




ZANCOTT
RECRUITMENT
Specialising in the recruitment of
skilled professionals



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Capability Statement

Executive Summary

Zancott Recruitment welcomes the opportunity to present information about our business and scope of services.

As one of the only 100% Indigenous owned and operated recruitment companies operating at the National level, Zancott Recruitment has a twelve-year history of supporting major companies across Australia to find highly skilled staff. Zancott Recruitment has specialised in assisting Defence Primes to meet their Reconciliation Action Plan and diversity targets for major projects across Australia. Zancott Recruitment looks forward to discussing how we can offer tailored workforce solutions and diversity strategies to your business.

“Zancott Recruitment’s Vision is to be recognised nationally as the first choice for an Indigenous owned recruitment, labour hire, and human capital solutions provider.”

Cameron Buzzacott
Managing Director,
Zancott Recruitment



About us

Zancott Recruitment is one of Australia's only nationwide 100% Indigenous owned and operated full-service recruitment companies.

- 100% Indigenous Owned and Operated
- Supply Nation Certified
- Australia Wide
- Since 2006

We have been in operation for twelve years, successfully supplying general and executive recruitment and labour hire services to some of Australia's largest Defence Primes and Tier One companies, including: ASC, Boeing, BAE Systems, Babcock, Fulton Hogan, CPB, John Holland, McConnell Dowell, and Laing O'Rourke.

Zancott Recruitment is proudly Supply Nation certified, and in 2017 was the winner of the NAIDOC Indigenous South Australian Business of the Year. Zancott Recruitment is a member of the Indigenous Defence & Infrastructure Consortium and the Defence Teaming Centre.

Our Managing Director, Cameron Buzzacott, is an Arabana man with extensive family and community connections to the Indigenous communities in South Australia.

How we can help you

Zancott supplies full service recruitment and labour hire to meet the needs of business.

We offer:

- Qualified, experienced, and screened staff
- Fast and efficient response time
- Competitive labour rates
- AS/NZS 4801 (WHS) and ISO 9001:2015 accreditation
- Permanent, temporary and contract staff
- Permanent placement option
- Full insurance cover across all States
- Support to meet diversity targets
- Pre-employment and upskilling programs
- Single point-of-contact Account Management



Our Expertise

From the very beginning, we have had an open and collaborative relationship with Zancott... Zancott has been very supportive of our company's need for quality labour hire staff, often in short periods of time, and have gone above and beyond a commercial style relationship.

Lee Revell
CEO - Fulton Hogan Utilities

The Zancott Recruitment difference is our full-service recruitment capability: our experienced recruitment consultants source all roles, from trainees, to trades people, engineers, IT professionals, managers and executives.

- Full service recruitment and labour hire
- Culturally competent supports to recruit, train and retain diverse talent
- Fully integrated recruitment software to select, screen, place and pay staff

Our employment options include temporary contracts, with the option to transition temporary staff to permanent employment at any time; labour hire; and permanent employment. Our Account Managers can outline the benefits of each employment option.

Culturally Competent

Zancott helps business to meet their Indigenous workforce participation and diversity targets. We recruit, mentor, and retain Indigenous talent.

Zancott offers culturally competent supports, including: mentoring, cultural awareness training, and career development for Indigenous staff to improve retention. As a Supply Nation certified labour hire company, Zancott can assist our clients to meet the goals of their Reconciliation Action Plans to employ Indigenous Australians and procure services from Indigenous owned businesses.

In 2018, our expertise in this area was recognised as a finalist (with Fulton Hogan) for the Supply Nation Supplier Diversity Partnership of the Year Award.

Zancott Recruitment also has the capability to design pre-employment and upskilling programs to help address regional skills shortages or to meet workforce participation targets. We can work with you to create a tailored training program and have the capability to source State or Federal funding to reduce costs.



Our Experience

MAJOR PROJECTS

Zancott Recruitment has twelve years' experience supplying labour to major projects in Australia, including:

NATIONAL BROADBAND NETWORK, VICTORIA, SOUTH AUSTRALIA, NORTHERN TERRITORY

Client: Fulton Hogan

Project Value: \$42 billion

Zancott Recruitment supplies skilled and semi-skilled labour to Fulton Hogan for the NBN National Rollout across three states.

GATEWAY SOUTH DARLINGTON UPGRADE, SOUTH AUSTRALIA

Client: Fulton Hogan/Laing O'Rourke Joint Venture

Project Value: \$620 million

Zancott is a selected labour supplier to the Fulton Hogan/Laing O'Rourke JV, supplying labour to this project.

AIR7000 PROJECT, SOUTH AUSTRALIA

Client: Lendlease

Project Value: \$500 million

Zancott Recruitment supplied labour to Lendlease for the \$500 million upgrade of the Air7000 Phase B project at the RAAF Edinburgh Airbase.

WESTGATE TUNNEL PROJECT, VICTORIA

Client: CPB Contractors John Holland Joint Venture

Project Value: \$5.5 billion

Zancott Recruitment supplies Indigenous labour to the Westgate Tunnel project.

WOOMERA (NURRUNGA), SOUTH AUSTRALIA

Client: Fulton Hogan

Project Value: \$35 million

Zancott Recruitment supplied plant operators, drivers and leading hands to Fulton Hogan for the upgrade of the existing infrastructure at this RAAF site in remote Australia.

HARDEN NETWORK ARMY PROJECTS 1 AND 2, SOUTH AUSTRALIA

Client: BJ Jarrad

Project Value: \$53 million

Zancott Recruitment provided skilled and semi-skilled labour to this upgrade of a defence site in South Australia.





Our Difference

- Genuine industry experience and understanding
- High quality candidates
- 15,000 screened and approved candidates

Zancott Recruitment works in an authentic partnership with our clients to help them achieve their business priorities. We develop a genuine understanding of our clients' business, supported by the industry knowledge and capability of our recruitment consultants.

Our staffing profile comprises industry experts with extensive experience working and recruiting for civil construction, defence, mining and resources, telecommunications, manufacturing, and transport and logistics. We genuinely understand the needs of business and use our expertise to source the right people within your timeframes.

Zancott Recruitment's reputation for working with tier one companies attracts high quality candidates and ensure retention. Our status as a preferred Labour Hire Supplier on major projects gives us access to many candidates before they go to market, ensuring a pool of quality candidates. With more than 15,000 screened and approved candidates in our talent database, we have the skilled candidates ready when you need them.

Streamlined Processes

Zancott has invested in innovation to reduce costs and time associated with the recruitment process.

Our streamlined processes include:

- a secure, cloud-based recruitment database of 15,000 screened and qualified candidates;
- automated payroll and invoicing systems;
- tailored assessments and Fit For Work testing, including functional capacity assessments, and accredited Drug and Alcohol testing.

Our investment in modern, quality-assured systems means that our clients can be assured that Zancott has the capability and experience to deliver a cost-effective labour hire solution.



Our Commitments

Zancott Recruitment is committed to achieving its goals of ZERO HARM, quality assured services, and sustainability.

- AS/NZS 4801:2001 Occupational Health and Safety
- AS/NZS 9001:2015 Quality Management
- Indigenous Employment & Indigenous Procurement Strategies

Zancott Recruitment's commitment to Zero Harm is demonstrated by our AS/NZ 4801:2001 Occupational Health and Safety accreditation, which certifies that we have systems in place to manage safety across all levels of the company. This is supported by AS/NZS 9001:2015 Quality Management accreditation, demonstrating that all Zancott Recruitment processes and systems are guaranteed to achieve high-quality service delivery.

Zancott Recruitment is also committed to environmental, social and economic sustainability. Our initiatives, policies and procedures help us meet our sustainability responsibilities, and include a commitment to community engagement, climate change and the environment, and Indigenous employment and procurement. Zancott purchases products and services ethically and according to social procurement principles that include:

- Purchasing energy efficient and low-waste products and systems, including office supplies, appliances, and vehicles;
- Purchasing goods and services from Indigenous owned business, preferably Supply Nation certified business;
- Purchasing goods and services from local suppliers.

Zancott is a 100% Indigenous owned and operated company, with a commitment to employing a diverse workforce. We have an Indigenous Employment Strategy (IES) with goals for both direct and labour hire employment.

Zancott has proudly exceeded our IES targets. Our strategies support the sustainability objectives of Government and major clients by creating opportunities for Aboriginal people, local people with barriers to employment, and for local business during the construction, delivery and operations phases of major projects.



Cultural Supports

100% Indigenous owned and Supply Nation certified, Zancott Recruitment has the expertise to help you meet your diversity targets.

We offer:

- Cultural awareness training for your staff and project partners.
- Structured mentoring and career development for Indigenous staff to improve retention.
- Assistance to develop Reconciliation Action Plans (RAP) or Indigenous Employment Strategies (IES).
- Support to meet RAP or IES targets;
- Tailored pre-employment training programs to recruit, train and place diverse groups, including Indigenous, Culturally and Linguistically Diverse (CALD), Women in STEM and Defence, and young people.
- Upskilling programs to improve the uptake of apprenticeships and traineeships and to meet training quotas for major projects.

CONTACT US

Contact the Zancott Recruitment office in your state today to speak to one of our friendly staff about how we can tailor a recruitment solution that meets your needs.





Our Branches

Zancott Recruitment operates across Australia with branches in seven locations nationwide.

SOUTH AUSTRALIA

Head Office
21A Nelson St
Stepney SA 5069

VICTORIA

Melbourne Branch
102-106 Turner St
Port Melbourne SA 3027

QUEENSLAND

Brisbane Branch
Building 6 Office 25
2404 Logan Rd
Eight Mile Plains QLD
4102

SOUTH AUSTRALIA – REGIONAL

Whyalla Branch
29 Patterson St
Whyalla SA 5600

NORTHERN TERRITORY

Darwin Branch
Office 7/90 Ross Smith Ave
Fannie Bay NT 0820

WESTERN AUSTRALIA

Perth Branch
5/1296 Albany Highway
Cannington WA 6107

NEW SOUTH WALES

Sydney Branch
3/402-410 Chapel Rd
Bankstown NSW
2200

NSW – REGIONAL

Dubbo Branch
1/126 Bourke St
Dubbo NSW 2830





Our Team

Zancott Recruitment is a national company with a local focus. We understand the importance of employing locally and contributing to the communities in which we operate.

Our Account Management Team has representatives in each State to provide a single point-of-contact for your company. We welcome the opportunity to speak with you in more detail about the services Zancott Recruitment can offer.

SOUTH AUSTRALIA – HEADOFFICE

National Manager
Mr. David Couzner
E: david.c@zancott.com
P: 0418 810 844

SOUTH AUSTRALIA –REGIONAL

Whyalla Branch Manager
Mr. Warren Hards
E: warren@zancott.com
P: 0419 911 350

NORTHERN TERRITORY BRANCH

NT Branch Manager
Mrs. Jenny Walterfang
E: jenny@zancott.com
P: 0428 597 372

WESTERN AUSTRALIA BRANCH

WA Branch Manager
Mr. Brynne Barker
E: brynne@zancott.com
P: 0439 265 056

SOUTH AUSTRALIA – HEAD OFFICE

National Bid Manager
Ms. Amanda Tulloch-Hoskins
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P: 0448 009 108

VICTORIA BRANCH

Victorian Branch Manager
Ms. Nibras Matte
E: nibras@zancott.com
P: 0439 041 506

QUEENSLAND BRANCH

Queensland Branch Manager
Mr. Brendan Ryan
E: brendan@zancott.com
P: 0459 546 700

NEW SOUTH WALES BRANCH

NSW Branch Manager
Mr. Jamie Love
E: jamie@zancott.com
P: 0407 512 899

