



ZANCOTT
RECRUITMENT



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 companies 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 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**

Zancott Recruitment specialises in supplying General and Executive Recruitment and labour hire Services to the country's largest companies, including: Veolia, Fulton Hogan, BIS Industries, Lendlease, Laing O'Rourke, McConnell Dowell, and Boeing, to source, recruit, train and place Indigenous people into employment on major projects. We leverage our twelve years of experience supplying skilled labour for major construction projects to offer a tailored recruitment and workforce participation solution to business.

Zancott Recruitment is proudly Supply Nation certified and in 2018 was a national finalist for the Excellence in Indigenous Business Award at the Ethnic Business Awards.

How we can help you

Zancott Recruitment 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 accreditation**
- **Permanent, temporary and contract staff**
- **Permanent placement option**
- **Full insurance coverage 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 labouring roles, to tradespeople, engineers, 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

As a Supply Nation certified recruitment and labour hire company, Zancott Recruitment assists our clients to meet their goal to employ more Indigenous Australians and procure services from Indigenous owned businesses.

Zancott Recruitment helps businesses to retain Aboriginal and Torres Strait Islander staff by offering culturally competent supports, including: mentoring, cultural awareness training, and career development for Aboriginal and Torres Strait Islander staff.

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 designs pre-employment and upskilling programs to help address skills shortages or to meet workforce participation targets. We can work with you to create a tailored training program and we have the capability to source Government 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 unskilled 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 Recruitment 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 skilled and white-collar labour to this major road project in Melbourne.

O'BAHN EXTENSION PROJECT, SOUTH AUSTRALIA

Client: McConnell Dowell

Project Value: \$160 million

Zancott Recruitment was the preferred labour supplier for this project, and supported McConnell Dowell to meet their Indigenous workforce participation targets.

TORRENS TO TORRENS PROJECT, SOUTH AUSTRALIA

Client: CPB Contractors

Project Value: \$801 million

Zancott Recruitment provided skilled and unskilled labour to this major road project 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 your business, supported by the industry knowledge and capability of our recruitment consultants.

Our staffing profile comprises recruitment consultants with extensive construction industry experience. This means that our staff understand the construction industry and the needs of business and we use our expertise to source the right people within your timeframes.

Zancott Recruitment's reputation for working with major companies attracts high quality candidates and ensures 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 Recruitment 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 Occupational Health and Safety
- AS/NZS 9001 Quality Management
- Indigenous Employment & Indigenous Procurement Strategies

Zancott Recruitment's commitment to Zero Harm is demonstrated by our **AS/NZ 4801 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 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 Recruitment 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.





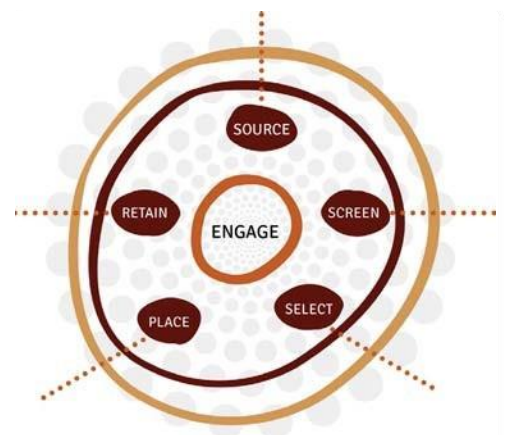
Community Engagement

Zancott Recruitment helps major national companies to close the gap in employment and workforce participation and help achieve economic parity between Indigenous and non-Indigenous Australians.

Authentic engagement is at the heart of everything we do. We work closely with Indigenous people at the community level to develop ongoing relationships; many of our staff have social and family relationships within local Indigenous communities to enable effective engagement.

Word of mouth and candidate referrals are our most frequent and reliable candidate sourcing strategies for skilled Indigenous people.

When Indigenous candidates are placed, we offer all employers access to our mentoring services to ensure ongoing retention. These services both support our Indigenous candidates, and help businesses to understand how to mentor and retain Indigenous talent.



Sponsorships

Zancott Recruitment supports the local community through our sponsorship programs. We sponsor local sporting clubs and charities, including:

- **The Inaugural Woodville West Torrens SANFL Women's Football Team (Major Sponsor Season 2019)**
- **South Australian Aboriginal Football and Netball Carnival**
- **Round the Campfire Women's AFL Carnival 2018**
- **Narungga Football and Netball Teams**
- **Aboriginal Golf Club of South Australia**
- **Novita Children's Services**
- **Uniting Care Wesley Bowden**

Indigenous Employment

Zancott Recruitment is committed to employing a diverse workforce. We have exceeded our Indigenous Employment Strategy targets for both direct and labour hire employment: 15% of our labour hire candidates are Indigenous. Our strategies create opportunities for Indigenous people, women in leadership and non-traditional roles, and for local and Indigenous owned business.

Zancott Recruitment respectfully acknowledges the traditional custodians of Australia and their Elders past and present.



Certifications & Memberships

AS/NZS 9001 Quality Management
•
AS/NZS 4801 Occupational Health and Safety
•
Upper Spencer Gulf Common Purpose Group Member
•
Civil Contractors Federation Member
•
Defence Teaming Centre Member
•
Recruitment Consulting and Staffing Association (RCSA) Member

Awards

NAIDOC Indigenous South Australian Business of the Year 2017
•
Finalist Supply Nation Supplier Diversity Partnership of the Year 2018
•
Finalist Excellence in Indigenous Business Ethnic Business Awards 2018
•
Cert II Indigenous Trainee of the Year 2017
•
Cert II Civil Construction Trainee of the Year 2017
•
Best Training to Employment Outcome 2017

Zero Harm Commitments

AS/NZS 4801 OHS Certified
•
Qualified WHSE Manager
•
Drug & Alcohol Assessments
•
Functional Capacity Assessments
•
Full Risk Assessments
•
Weekly Site Visits

Indigenous Owned

100% Indigenous Owned and Operated
•
Supply Nation Certified
•
Indigenous Employment Strategies
•
Indigenous Community Relationships
•
Mentoring and Cultural Awareness Training



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 Civil or 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

SOUTH AUSTRALIA – REGIONAL

Whyalla Branch Office
29 Patterson St
Whyalla SA 5600

NEW SOUTH WALES

Sydney Branch Office
3/402-410 Chapel Rd
Bankstown NSW 2000

VICTORIA

Melbourne Branch Office
102-106 Turner St
Port Melbourne VIC 3027

NORTHERN TERRITORY

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

NSW – REGIONAL

Dubbo Branch Office
1/126 Bourke St
Dubbo NSW 2830

QUEENSLAND

Brisbane Branch Office
Building 6/Office 25
2404 Logan Rd
Eight Mile Plains QLD
4113

WESTERN AUSTRALIA

Perth Branch
5/1296 Albany Highway
Cannington WA 6107





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 – HEAD OFFICE

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

E: amanda.t@zancott.com

P: 0448 009 108

VICTORIA BRANCH

Victoria 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

