

Recruiting growth through best practice

Resulting from its implementation of international best practices, technical recruitment company, Skye Recruitment, experienced 166% annual growth last year and has been recognised as the fastest growing recruitment agency in Queensland.

Specialising in mining, civil engineering, civil construction as well as oil and gas, Skye Recruitment has been honoured in four top Australian business awards within the past four months, including SmartCompany's Smart50, BRW's Fast Starters, Seek's SARA awards, as well as being one of only four finalists in Queensland's Telstra Young Businesswoman Award.

According to Principal and Co-founder, Sophie Macdonald, the accolades and market recognition for Skye Recruitment's international best practice approach have been welcome rewards.

"Even when starting the company in 2006 our goal was then and will always be, to be Australia's number one technical recruitment specialist - to do that, we need to be the best at what we do", said Macdonald. "Part of our success is our intent focus on three key performance pillars: our recruitment processes, our IT and our employees."

With both founders, husband and wife team Kye and Sophie Macdonald, having had extensive international recruitment experience, they have instituted highly formalised recruitment and reporting processes that are not generally practised in the Australian market.

"Not only have we formalised key processes, but we offer these robust services in highly flexible models that are customised to each individual client", said Macdonald. "Because we work with some of Australia's largest mining companies right through to small engineering consultancies, we need to offer tailored recruitment solutions across the spectrum from the fully managed agency arrangement down to the standard contingency recruitment model. And these capabilities are powered by our own proprietary IT system."

With two software developers on staff, Macdonald commented that the bespoke IT system had greatly reduced time spent on admin and therefore the consultants were able to add more value to the clients and candidates.

Macdonald also believes Skye's unique approach to hiring consultants and creating a fun working environment has enabled the agency to retain its staff and achieve great results, all while reducing stress.

"We hire consultants who are degree qualified but have no previous experience with recruitment because we get much better results with our components-based best-practice training modules. If our consultants are confident and relaxed then they are more likely to be motivated and bring that positivity to their client and candidate dealings, and that's win-win-win."

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