



**JOBFITTS CONSULTANTS**

# **THE ULTIMATE GUIDE TO UTILISING & HIRING CONTRACTORS**



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# The Ultimate Guide To Utilising & Hiring Contractors

In today's business environment, there is a need to work smarter and more efficiently and effectively with a real focus on working on the right activities to achieve the desired business outcomes. Accounting for every Dollar or Pound is fundamental for Manager's responsible for delivering results through organisational performance. Human resource is both essential and expensive, so many businesses are taking advantage of the considerable benefits of using Contractors.

Contractors represent a significant percentage of today's working population around the globe and there are advantages in the areas of cost, flexibility, performance and management.

### Cost Advantages

- Employment costs and administration
- Benefit costs and administration
- Sickness / Absence
- Training and development
- Buy in specific knowledge and skills only when its needed

### Flexibility

- Ramp up or cut back on your staffing levels dependant on demand.
- Contractor hiring process significantly faster the permanent hiring
- Easy to terminate or extend contractor services

### Performance & Fit

- You can try before you buy in that If performance is not satisfactory you can take remedial action quickly
- You can evaluate Contractor performance and team/cultural fit with very little risk
- You have an opportunity to evaluate the Contractor against a permanent role if applicable

### Management

- HR support from the Contractor provider
- Problems resolution from the Contractor provider

Contractors are a real business solution and can work really well, but there is the potential for it to go horribly wrong, with significant

consequences that could cost you time, money, embarrassment and your personal reputation as a hiring decision maker.

However, steps can be taken to eliminate that risk, in the form of a robust process for the hiring of Contractors.

### Let me explain.....

#### 1. Preparation

Before you take on a Contractor, it's important that you understand the job or project and the specialist skills, knowledge and experience that will help you to achieve the best results. Consider whether you want a specialist in a specific area or someone who has wider experience and can help you to work through any complexities that may come up as part of a project.

#### 2. Research

Search widely, utilise your network and connections for recommendations, approach other people in your business and use the internet. Don't necessarily rely on your PSL if you have one and don't just go for big name providers. Smaller providers can deliver for you and are often more invested in your success going the extra mile and offer better value for money. it

#### 3. The Contractor

Does the Contractor listen and hear you? Can they understand and evaluate the job or projects you describe? Or do they appear to shape your needs into the thinking they have brought with them?

How does the Contractor responds to your description of the job or project. Are they simply repeating or paraphrasing what you say, or are they reframing your needs to help both of you understand what you want to achieve?

Do you feel that your discussions with the Contractor are part of an open, creative process? You need to combine the ideas and experiences of the Contractor with your needs and desired outcomes.

A good Contractor will have a range of tools and techniques at their disposal and should be able to describe a process from where you are now to where you want to be. This will reassure you that they understand what needs to be done. You should feel that the Contractor has added real value even before you choose to work with them.



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### 4. Look Back

You need evidence that the Contractor has achieved results elsewhere. Their willingness to share previous successes and failures with you not only makes a statement about their competence, but also informs you about the importance they place on measures of success and delivering results rather than simply working through a process.

### 5. Right For You

Only when you are satisfied that the Contractor meets all your needs should you start thinking about your relationship with them. Doing this any earlier can cloud your judgment. A good way for you to test their fit is to consider how comfortable you would feel about this person sitting alongside you in an important meeting. Your answer will give an accurate intuitive measure of how you feel about the working relationship.

### 6. A Good Fit

New faces around your office can make people feel uneasy. Ensure that your team are clear about what the Contractor is doing and if necessary, how this affects them. There could be occasions when complete and open communication might not be appropriate, but you should always consider the impact an outsider will have on morale.

### 7. Results

When you're in the "getting it done" phase, the process can sometimes get complicated and become unclear. Trust your earlier judgment and let your Contractor help you to work through potential challenges. Focus the agreed measures of performance, milestones and desired results.

### 8. Ask yourself questions about the Contractor to help you determine their suitability.

- Are they listening - are you really being heard?
- Are they helping you to explore and understand the job or project better?
- Are they interested in your needs?
- Are they meeting your needs?
- Are they happy to be challenged - do they encourage it?
- Are they clear about how they will tackle the job or project?
- Are they keen to agree and achieve measures of success?
- Will they complement your team and organisational culture?

## About Us

Job Fitts Consultants are a specialist provider of professional Recruitment Services for the Financial Services sector and related suppliers in Australia. For our clients, we recruit a breadth of operational roles at all levels from; HR, Accounting, Marketing and Customer Service/Frontline.

The world of staffing and recruitment is changing. In today's financial marketplace, continuous organisational growth, at a profit, is a critical deliverable. Companies, therefore, want to hire the right employees who are technically capable, enthusiastic and a fit and a match for their culture; efficiently and first time.

This is where Job Fitts excels. We have over fifteen years successful experience recruiting for the financial services sector and their suppliers using our unique multifaceted approach.

## Your Next Actions

### Connect with us in multiple ways.

You can connect with either of us on multiple social channels including LinkedIn and Facebook.

All the links are below:



<https://www.linkedin.com/company-beta/6471098/admin/updates/>



<https://www.facebook.com/Jobfitts-113913255962427/>



<https://twitter.com/Jobfitts1>

To schedule a 15 minute phone call [click here](#)

Best wishes

*Amrutha L Murali*

**Amrutha L Murali**

Managing Director - JobFitts Consultants

[BIO – Amrutha L Murali](#)



P.S. We can help you take your Recruitment Strategy to the next level.



## JOBFITTS CONSULTANTS

### Our Vision

Our purpose is to develop long-term business relationships based on a distilled understanding of our clients' culture and goals and the most important asset, its PEOPLE to create a successful FIT.

### What our clients say

#### **Davidson Trahaire Corpsych**

*Since engaging your services I have been thoroughly impressed with all aspects of your recruitment process. As you know, DTC roles in which I have engaged your assistance provide their challenges in terms of salary, complexity and roster.*

*I feel as though you really understand the challenges of recruiting for the role and you expertly target the appropriate candidates to ensure a consistently high level of applicant is put forward for me to review.*

*We have had many successful team members join through your assistance and I look forward to continuing to work with you in the future.*

**Matthew Purcell,**  
**Contact Centre and Resourcing Manager**  
**Davidson Trahaire Corpsych**

#### **CLIPSAL**

*Since using JobFitts Consultants, Clipsal Australia has grown and taken a positive direction in creating a successful customer service team. The evidence of this is visible in many ways. For example when resourcing new employees, we look for hardworking dedicated people, with the right experience and JobFitts has certainly brought forward the right candidates.*

**Sue O'shea, Customer Care Manager NSW**  
**Clipsal**

#### **Teachers Mutual Bank** We put you first

*We have found JobFitts Consultants to be a most professional service, without the 'hard sell' of many other recruitment agencies. Staff at JobFitts are well connected and have good follow through for all candidate placements.*

**Marco Sicurella, Senior HR Manager**  
**Teachers Mutual Bank**

#### **policebank** member owned banking

*My role is GM of Distribution and we use the service of Amrutha for the majority of our distribution staffing requirements. I find Amrutha very well connected within the finance industry and we have enjoyed a high number of successful hires from colleagues that Amrutha has presented to us. I would highly recommend Amrutha's services for anyone looking for high quality applicants within the Finance Industry.*

**Mark Hudson, General Manager Distribution**  
**Police Bank Ltd.**



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