

Pipeline Talent and Recruitment

First Nations executive recruitment specialists



PIPELINE
TALENT | RECRUITMENT
www.pipeline talent.com.au

OUR VISION



Recruiting is not about filling a vacancy; it's about building a bridge between an individual's aspirations and a company's vision.



To be recognised nationally as a catalyst for unlocking the talent and career potential of First Nations peoples.



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Welcome and Acknowledgement of Country

- Welcome and introduction to the session
- Brief intro about Rachelle



The importance of First Nations Recruitment

- The benefits of a diverse and inclusive workforce
- Closing the employment gap for Aboriginal and Torres Strait Islander peoples
- How Indigenous leadership drives innovation and cultural intelligence in workplaces

“

“Hire Character. Train Skill.”
Peter Schutz.

”



Barriers to Employment for First Nations Recruitment

- Lack of culturally safe recruitment processes
- Limited career progression pathways
- Biases in hiring and workplace cultures
- The importances of recognition of lived experience.

Culturally Safe Recruitment Strategies

- Engage with Indigenous recruitment agencies like Pipeline Talent
- Implement blind recruitment processes to reduce bias
- Use identified and targeted positions to ensure representation
- Collaborate with Indigenous community networks and organisations



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“If you think it’s expensive to hire a professional, wait until you hire an amateur.” – Red Adair

”



Creating an Inclusive Hiring Process

- Ensure job descriptions are culturally appropriate
- Provide flexible interview processes (allowing support persons)
- Engage Indigenous panel members in the recruitment process
- Offer transparent feedback to unsuccessful candidates

The way we work

Candidate tracking



Live benchmarking



Candidate profiles



Top talent retention





We have a right to our identity, our culture, and our voice in leadership. Our stories are our strength". June Oscar AO (Bunuba woman, Aboriginal and Torres Strait Islander Social Justice Commissioner



Retaining Aboriginal and Torres Strait Islander Talent

- Develop Reconciliation Action Plans (RAPs) with measurable targets
- Provide mentoring and leadership development programs
- Foster culturally safe workplaces with training and awareness programs
- Celebrate Aboriginal and Torres Strait Islander culture within the organisation

Career Development and Leadership Pathways

- Support further education and training
- Implement internal Indigenous leadership programs
- Promote senior leadership and board-level opportunities for Indigenous employees
- Recognise and reward contributions to organisational growth

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“Talent wins games, but teamwork and intelligence win championships.” Michael Jordan

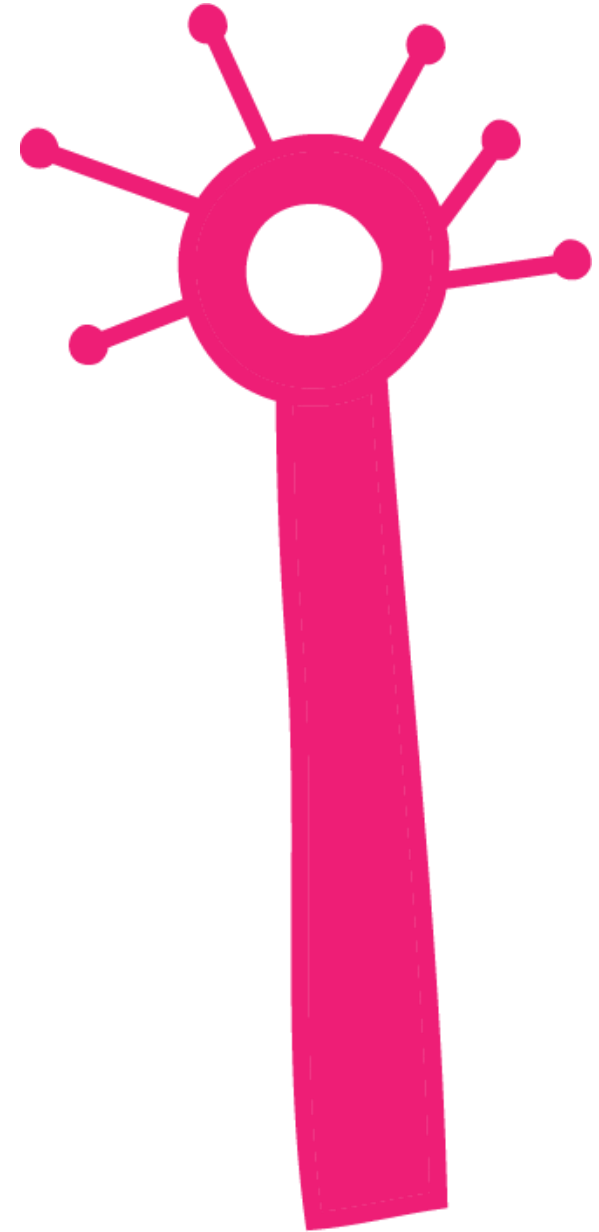
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Dreamjobz



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Code:**

DREAM20



OUR CLIENTS



Every job Needs a strategy



SOCIAL MEDIA CAMPAIGNS

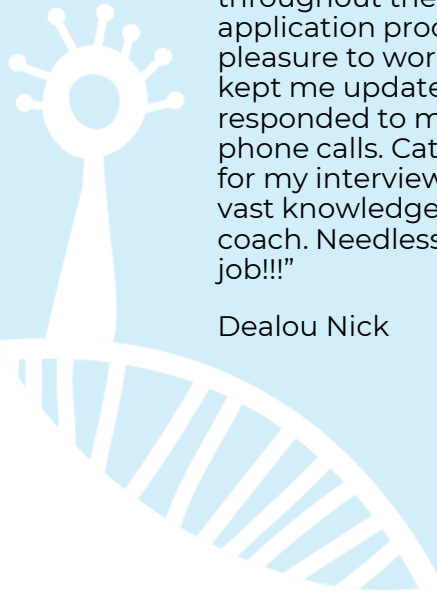
Our community of candidates is very engaged, on average we get 1000's of engagements across our platforms per week.

PAID CAMPAIGNS

Rather than utilising traditional job boards, we utilise a targeted, paid approach on multiple social media platforms, ensuring candidates stay engaged with our brands.

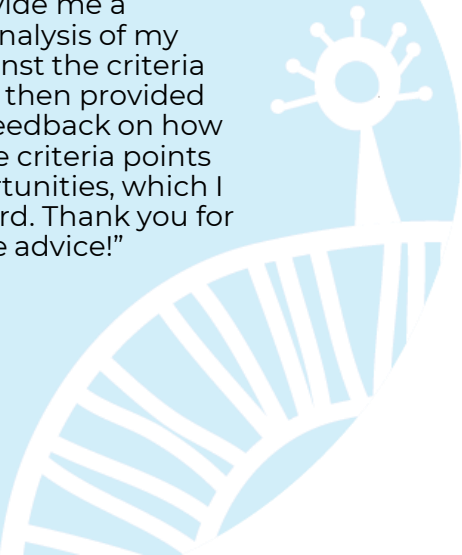


Client testimonials



“Pipeline Talent is a highly professional recruitment agency. As an Indigenous job seeker I felt culturally safe and supported throughout the entire job application process. Megan was a pleasure to work with. She always kept me updated and promptly responded to my emails and phone calls. Cathy prepared me for my interview by utilising her vast knowledge and skills as a coach. Needless to say, I got the job!!!”

Dealou Nick



“After I was unsuccessful in an application for a role and though it was not required: Cathy took the time to provide me a thorough gap analysis of my experience against the criteria for the role. She then provided me incredible feedback on how to address these criteria points for future opportunities, which I will take on board. Thank you for the constructive advice!”

Shayne Albert

“

A BAD HIRE CAN COST A COMPANY UP TO TWO AND A HALF TIMES THEIR SALARY, SO IT'S IMPORTANT TO GET IT RIGHT – THE FIRST TIME.

”



THANK YOU

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