

CHANGE

Recruitment



**CHANGE ISN'T
COMING. IT'S HERE**

WORK FOR CHANGE

ABOUT CHANGE

WHERE IT STARTED

Change Recruitment was born amidst a global pandemic in Sydney, Australia. Not out of necessity, but from a burning desire to become a catalyst for change.

Change Recruitment is synonymous with innovation, unrivalled candidate experience and a never ending pursuit of excellence.

WHO WE ARE

Change is a specialist Technology Recruitment Agency who take an inch wide, mile deep approach to very niche technology verticals. This allows us to develop meaningful connections, a deeper understanding and appreciation of specific drivers, strengths, challenges and weaknesses of candidates and clients alike.

Technology is at the heart of our business, having implemented radical new strategies in data analysis, AI and automation in the identifying, sourcing and outreach to the best undiscovered talent in the market.

WHY CHANGE

Change values competitiveness, critical thinking and team work.

We don't necessarily need years of experience on a CV, as we have proven time and time again that we can take people who are willing to work hard and turn them into behemoths in the recruitment world!

We want Change to set the benchmark for staff happiness, and we have created a workplace that is loud, fun and collaborative. We want to give you the tools to create a lifestyle that you were once dreaming of.

OUR VALUES

C

COLLABORATION

We don't believe in the "every person for themselves" mentality. We work together to get things done!

H

HUSTLE

We don't just clock in and out. We give it our all every day to make sure our clients and candidates are happy!

A

ADAPTABILITY

We are flexible and willing to adapt to changing circumstances and requirements!

N

NO BS

We are transparent and honest in our interactions with clients and candidates. We believe in keeping it real!

G

GROWTH

We're not content sitting still. If that means taking on new challenges or learning a new skill, bring it on!

E

EXPERTS

We're experts when it comes to recruitment and pride ourselves in knowing our markets inside and out!

PERKS AND BENEFITS

- **Uncapped, no threshold commission up to 50%**
- Two Super trips per year, where no expense is spared! One is team based, the other is individual.
- **Hybrid working environment, with more flexibility unlocking as you grow in the team!**
- Clear structure to progress within the company; whether you want your own team, or just want to make tonnes of cash on your own!
- **Working with two hands-on owners, who will support you to raise the bar!**
- Dedicated L&D function; focused on helping you grow to be the best recruiter you can be!
- **Monthly Lunch Clubs at some of the best restaurants Sydney has to offer!**
- Cutting edge technology; leveraging AI and automation tools to cut out the admin!
- **We have grown considerably, creating tonnes of opportunity for progression!**

But beyond all the perks, we want, you to succeed. We promise, ensuring your ongoing prosperity is our number one driver.

We want to change your lives.

WHAT MAKES US UNIQUE

We think right outside the box!

We have deep-embedded partnerships with Global companies to allow us to transact with nearly every company in Australia.

We will show you how!

We believe in arming our recruiters with the best tech out there.

Currently we use:

- Vincere
- Lusha, Signal Hire
- Seek, LinkedIn Recruiter, Dripify
- Voip based, voice to text calling

We have an industry leading monthly lunch club incentive!

Taking the best performing consultants to the very best restaurants in Sydney.

Think Nobu, Freds, Huberts, Icebergs and Aria... !

Open to suggestions too!

We help place junior candidates free of charge.

This is our way to contribute to the technical talent pools.

It also helps us represent those people looking to get a leg up in the industry.



We value the idea of working the client not the job which means we have a real emphasis in partnering with our clients long term.

We spare no expense when it comes to wining and dining the people paying your invoices!

We approach Business Development like no other!

We find clients with genuine problems & we help solve those problems.

We are seen as partners. This gives us access to clients who are collaborative & loyal.

To win these clients we have a tried & tested campaign, involving automated outreach, calls, voice notes & videos!

COMMISSION STRUCTURE

Quarterly Billings

Commission Applicable

% applied to billings in this band

\$0 to \$30,000

5%

\$30,001 to \$60,000

10%

\$60,001 to \$90,000

20%

\$90,001 to \$120,000

25%

\$120,001 to \$150,000

30%

\$150,001 to \$180,000

40%

\$180,001 or more

50%

How it's paid:

You earn your comms over the quarter based on your billings.

This figure is then split over three payments, paid in the following quarter's months.

E.g. if you earn \$150,000 comms in Q1, you are paid \$50,000 in April, May & June.

Employee Testimonials

A key reason why I joined Change Recruitment was because of the Learning & Development opportunities presented to me. Change Recruitment has given me the tools for success in recruitment, which has been honestly life changing.

The two Mikes are extremely hands on with the training and see mistakes as a learning opportunity. I would describe the culture as high performing, ambitious and friendly. The commission structure is unrivaled, seriously rewarding hard work!



Rich Grace

Senior DevOps Specialist

Been with Change since 2022

'The Mikes' are my Directors but have now become my really good mates. When I first started, I was a rookie in the recruitment game, but they saw something in me that I didn't even see in myself and have gone above and beyond to help me succeed.

No question is a stupid question (and believe me I've asked my fair few) and they will provide training on anything you want to improve on. They have made me the recruiter I am today, and I really can't thank them enough!

The team is great (yet a little weird) but that's what makes no two days the same or boring and we all have a 'work hard play hard' mentality.



Bec Maitland

Java & AEM Specialist

Been with Change since 2022

WHY CLIENTS CHOOSE US

Most recruitment companies will tell you the same thing; they are market experts, they will offer you candidates that no one else can, they are 'faster' than the rest.

At Change we feel like this should come as standard.

Our USP's are focused on making changes across all aspects of the recruitment lifecycle and beyond.

We want to be the catalyst for change for our staff, candidates, and clients. Our pursuit of excellence is unrivalled.



INDUSTRY AND TECH

We have our Consultants focus not just on a specific technology sub sector, but we divide their time by industry too, so the candidates you see will not only have the relevant technical skills, but they will also have the right industry experience.



PROBLEMS

We don't just send CV's. We break down the systemic issues our clients are facing, what's keeping them up at night. We then build bespoke solutions to help them overcome those challenges.



CHANGE THE WORLD

Giving back is in our DNA. We place junior talent at our signed clients free of charge. We want to support those who find it toughest to break into the tech world & we don't want to charge a fee. Our Clients love this.

BECOME A CHANGER

If you're looking to be part of a collaborative, driven team, then we're the place for you!

If you're a glass half full person, who's ready to jump into a fast-paced environment then we're the place for you!

If you're looking for a place where you're given all the tools to be the best recruiter you can be; then we're the place for you!

Reach out to us today; we'd love to hear from you!

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