Services

2016 FINALIST

RCSA Excellence in Corporate
Social Responsibility

2015 FINALIST

Hills Business Achiever Awards
for Best Professional Services

2014 WINNER

Australian Small Business
Champion, Recruitment Services

2014 AUSTRALIA/
NEW ZEALAND

Top Revenue Achievement by a
firm NPA

2014 TOP 25 REVENUE
ACHIEVEMENTS
BY A FIRM

NPA Worldwide

2012 WINNER

Hills Business Achievers Award
for Best Professional Services

2011 WINNER

Fairfield Local Business Awards

2010 WINNER

Hills Business Achiever Awards

2008 WINNER

Suncorp Parramatta Regional
Awards for Business Excellence

2008 WINNER

Hills Shire Times, Local Business
Awards

2007 BRW FAST 100
(49th)

2007 WINNER

Hills Shire Times, Local Business
Awards

2006 WINNER

Hills News Business Awards

2005 WINNER

Hills Shire Times/Wizard Business
Awards

