

# State Trustees SUCCESS STORY

JOBFITTS CONSULTANTS



**JobFitts Knowledge, Candidate Quality and Speed got all projects back on track.**

## The Highlights

- ◆ State Trustees CEO gives JobFitts 10/10 on service, candidate quality and likelihood to recommend.
- ◆ JobFitts was onboarded as a new supplier and within weeks we were interviewing quality candidates.
- ◆ Major projects have accelerated thanks to the quality hires sourced by JobFitts.

## Background

We had key roles that our existing recruitment service providers had not been able to fill, this was putting major projects at risk. The Board was becoming increasingly concerned about our ability to deliver on mission-critical projects.

Thankfully I had been receiving regular updates on the talent market, relevant candidate profiles and sourcing trends from JobFitts. Which gave me the confidence, if we come to you, you'd probably give us quality candidates, so I decided to reach out for a conversation.

**We had to find a partner with high level of expertise, specialized service delivery, with speed with quality candidates, and deliver it all efficiently, and that's what we found with JobFitts.**

## JobFitts was not on our panel of recruiters

STL being a semi government agency, we work under the realm of the government with the treasurer as a shareholder. There is the obligation to use partners on the panel.

At one point we had several vacancies open for a long time, which the panel was unable to fulfill. The Board and leadership team decided to look beyond the panel and engage JobFitts.

## Business Impact

We were at a stage where a lot of in-flight projects were put on hold, because we didn't have the key personnel.

Bringing on the Program Delivery Manager so quickly (less than a month). We were able to fast track the planning and approval of the new operating model by the board and implement the program within the timeframe.

With the candidates placed by Job Fitts, those projects got back on flight very quickly. They are being actively managed by the people who have joined the organisation. We were putting together a whole new operating model for our transformation program. The Board was not entirely happy with the old model. However, with the new team on board and the changes in place, the operating model is going to plan, which was not the case before. That's a huge impact on the business. Winning the confidence of the board was a huge change for us for this transformation program. That is an excellent outcome!

Projects are in flight. We've got the projects moving, we have a vision and pathway forward for that whole operating model. **We have the right people now** and all set to be implemented. We didn't have that before, so that's a huge impact on the business. We gained the confidence of the board; this was a huge change for us for this transformation program. That's another excellent outcome!



If you want to save time and get Projects moving fast, then there's no reason to doubt Jobfitts, because it's going to be an unbelievable customer experience.

## What made JFC stand out ?

- ◆ **Personalized level of service:** this encompasses understanding of the organisation, the business, the business needs, managing stake holder expectations and determining the fit of the candidate.
- ◆ **The speed with which Job Fitts can generate that list of quality candidates – almost immediately!** *Hiring of Senor Program Manager – within a week we had gone end to end. We discussed it one day, within the next couple of days, we got a list of quality candidates to work with.*



The speed and agility, you work with is simply amazing. Have never seen any recruitment agency work with this speed.



Sandy Chakravarty

### About the hiring manager – CEO (Acting), Executive General Manager, Corporate Services, Company Secretary, CFO, COO

As a senior executive and leader driving Digital and Data transformation is her passion. Sandy brings to the Board table deep experience gained over 25 years, nationally and internationally in large complex multinationals (pharmaceutical, industrial, professional and financial services) as a board member and senior executive. As chair of Audit Risk Finance Committee she has driven financial sustainability through expertise on critical governance aspects involving company's success such as risk management, auditing standards and much more.



I was pleasantly surprised by the speed of operation. The service level that was given was very prompt, very capable and very knowledgeable. I was pleasantly surprised, specifically, how quickly you got the understanding of our organization and grasped the needs of the roles that had to be filled.

After just one conversation with some other stakeholders within the organisation, you were able to gauge what are the needs, how it needs to be handled, what were the challenges and present a good employee value proposition to the candidates even if we didn't do a good job about presenting State Trustees. You did a fabulous job of presenting State Trustees to the candidates. **Which we have not got from any of the recruiting partners we've had so far.**

On a scale of one to ten how likely are you to recommend our service?



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