

**LEADING CHANGE**  
FOR PEOPLE,  
THROUGH PEOPLE

reo+group

Proposition

# WE ARE REO GROUP.



## LEADING CHANGE FOR PEOPLE THROUGH PEOPLE.

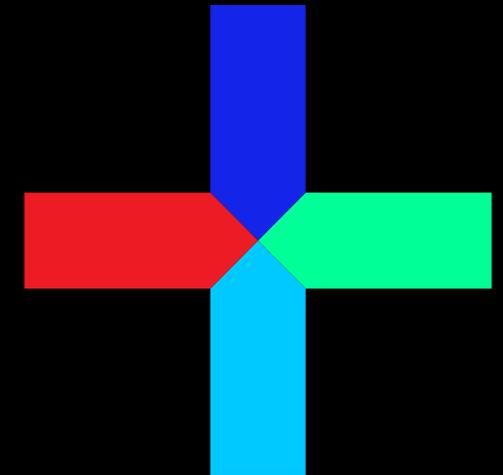
**At their heart businesses are  
simply groups of people.**

People out to make something happen. To solve problems. To create value that didn't previously exist.

At Reo Group, above all else, we believe in people, and there is nothing more powerful than the right person, working on the right problem at the right time.

So we're out to connect people to the opportunities inside problems.

To uncover talent. Curate teams. And elevate human potential.



# SUCCESSFUL RECRUITMENT IS A NUMBERS GAME

## And few, if any, have numbers like ours.

We've placed more than 5,000 people in roles over the last decade. 98% of our permanent placements remain in place for more than two years... and 90% of temp roles are placed within 48 hours...

It boils down to better understanding our clients and truly knowing our candidates - to a scientific approach to recruitment.

98%

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than two years.

SOUNDS SIMPLE.  
**TRUTH IS, IT'S ANYTHING BUT.**  
HERE'S HOW WE DO IT.

# THE SCIENCE OF RECRUITMENT



## A TOTAL HUMAN APPROACH.

People are complex, so it doesn't make sense evaluating them through a single lens. That's why we developed The Profile 360<sup>o</sup> Brand Map™. It evaluates candidates across 4 lenses - character, competency, motivation and experience. It means we understand our candidates more deeply and can place them with more certainty.



## WE'RE BUSINESS PEOPLE FIRST.

The best consultants are always those who know the view from your side of the table. With our executive team all ex-finance and business professionals we understand your needs and the subtle distinctions that can make all the difference. It's this deep experience and the networks that come with it that put the art in our science.



## WE'RE GUIDED BY EVIDENCE.

Recruitment decisions are routinely derailed by unconscious biases that lead us astray. The Reo Evidence Based Recruitment Method™ eliminates them. Across 4 distinct phases (Insight, Influence, Identify and Integrate) the method combines qualitative and quantitative inputs with unique profiling tools for unparalleled candidate insight. And with 98% of permanent candidates still in place after two years, the evidence speaks for itself.



## WE TRULY GET TO KNOW YOU.

The key to recruitment is understanding not just the role but the working context. The Reo Functional Needs Map™ is a multi-factor needs analysis that helps us rapidly understand your strategy, organisational structure and culture so we know where and how a role fits. It means more accurate job descriptions better aligned to business needs, maximising the impact of new talent.



## WE'VE GOT TEMPS AT THE READY.

We know when you need temp support you need it fast. That's why we pre-screen and reference check our temp staff ahead of time so they're ready to go at a moment's notice. We call it our Reo Hotlist service and it's why 90% of temp roles are placed within 48 hours. Problem solved.



## WE PUT THE SHORT IN SHORTLIST.

Recruitment is time consuming, so there's nothing more frustrating than meeting candidates who clearly aren't right. That's why we only shortlist those who tick more than 90% of the agreed critical criteria for a role and arrange interviews back to back for maximum efficiency. It adds up to zero guesswork, zero wasted time and candidates that stick.

# THE REO METHOD

**Our Evidence Based Recruitment philosophy is what sets Reo Group apart.**

We have developed a four step process, which uses our Profile 360™ suite of products to build a complete picture of your talent lifecycle, the specific requirements of the role and the attributes of the right candidate.

This process removes unconscious bias from your search, instead focusing on evidence and insights needed to find the right fit for your team.

## +evidence based recruitment Profile 360™

### 1 INSIGHT

Our talent diagnostic tools allow us to unpack potential risks and take a step back to consider the broader end-to-end talent management cycle, ensuring you are set up for success.

### 2 INFLUENCE

We help you design the role, ensuring its responsibilities and outcomes are clearly aligned back to your business strategy. The detailed description then creates the benchmark to measure your candidates.

### 3 IDENTIFY

Candidates most closely aligned with your business needs are presented for selection, alongside evidence that allows you to make an informed choice that is based on more than just gut feel.

### 4 INTEGRATE

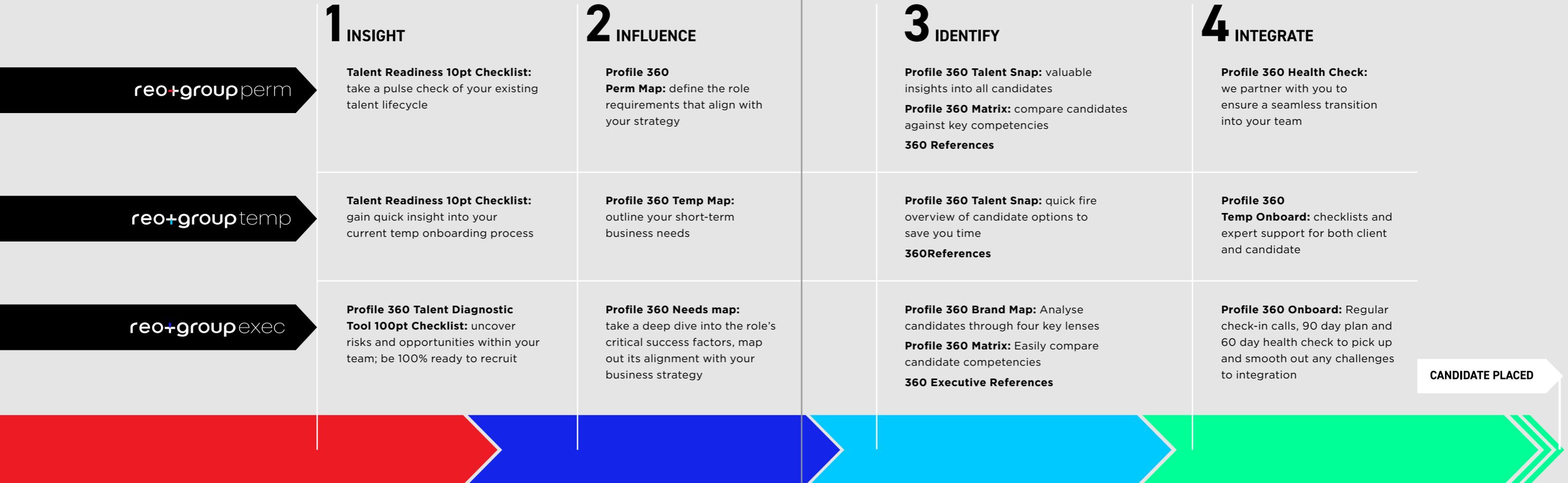
We set your new starter up for success by supporting your onboarding and providing clarity of expectations. Having found the right person for your role we work together to ensure their smooth integration into your business.

CANDIDATE PLACED

# +evidence based recruitment

## Profile 360™

At each step in the recruitment process we gather evidence using a selection of tools that are tailored to the type and level of role you are looking to fill. Our Profile 360™ products provide you with essential insights into your business, influence over the role's critical criteria, ability to identify the right candidates and the tools to successfully integrate them into your team.



# OUR EXPERTISE

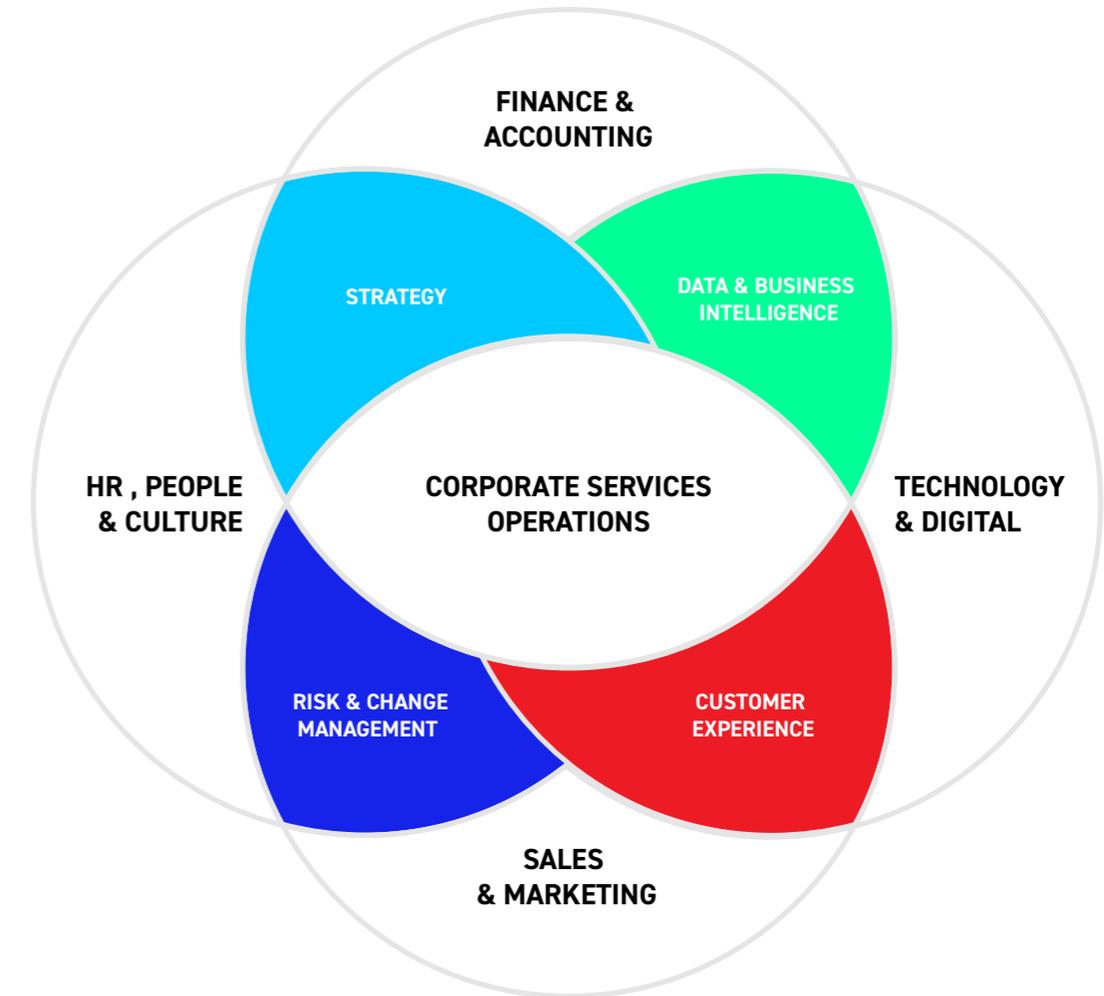
Disruptive technologies have created a shift in the types and combinations of skills required by businesses to maintain pace with progress. Traditional functions are overlapping to create new, diverse sectors that demand specific, transdisciplinary talent.

In a climate where businesses must continually react to significant external factors, the ability to swiftly pivot has quickly become an essential pre-requisite for your organisation's success. An agile, strong team are critical here. Your new hires must be the right cultural fit to enable a cohesive team approach to change, and an agile mind-set, resilience to change and an appetite for growth are highly desirable attributes.

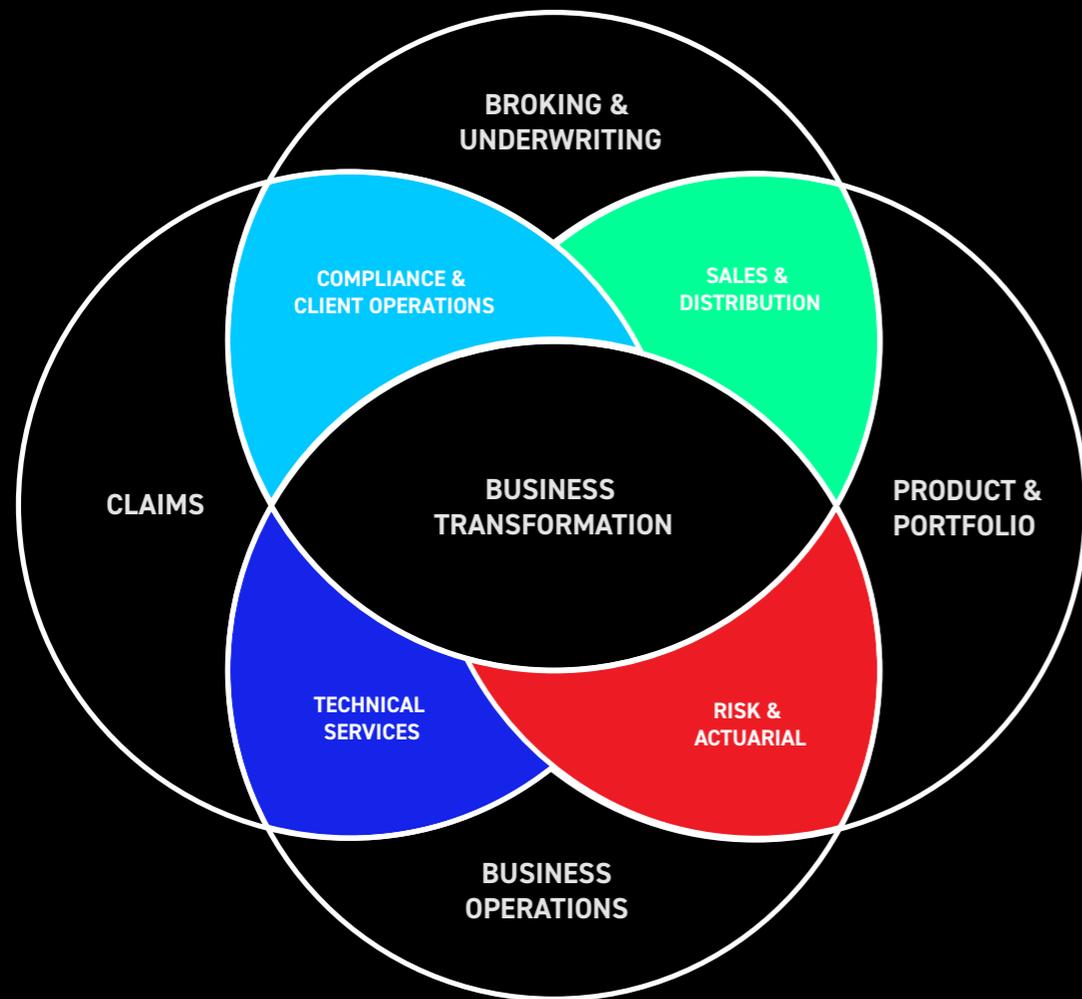
Reo Group is in alignment with these changes. Through recognising the intersection of functions where transdisciplinary skills will be required, and by championing cultural fit and mind-set, we enable organisations to succeed in today's ever-evolving landscape.

Our unique approach to recruitment combines both science and art to uncover the rare talent you are looking for. Our specialists across all disciplines operate as one interconnected team, drawing in expertise and access to talent from all areas of our business to effectively fulfil the needs of your organisation.

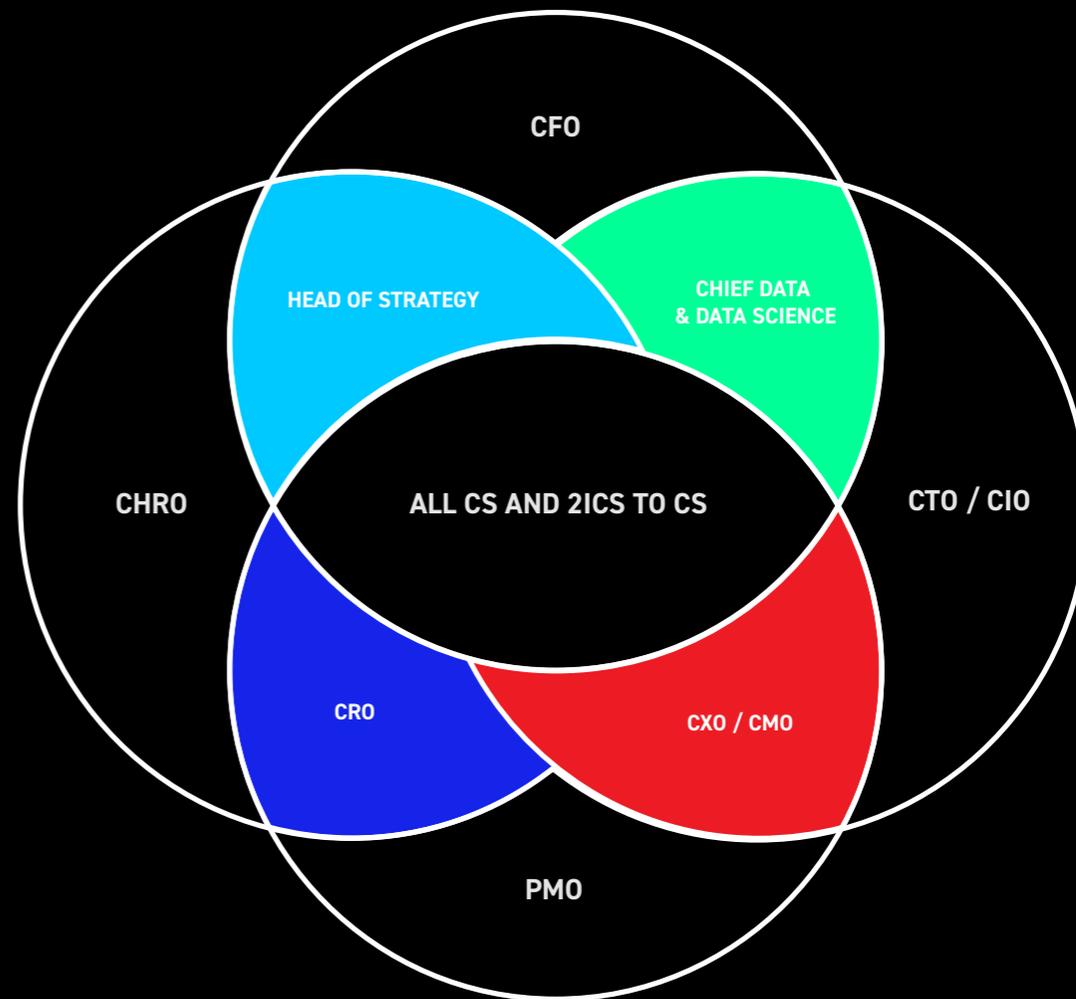
## COMMERCE & INDUSTRY MARKET SEGMENTS



# INSURANCE MARKET SEGMENTS

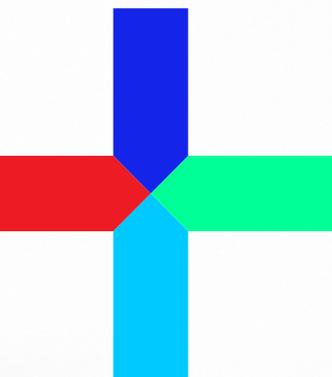


# EXECUTIVE SEARCH MARKET SEGMENTS



# WE BUILD TEAMS

Over the past 10 years Reo Group have placed over 5000 staff for some of Australia's leading ASX and Global organisations . Our team of consultants support leaders in building engaged and high performing teams and in turn enhance a leader's ability to make an impact.



## OUR CUSTOMERS:

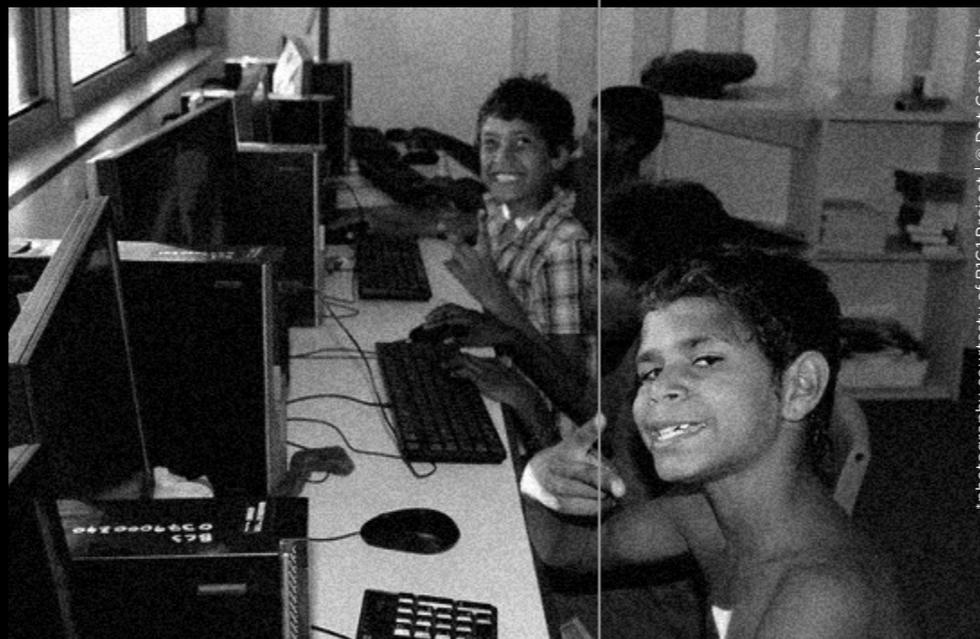


# WE ARE A BUSINESS FOR GOOD.

## Our Giving Story.

Every time we place a candidate, we give 50 days of technology education to children in remote Australian communities, in partnership with B1G1 and Dot Com Mob.

This is our 'Elevate a Nation' campaign, which was created in line with the United Nations Sustainable Development Global Goals. Elevate a Nation supports goal #4, which is to ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



photography courtesy of B1G1 Project | © Dot Com Mob

We believe that we can empower communities, helping young people develop the digital skills that will enable them to compete, in the future, for the technology-based roles we recruit for. We have the vision and passion to make a difference.

**Together, we can make a difference.**



**DOT COM MOB**  
*Connecting Communities*



# reo+group

Sydney | Paramatta

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