

# Innovation in Public Sector Recruitment Practices

## Government Landscape

Government is continually driving efficiencies in order to encourage organisations to harness the benefits of technology and other business advances, and to manage expenditure on public sector salaries.

In an environment of increasing community expectations, it is important for organisations to recruit wisely in order to develop a workforce that can deliver the best return on salary investment.

Price Consulting Group has worked closely with many government clients over the last 17 years, and has a strong track record of success in developing innovative strategies to attract quality candidates, and in supporting selection panels to make robust recruitment decisions.

## Recruitment Services

Price Consulting has a strong reputation for successful recruitment – from CEOs and Executives to entry-level employees and graduates. We are one of the three most commonly used recruitment consultancies working within the WA state public sector, and have a reputation for quality, efficiency and innovation.

From redesigning jobs and developing attraction strategies to providing feedback to applicants and everything in between, our services can be provided by a Consultant who acts as a selection panel member, or who supports and guides the selection panel and manages applicant communications to ensure an open and transparent process.

## Innovative tips

We have developed many innovative strategies for our clients, and have written guidelines for the WA public sector that captures the simple but innovative tips that we regularly use with our clients. These include:

- Redesigning jobs prior to advertising and reducing the number of job requirements to ensure they are not too limiting or onerous.
- Supplementing advertising by using alternative attraction strategies and application processes for the target candidates - maximising on-line services.
- Incorporating the organisation's values into the context of the job requirements to assist in selecting aligned employees for your team.
- Ensuring wording in advertisements/job packs are "candidate friendly" and provide for a search to be undertaken, if required.
- Selecting using broad capabilities rather than specific job requirements so as to provide for more flexible use of suitability pools and employees.
- Filling the vacancy quickly by having a recruitment plan and pre-booking selection panel meetings and advising candidates of interview dates upfront.
- Using additional screening techniques for large applicant fields such as phone interviews, online assessments or the completion of a relevant task.'
- Only interviewing once the shortlisted candidates make up a 50/50 gender balance to support the organisations' diversity goals; or undertaking a targeted search, if required, to supplement the field.
- Using a variety of assessment methods while keeping the process simple for the panel and candidates - Can a direct appointment be made?
- Building and promoting an "employer brand" which includes remembering selection is a two-way process and requires good "candidate care".



**PRICE**

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# RECRUITMENT GOALS

Our clients draw from our experience to achieve two key goals:



## TO MANAGE A PROCESS THAT:

- Is well planned and efficiently implemented
- Attracts and retains quality candidates
- Addresses organisational gender and cultural diversity goals
- Presents a group of qualified applicants for assessment
- Is robust enough to weed out weaker candidates
- Is transparent and defensible in decision-making
- Build's the organisation's reputation



## TO FIND AN EMPLOYEE WHO:

- Will, in the long run, perform the job best
- Has the right skills and personal characteristics
- Collaborates to get the best out of others
- Enhances your organisation's productivity
- Has values aligned with your organisation
- Is self-motivated and takes pride in doing a great job



# Price Consulting Group

WA owned and operated, Price Consulting Group has been providing management and human resource consulting services to government, corporate and private organisations for over 17 years. One of our areas of speciality is recruitment.

We are committed to helping organisations achieve greater results and success through effective strategic and HR management. Our aim is to develop a strong partnership with you so we can understand your organisation and provide cost-effective and innovative solutions that meet your unique needs.

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'.

## OUR SERVICES

Improving Productivity  
and Performance

- ♦ Strategic & business planning
- ♦ Change management
- ♦ HR & workforce planning & policy
- ♦ Organisational review & development
- ♦ Restructures, job design & work evaluation
- ♦ Business & performance reviews
- ♦ Employer branding
- ♦ Attraction & retention strategies
- ♦ Recruitment & executive search
- ♦ Training, facilitation & workshops
- ♦ Employee relations

Contact us to discuss your needs and for a comprehensive  
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