

PeopleEconomics®



first
avenue

Contact one of our HR Consultants to see how Wall Street's HRbox™ subscription services can help your business from our full range of services.

- Outsourced Human Resources
- Workplace Advice
- Payroll Services
- Training
- People & Culture
- Conciliation Representation
- HRIS Software
- Recruitment
- Head Hunting

WALL STREET
HR SYSTEMS & SERVICES

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HRbox™

HR Subscription Services & Systems

- RECRUITMENT
PACKAGES 2023



WALL STREET
HR SYSTEMS & SERVICES

Outsourced Human Resources.
We're modular to support
your business as you grow.

01 | PeopleEconomics®

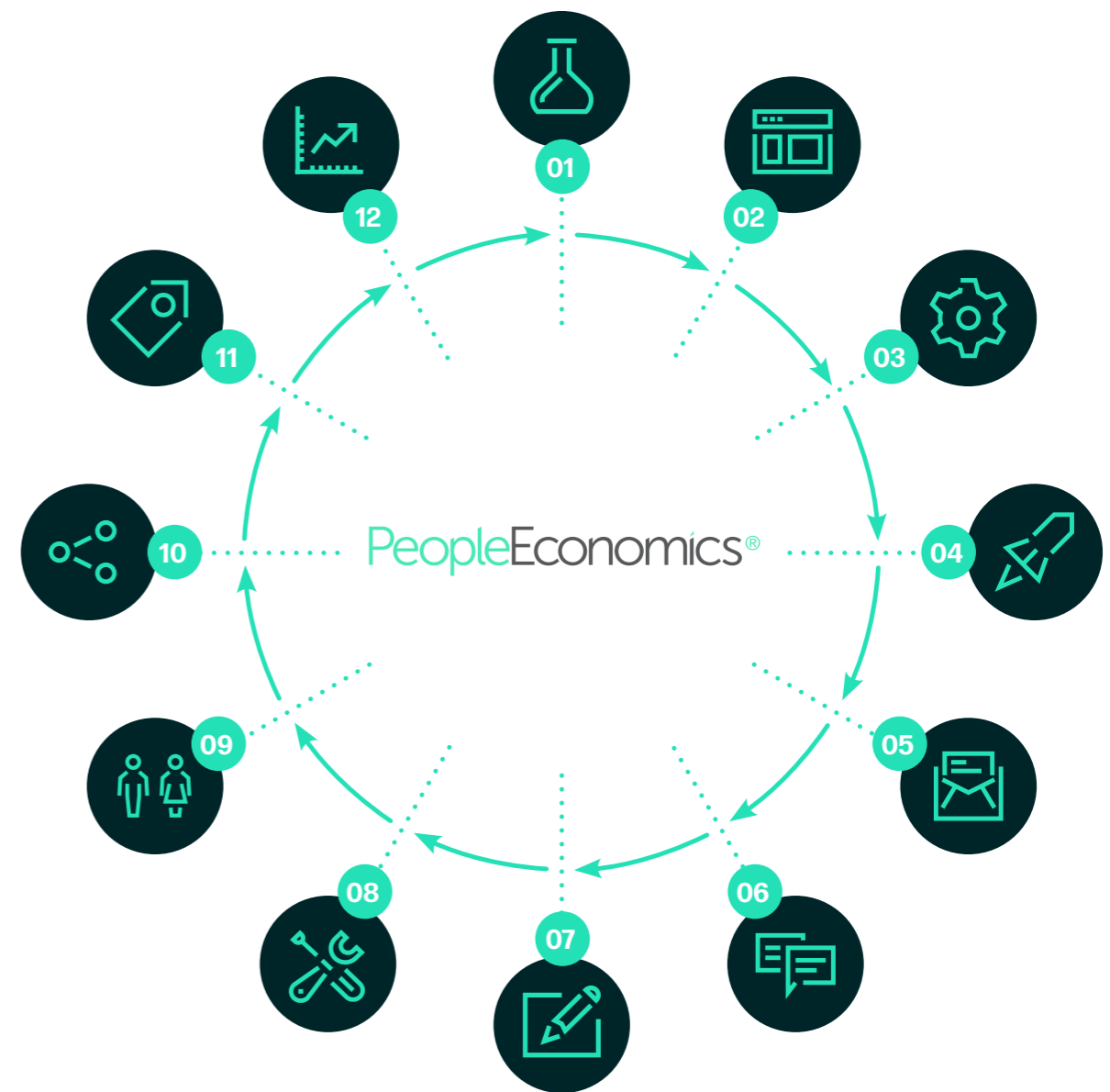
The people power behind our recruitment process sets us apart

Wall Street is not your average recruitment company. We are an end to end HR outsource service with a **specialised recruitment division** that works across most industries. This means we are fully integrated into business and bring commercial thinking into our recruitment projects.

PeopleEconomics® is Wall Street's proprietary process woven throughout our recruitment process. With PeopleEconomics® you access the right people based on **culture fit** and **values** at the forefront.

We know you want to come to work every day **loving the people you work with**, and not just get the job done.

We believe you can have the best recruitment process and still be competitive with pricing.



01 - Understand Why

In a purpose driven economy your people need to know why you do what you do. They also need to know why they come to work each day.

02 - Own the Business Values and Goals

Aligning your team with your values and goals begins with the leaders. The right communication, at the right time is key. Hold them accountable.

03 - Know Your People

Beyond the social interactions, know their skills, passions, drivers and most of all their potential. Know your gaps.

04 - Make It Ok To Make a Mistake

Successful businesses allow ideas to flourish, to trial initiatives, and to support the entrepreneurs who drive growth through fresh thinking.

05 - Redefine Productivity

Productivity should not be about taking less time to do the usual tasks, but to find new ways of doing things that solve the bigger problems. Learn to make more time.

06 - Reward the Right Behaviour

Set behavioural expectations clearly, and reward them. Set the example and cull the behaviour that limits your growth, no exceptions.

07 - Awaken the Potential

Understand what drives your people. Set goals and raise the bar. Inspire. Anything is possible.

08 - Anticipate Change

The right communication is essential. How are your people going to react to change? How do we ensure they feel ownership?

09 - Make It Ok To Be Authentic

Create an environment for individuality and acceptance, and your people will bring their best game.

10 - Everybody Is An Ambassador

Your people are the best voice for your business. When they are saying 'we' instead of 'them' they become your passionate advocates.

11 - Make Doing Business Simple

Bringing behavioural economics and efficient systems into the workplace helps your people remain in touch, add more value, and love what they do.

12 - Measure Successes and Constantly Evolve

A mindset of constant improvement and keeping a finger on the pulse of results will engage your people more and help drive results.

02 | Recruitment

What we do

Whatever the size of your company, or the scale of the job, Wall Street will satisfy your needs swiftly and efficiently. From individuals on short-term contracts to full project teams for long periods, we guarantee the personnel that we provide and the reliability of our service.

Advertisement Writing

Our Talent Acquisition experts will draft an advertisement that not only attracts the most skilled talent, but the best cultural fit for your business.

Marketing

Attracting top talent is all in the marketing.

We run marketing campaigns on up to 10 online employment websites including Seek and LinkedIn.

Resume Screening

Use our Applicant Tracking System to screen candidates yourself, or let us do the hard work for you!

We can resume screen interested talent and form a shortlist of candidates that match the role and skillset required.

Phone Screening / HR Interviews

We use the PeopleEconomics® Framework to get to know the talent and uncover their 'Why.' We ask behavioural-based questions to learn about your next hire and ensure they are the perfect fit for your business before submitting a shortlist for you to interview next.

We always consider your long term business growth when we screen talent.

Reference Checks

Upon request, we conduct a minimum of two reference checks using our tried and tested template to ensure that you have chosen the correct candidate. Police checks and "working with children" checks can be done on request.

Testing

We conduct different ranges of testing depending on the client requirements.

Some may include word processing systems tests to check typing speed or MS Suite knowledge. We also conduct technical testing for specific positions such as Computer Programming Tests suited to specific languages.

Psychometric and behavioural testing are available also.

Tests are priced and designed per role.

On-Boarding

We introduce your new hire to your Hiring Manager to take over contractual requirements and getting them settled in to their role.

For our full service HR clients we manage the contractual process and full onboarding.

On-boarding is available as an additional cost for HRbox™ recruitment subscribers.

Industries We Service

Industry	Since Year
Health	2000
Retail	2000
Telecommunications	2002
Hospitality	2003
Building & Construction	2008
Accounting & Finance	2008
Nursing & Aged Care	2009
Real Estate & Property	2010
Advertising	2010
Childcare	2010

“Wall Street can help you with some or all of the recruitment processes and our fee does not increase with the salary on offer.”



02 | Recruitment

Pricing

As an outsourced recruitment team, we offer cost efficiencies along with specialised expertise to support hiring managers or business owners to find your next hire. We overlay PeopleEconomics® through all our processes to ensure you have Impact Players that are there to deliver on your business goals and values.

We provide scaled options to suit your recruitment needs:

Fast Start Recruitment

We support hiring managers by providing access to our recruitment dashboard for managing multiple candidates alleviating the mess in your email inbox and to keep track of the candidate communications.

We take your brief, help with writing your job ads and manage the marketing campaign for you.

Talent Short List Recruitment

We take your recruitment process through the candidate review stage and screen for a short list. Your hiring manager takes over the interview and onboarding process.

Full Service Recruitment

We handle all of the recruitment process for you and provide the professional expertise of our recruiters to help you find the best fit talent. We run the whole recruitment project for you including onboarding your new hire into your team.

Additional Services

There are additional services such as psychometric testing, interview services, compliance checks, full onboarding and reference checks as needed.

Note that there are loadings for salaries over \$60,000 base.

Talk to one of our recruitment team to develop a recruitment and marketing package that's right for your business.

Recruitment Services

FAST START

You run the recruitment process and we support you with the technology and marketing management

From **\$ 1500**

You screen for candidates using our Candidate Tracking System and self manage the interview process.

Screening, interviews, onboarding and advertising costs not included

TALENT SHORT LIST

We run your marketing campaign and resume shortlisting to support your Hiring Manager

From **\$ 2500**

You manage the interview process using our pre-screened short list of talent. Fees are for one role as an all-inclusive package.

Interview process, onboarding and advertising costs not included

FULL SERVICE

End to end full service to run your recruitment process powered by PeopleEconomics™

From **\$ 4000**

We do the lot for you to find your new recruit. Fees are for one role as an all-inclusive package.

Advertising costs not included. Full onboarding service including managing contracts available to Wall Street clients or by negotiation.

Our most competitive pricing.

Recruitment Services	FAST START	TALENT SHORT LIST	FULL SERVICE
NEW CLIENT ONBOARDING & AD BRANDING	✓ Included	✓ Included	✓ Included
RECRUITMENT BRIEFING	✓ Included	✓ Included	✓ Included
AD WRITING	✓ Included	✓ Included	✓ Included
MANAGE MARKETING CAMPAIGN	✓ Included	✓ Included	✓ Included
RECRUITMENT PLAN AND TIMELINE	✗ Excluded	✓ Included	✓ Included
REVIEW RESUMES	✗ Excluded	✓ Included	✓ Included
SCREEN FOR SHORT LIST	✗ Excluded	✓ Included	✓ Included
SUBMIT QUALIFIED CANDIDATES FOR REVIEW BY HIRING MANAGER	✗ Excluded	✓ Included	✓ Included
CO-ORDINATE INTERVIEWS WITH HIRING MANAGER	✗ Excluded	✗ Excluded	✓ Included
MANAGE ALL CANDIDATE AND HIRING COMMUNICATIONS	✗ Excluded	✗ Excluded	✓ Included
REFERENCE CHECKS	✗ Excluded	✗ Excluded	✓ Included
DRAFT AND CO-ORDINATE APPROVALS OF LETTER OF OFFER	✗ Excluded	✗ Excluded	✓ Included
COMMENCE ONBOARDING	✗ Excluded	✗ Excluded	✓ Included
LIAISE WITH INTERNAL HR REPRESENTATIVES FOR ONBOARDING	✗ Excluded	✗ Excluded	✓ Included
ADDITIONAL SERVICES			
Basic Marketing - Seek Ad Campaign	\$350 (Optional)	\$350 (Optional)	\$350 (Optional)
Standard Marketing - Seek, LinkedIn, Indeed, Jora and Adzuna	\$900 (Optional)	\$900 (Optional)	\$900 (Optional)
Premium Marketing - Seek, LinkedIn, Indeed, Jora, Adzuna, Wall Street Website and Wall Street social media.	\$1800 (Optional)	\$1800 (Optional)	\$1800 (Optional)
Premium Recruitment Boards - Seek, Gumtree and Scout	\$350 (Optional)	\$350 (Optional)	\$350 (Optional)
Pre-Employment Reference Checks x 2	\$250 (optional)	\$250 (Optional)	\$250 (Optional)
DIY Interview Question Template (PeopleEconomics™ Behavioural Based)	\$120 (Optional)	\$120 (Optional)	\$120 (Optional)
DIY Pre-Employment reference checks template	\$80 (Optional)	\$80 (Optional)	\$80 (Optional)
Consulting recruiter to conduct interviews	\$110 per hour (Optional)	\$110 per hour (Optional)	\$110 per hour (Optional)
Psychometric Testing (recommended)	\$250 (Optional)	\$250 (Optional)	\$250 (Optional)
Police Check	TP ^A	TB ^A	TBA
Medical Check	TE	TB _i	TBA
Extended fees for roles under \$180,000 base	N/a	N/a	\$2000 Loading
Extended fees for roles over \$180,000 base	N/a	N/a	10% of total remuneration
Head Hunting - Specialised search	POA	POA	POA

Special Offer

03 | Head Hunting

When you need to dig deeper

We provide executive search and leadership solutions through our Head Hunting division, **First Avenue Group**. It's our job to find the person for you - even if they're not looking. No stone is left unturned to find the right talent for your business.

Our holistic approach goes beyond skills and qualifications. First Avenue Group positions itself as a partner who helps clients build teams that are not only skilled, but also culturally aligned and poised for success.

Partnership

Our Talent Acquisition specialists are equipped with extensive industry expertise to help shape the culture of the business and to align your talent needs to deliver on it.

All Inclusive Pricing

For an investment of only 13% of the candidate's remuneration package, we handle everything. We know these are highly competitive rates and we add value with our high level of expertise and PeopleEconomics® process.

Brief us on what you need and leave the rest to us.

Our fees include managing extensive marketing outreach campaigns, utilising our database of over 300,000 candidates collected over our 23 years in business, utilising our premium recruitment software and targeting the perfect candidate.

Culture-First Approach

We take time to get to know your business. Traditional recruiters might focus solely on skills and experience, overlooking the importance of cultural fit. **First Avenue Group's** emphasis on authenticity ensures that candidates not only have the right qualifications but also resonate with the company's ethos.

Full Transparency

We're committed to open and transparent communication throughout the entire head-hunting process. We record our interviews for your review, so that everything is on the table.

*External advertising costs additional





"I believe every person is capable of greatness."

Leah Akoka
Founder, Wall Street



"We proudly use PeopleEconomics® to screen for values and culture fit for long term success."

Leah Hannah Malka
Head of Recruitment, Wall Street

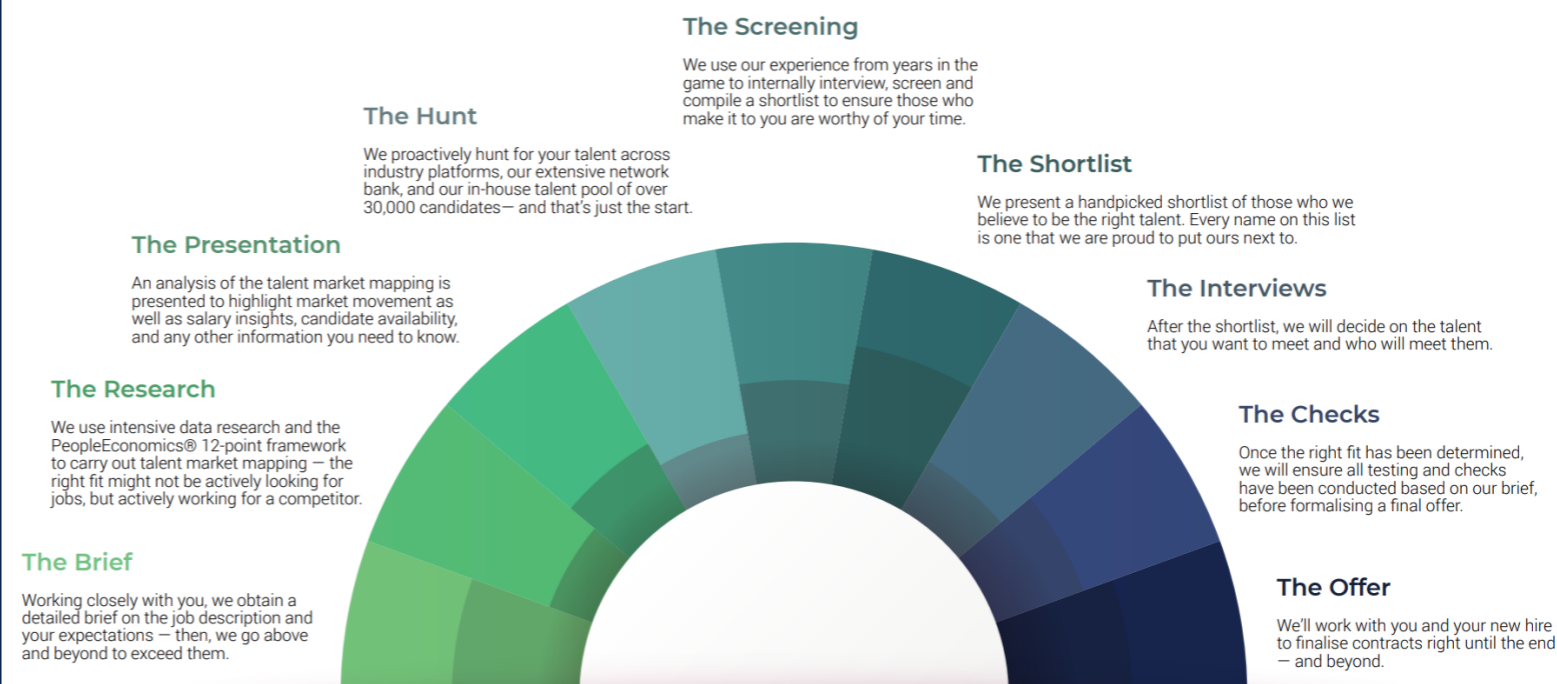
- Over 1000 roles average placed per year
- Small and medium businesses
- Most industries
- Candidate database over 500,000 talent
- Over 100 years combined team experience

03 | Our head-hunting process

We know people. Because we overlay our PeopleEconomics® framework across every aspect of our business, we help unlock the true potential of your people at every stage.

People are the most valuable asset your business has.

Working with you and your team, Wall Street in partnership with **First Avenue** will uncover the psychological, cognitive, emotional, and cultural factors that impact not just your workplace, but also the mindset and decisions of your potential incoming leaders.



**first
avenue**



Wall Street's Modular HR services to pick and choose as you grow

Compliance is where it begins. Growth potential is unlimited.

As a small to medium business you are likely growing fast and your people needs are growing and changing with you.

HRbox™ is a complete HR subscription service that brings you the best HR expertise and resources from all important disciplines in HR, ready to grow with you.

Our team have all run businesses, run teams and understand the commercial aspects of managing your people. We know the importance of being compliant, and we never forget what a powerful resource people are for your growth.

We know that to build a capable HR team in-house with all the expertise you need to run and protect your business is near impossible, leaving your business exposed.

You receive just the advice & resources you need, making the most of our team's 20 years experience in Human Resources, Sales and Recruitment for a fraction of hiring your own experts.

As you grow we will be there to grow with you.



People

Experienced HR support for every stage of your business.



Payroll

Accurate, efficient and headache free payroll solutions.



Recruitment

Secure the people you need to build and grow your team.



Training

Expert training and programs to bring out the best in your people.



HRIS Software

Our proprietary software makes managing your people simple.



"Get the most out of your
most valuable asset

Your people."

Leah Akoka
Founder, Wall Street



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