

# Rethinking Recruitment:

## Time to change the rules

### About us

WA owned and operated, Price Consulting Group has been providing management and human resource consulting services to government, corporate and private organisations for over 20 years.

We have been at the forefront of public sector recruitment and have worked with our clients to challenge out-dated myths and introduce innovation in recruiting – all within the public sector employment principles of merit, equity and transparency.

We are committed to helping organisations achieve greater results and success through effective attraction and selection strategies, with a focus on outcomes not process.

We have a team of highly skilled and experienced Consultants who bring their knowledge and passion for their work into your organisation.

We carefully match Consultants to work assignments so that you will have the benefit of dealing with an industry expert – no matter how large or small your team, you will be treated like a 'big fish in a small pond'.

# PRICE

CONSULTING GROUP PTY LTD

[www.priceconsulting.com.au](http://www.priceconsulting.com.au)

### Why work with Price Consulting?

The 2017 publication "It's Time to Change the Rules" report from the CEO Working Group on Public Sector Efficiency has highlighted opportunities for the sector to adopt new ways of thinking and working. "One sector" thinking, stronger leadership, improved rule-making and embracing digital solutions were highlighted as way the sector can tackle perennial problems, including approaches to recruitment and selection, which have long been identified as slow, over-done and "clunky".

This report was music to the ears of Price Consultants, who have been working positively and proactively with clients to challenge outdated thought processes and introduce innovation in recruitment and selection for over a decade. We are committed to the public sector employment standards, but are equally committed to facilitating selection processes that focus on quality outcomes rather than being enslaved to "red tape" thinking.

The fact that the Public Sector Commission engaged Price Consulting to write the publication "**Rethinking Recruitment: Innovative Tips and Case Studies**" (2007) provides proof of our enduring focus on changing embedded practices. However we have found that these ideas have struggled to gain traction across the sector, other than with individual panels and, at best, strongly aligned HR practitioners.

As a few examples, over the past 10 years, we have:

- Used non-traditional attraction strategies to source strong fields of qualified applicants (without the use of a costly search process);
- Found efficient ways to shortlist, assess and report on large fields (100+);
- Used online video interviewing and other online assessments, such as aptitude and personality assessments, to add objectivity and efficiency to panel decision making;
- Reduced reliance on face-to-face interviews as the primary assessment mechanism by developing work sample tests and assessment centres, where relevant;
- Identified ways to gain traction of achieving agency diversity goals, such as women in management and employment of aboriginal and youth;
- Challenged thinking around how much detail is required in selection reports.

Price Consulting Group is keen to partner with public sector organisations ready to rethink how they approach recruitment – from the ground-up. We bring a wealth of experience in applying innovation in selection within public sector "boundaries" and would value the opportunity to work with motivated Executive and HR teams to bring together our experience with the best practices and internal knowledge-base of agency staff. We will facilitate the process so that the resulting strategy, policies and processes are agency-specific and agency-owned.



Contact us to discuss your needs and for a comprehensive quote on (08) 9261 7738 or [info@priceconsulting.com.au](mailto:info@priceconsulting.com.au)

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