

eJobs Recruitment Specialists Financial Planning Division



CareersMultiList

Multiply your recruitment options

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eJobs Financial Planning – Your HR Provider!

Are you the right person to be doing your HR?

In a small Financial Planning practice it is often difficult to separate the close day-to-day relationships you have with your staff to then actually have them perform at optimum levels, remaining motivated and loyal. HR is a time consuming function!

You need an independent and impartial partner to provide the HR Services you and your staff need.

eJobs Financial Planning does more than just recruit staff for your business – we also look after your staff and act as your HR Manager! With our Client Care Program we are there to regularly visit to assist with all your HR issues - allowing you to focus on what you do best – building your Client relationships and a stronger business!

Our role is to ensure you have the right people in the right seats (and on the right bus, driving the right way!), that they are remunerated appropriately and given the right KPI's to maximise their performance and value.

CLIENT CARE PROGRAM – What we provide

Our Client Care Program includes an initial assessment of all incumbent staff. We meet them on a one-to-one basis to understand roles and responsibilities and to get a grasp for team dynamics. We use behavioural and competency assessments to ensure your staff are in the correct roles, pushing together and building each other up into the dynamic, efficient and cohesive team that you and your business needs.

We then provide formal **Position Descriptions** and provide **advice on salaries**, assist with all **employment issues** and provide all important **staff reviews**. We are there when you need us, and offer at least quarterly visits (or as required). By understanding your business and staff well, we partner with you to provide peace of mind in handling this aspect of your business and in being better briefed as and when you need new staff.

We would be happy to provide Testimonials from existing Client Care clients upon request!

In more detail, here's what's covered:


- Initial meeting to understand your business, history, goals, culture, staff, etc., and what you most hope to achieve from us by signing up to our Client Care Program.

- Introduction to, and one-to-one discussions with, your staff on the proviso that we are there to facilitate a 'team building' exercise and to assist you at a Practice level in ensuring everyone is pushing to achieve the same corporate goals – i.e., to help grow your business stronger!
- To confirm or identify staffing issues that you may have and to discuss solutions.
- To arrange for all staff (including yourself) to complete one of our MyProfile Behavioural Assessments and to be prepared to share the results in an open and non-confrontational manner.
- By having your staff complete one of our 'MyProfile' online Behavioural Assessments we have an independent check on how they behave at work and what behavioural styles they possess. This alone can often confirm a person's suitability to a certain Financial Planning industry role without even reference to any resume! Combined with their experience and qualifications these give a good indication to focus, drive, interpersonal characteristics and attention to detail, etc.

This means we can identify staff with the right attitude; reduce conflict and workplace stress; understand what motivates staff; improve team performance; and maximise your staffs' strengths and talents.

Myprofile Online Behavioral Assessments

DISCOVER TALENT IN EVERY SPECTRUM OF LIFE



myprofile

“Myprofile has been a great success in helping understand others around us and ourselves. We have reduced conflict and communicate better. As a result we have greater harmony and a terrific team spirit”.

“We have made it a policy that all applicants who attend an interview do the Myprofile assessment. We have now adopted this as part of our interview process”

“It’s amazingly accurate.”

MyProfile essentially provides a means of finding out more about staff in terms of *how they behave*. This is important regarding their expectations, drive, accuracy, detail, energy, natural state of happiness and contentment, teamwork, etc.

- When used as part of a recruitment campaign MyProfile Assessments also help to avoid costly hiring mistakes.
- Follow-up meeting to discuss results of staff assessments and to discuss any issues and their resolution.
- To ensure Position Descriptions for each role are accurate to the duties being required and undertaken and are up-to-date.
- To ensure KPI's are set appropriately to achieve given aims.
- To ensure Salary levels are appropriate. We survey each State and Territory to access salary trends and job numbers *every month*. This ensures we have 'our finger on the pulse' of what's happening in the marketplace and can therefore advise on Salary information.
- We regularly keep you informed of all Recruitment and Employment issues that may effect your business and make ourselves immediately available for advice and assistance at short notice when you need us.
- We visit at least quarterly (or as required) and are available to discuss issues at any time. We are your HR business partner and it's important for us to be close to you and your staff.

Call Trevor Punnett or Jeff Le Compte directly for Fee information on (02) 9221 6221 or email.