

Case Study

Driving Long-term Growth

**Unlimited Recruitment Subscription:
Saving 30%**



ADVANCE
CAREERS

ENERGY RECRUITMENT SPECIALISTS

Advance Careers

Advance Careers recruits talent across Australia, New Zealand and throughout Asia, specialising in the Energy sector. We seek out emerging markets, and build networks with highly specialised people, often in uncommon roles that are the hardest to find.

With experience and insight, we listen closely to understand hiring needs, and map the market to find remarkable talent.

Our Client

Our client is a global business dedicated to accelerating transition to renewable energy across the world. Helping businesses gain a competitive advantage with power flexibility and demand response programs.

Providing significant and cost-effective capacity to the grid, and creating new revenue streams for businesses.



We were engaged to drive the growth of our clients APAC team by 50% over a two year period.

Offering a unique packaged recruitment option, our client saved approximately 30% compared to traditional recruitment models.

Recruiting in Japan

Our client came to us and asked if we knew anyone who recruited in Japan, as they needed to fill several Business Development Manager (BDM's) roles.

Having previously lived, worked, and recruited in Japan, we said we could recruit for them for Japan from Australia.

We put together a cost effective proposal to help them meet their goals. Rather than a standard recruitment fee based on percentage of salary per role, we were able to offer them a solution which bundled the roles together into a with a flat fee providing significant savings.

We mapped the candidate market to identify all candidates who had the skills and experience for the role.

We ran a LinkedIn search and shortlisted candidates, and communicated their Employee Value Proposition (EVP) to candidates.

Our team flew to Japan for a week, and conducted face-to-face interviews with all shortlisted candidates, at no cost to our client. Job offers were made, and the roles were successfully placed.



Building the APAC team

After successfully placing the BDM roles, they identified **20 more roles** they needed to fill, across **Asia** including **South Korea, China, Taiwan, Japan and Australia**.

We met with them to understand their growth plans and hiring needs over a two-year trajectory. We put together another proposal for a contract with an ongoing monthly subscription fee.

During the contract, we conducted a recruitment campaign in South Korea, mapping the marketing and identifying candidates. We flew to Seoul for three days and conducted 50 back-to-back interviews, to assess the final top seven candidates to provide to our client.



Growing the workforce by 50%

We successfully supported their growth plans, providing them with candidates with niche skills, on time, and under budget.

The HR Manager of APAC not only had roles filled, but also spent less on recruitment than any other regional HR leaders in the business worldwide.

36

Jobs filled over

2

Years

Here are some of the roles we placed across APAC:

Customer Experience Project Manager (Shanghai)

IT Manager (Shanghai)

Technical Program
Manager (China)

Electric Vehicles Program Manager
(Shanghai)

Sales Manager (Singapore)

Business Development Manager
(Singapore)

Demand Response Program Manager
(Singapore)

Communications Lead (ANZ)

Marketing Manager (Melbourne)

Senior Financial Accountant (Melbourne)

Energy Market Analyst (Melbourne)

APAC Head of Procurement (Melbourne)

Solar Project Engineer (Melbourne)

Account Manager (Melbourne)

Program Manager (Melbourne)

Senior Analyst Planning and Control (Melbourne)

Sales Engineer (Korea)

Sales Manager (Korea)

Country Manager (Japan)

Business Development Managers x 7 (Tokyo)

Sales Manager (Japan)

APAC HR Manager (Tokyo)

Marketing Manager (Japan)

Business Development Manager x 2 (Taiwan)

Sales Manager (Taiwan)

Program Manager (Taiwan)

Senior Analyst, Planning and Control

Business Development Manager (Sydney)

Project Engineer - Demand Response
(Melbourne)

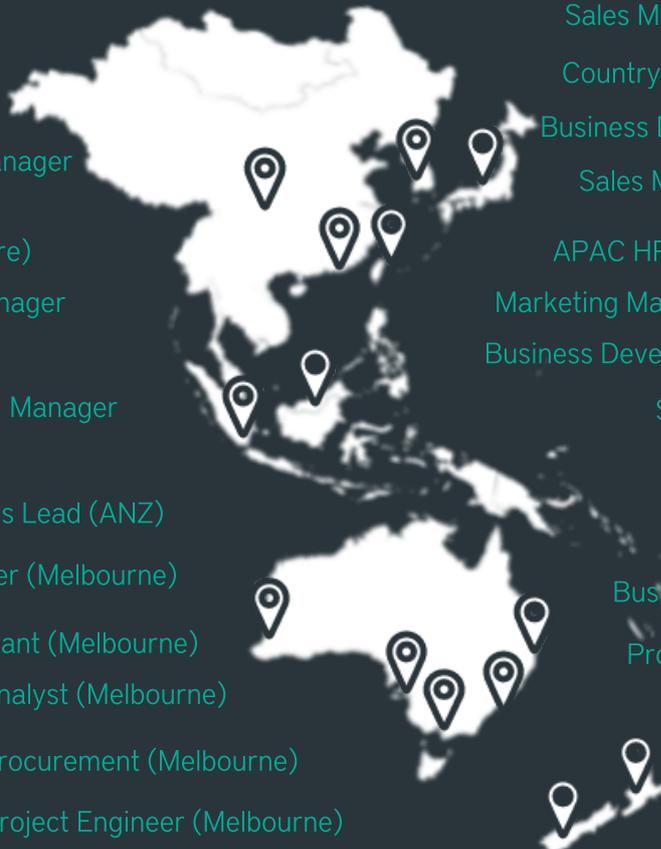
HR Generalist (Melbourne)

Software Engineer (New Zealand)

Technical Analyst (Wellington)

Account Manager (Wellington)

Regulatory Affairs & Industry Engagement Manager



Saving 30% in Recruitment costs

We helped our client not only fill job vacancies, but achieve their overall business growth targets.

We work with many different clients across APAC in the Energy sector with varying recruitment needs.

We can help grow teams through a range of cost-effective solutions customised to meet your needs.

Our client saved approximately

30%

by going on an unlimited subscription, rather than a traditional recruitment fee by role model.



Cost Effective

With a variety of recruitment solutions, we can support you with a cost-effective model that will suit your business needs.

Customised

We can help you craft a solution that works for the changing growth needs of your business.

Long-term

80% of our customers come back to us time and time again to source unique talent.

Our recruitment packages

We help our clients not only fill job vacancies but achieve their overall business growth targets. Here are some of the service models we offer:



Traditional Recruitment

The traditional recruitment model, we source the candidates for you and after placement, you pay the full fee in one payment.

Payment at Placement

0% saving



Upfront Payment

This is the most cost-effective, for smaller to medium businesses or infrequent hiring needs. The first payment is due when candidate sourcing commences, second payment at interviewing, and the third payment at placement.

3 Payment installments

20% saving*



Ongoing growth Partnership

The most cost-effective options for large businesses or businesses going through steady growth. You pay a reduced ongoing monthly fee for unlimited roles across APAC.

Unlimited Monthly Subscription

30% saving*

*Approximate savings, based on average hiring costs, depending on salary.

All Recruitment models come with a six month replacement guarantee. This means if a candidate isn't performing in the role, we will replace them with a new candidate for no extra cost.



Are you looking for a long-term Recruitment Partner who understands the Energy Sector?

Advance Careers has built relationships over many years in energy from large projects to environmental advisory and consulting companies.

We work with hiring managers seeking international representation and excellent contacts in APAC to fill senior managerial, C-Suite and technical roles.



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