

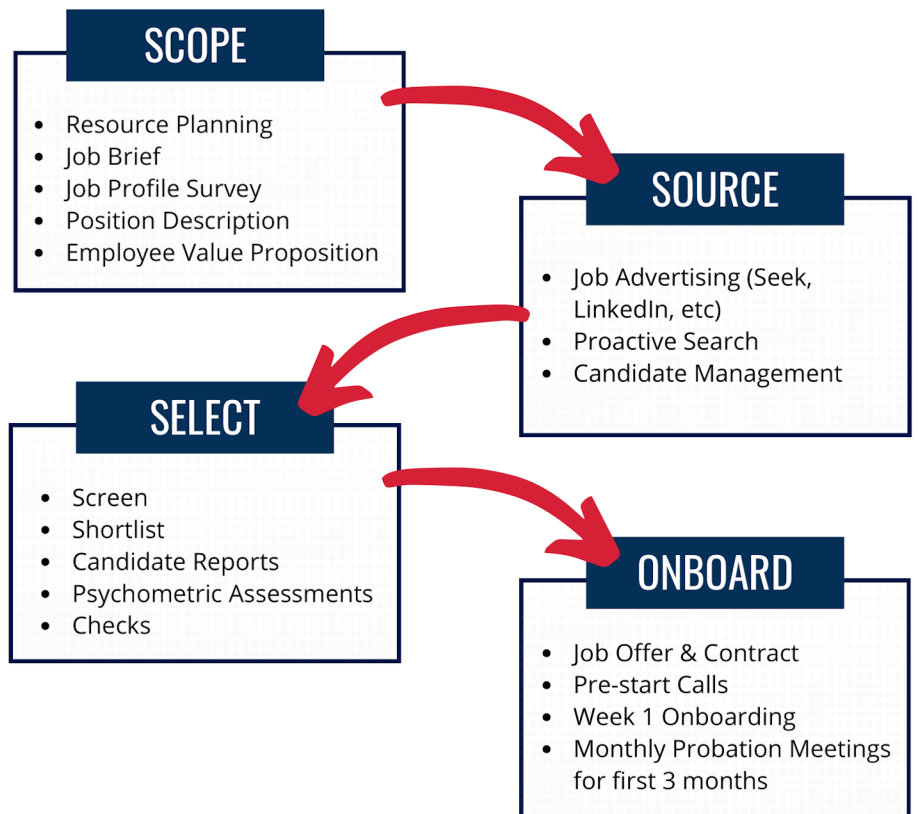
RECRUITMENT & ONBOARDING

Specialist HR Consulting with Over 20 Years' Experience

Unlike most recruitment agencies, we provide real value beyond finding people. We take a fully comprehensive and long-term partnership approach to ensure the successful sourcing, placement, onboarding and retention of employees in your business.

Because we're invested in the long-term success of your business and its new team members, we help you manage the employee experience and performance for the first 3 months of employment. And if it's not working out at 3 months, we will help you exit the unsuccessful employee and find a replacement.

OUR APPROACH



OUR VISION & VALUES

At Harrisons, we have three core values we live by:



ACT WITH INTEGRITY

We consistently conduct ourselves with honesty and integrity, not compromising our values.



BACK THE TEAM

We support and develop each other as a team, and have fun at work.



DELIGHT THE CLIENT

We are dedicated to be partnering with our clients to help meet their goals.

RECRUITMENT & ONBOARDING

Our unique resourcing service takes the pain out of sourcing and onboarding new team members for your business. The qualified team at Harrisons will carry the risk of finding and inducting the right employee for your business. In the unlikely event that it's not working after three months – and you've delivered on your end of the deal – then we will help you exit the unsuccessful employee and find a suitable replacement.

SCOPE

- Obtaining and documenting a detailed job brief
- Identifying job personality profile and drafting position description
- Advising on your employee value proposition

SOURCE

- Writing and placing the job advertisement on various job boards
- Considering and advising on other sourcing channels
- Responding to queries, receiving applications and candidate correspondence

SELECT

- Screening and shortlisting interviews of candidates
- Presenting shortlist of candidates to you
- Facilitating checks and assessment – aptitude, personality and references

ONBOARD

- Offering and negotiation of terms and drafting employment contract
- Calling the manager and successful candidate prior to the start date to confirm arrangements for first day
- Meeting with the new employee and their manager to go through onboarding checklist, communicate performance expectations, and facilitate provision of feedback between employee and manager at the following intervals: 1. first week, 2. end of first month, 3. end of second month, 4. end of third month

3 Month Guarantee

"Harrisons quickly become part of the People & Culture team. They delighted us with their fun nature, recruitment expertise and flexibility and adaptability to our changing needs. They are practical and pragmatic in their approach and has developed credible relationships with our team members."

SENEX ~



"Harrisons takes time to get to know the candidates and ensure that they are the right fit for the roles they are recruiting for."

~ PRICES PLUS

"Understands our needs well, clear and fine communication. A smooth process that I'm very satisfied with. I would definitely use Harrisons again for a recruitment assignment."

VOORTMAN ~

