



Employee Value Proposition

A CARING, CAPABLE & CONSIDERATE TEAM





The Lawson HR Group

Who we are

The Lawson HR Group comprises **Lawson Delaney**, **Johnson Recruitment** and **Brooker Consulting**, specialists in Executive Search, Professional Recruitment and HR Consulting.

Our success and that of our Consultants is driven by our core values; **Team, Education, Quality and Performance.**

LAWSON
DELANEY

 **JOHNSON**
RECRUITMENT

BROOKER
Consulting

12 years of growth

For the past 12 years, we have steadily built our businesses and brand to become synonymous with high touch, high quality executive recruitment.

What ties us all together is the unwavering commitment to our vision to be: *the most caring, capable, and considerate recruitment company in Melbourne.*

What's important to us

Lawson HR Group employee offering highlights



Wellbeing & inclusion

As a Group, we focus on being happy and healthy, and put inclusion first.



Education

Regular internal & external training that enables our people to flourish.



Celebration

Achievements & values-based contributions are celebrated loudly and proudly.



Flexibility & facilities

Flexibility based on your needs, and a company-wide hybrid model.

Holistic wellbeing

Our commitment to employee mental and physical health is unwavering and offered in numerous ways:

- Employee Assistance Program you can access at any time
- 13 Qualified Mental Health First Aid Advisors
- 'Skilled Workplace' Mental Health First Aid Australia accreditation
- Standing desks, end-of-trip facilities, bike lockers
- Dedicated Wellbeing Team that advocates, shares updates and runs events across the year
- Structured policies to support employee safety & wellbeing

The Lawson HR Group actively embraces diversity in the workforce through inclusive community representation and accommodation of gender, culture, thought, and work arrangements.



Education

We take career progression seriously. Education sessions are regularly held to enable our staff to work at their best and develop industry-leading skills. A number of our Consultants have been recognised in RCSA awards, at various levels, for contributions to the recruitment profession.

Those new to the business are coached and mentored to ensure that we are all succeeding in our individual roles, and as a team.

Need additional support? Whatever assistance you require, we will work hard to ensure that you can work in the way that suits you.

We firmly believe that each and everyone in our business has something to teach and something to learn, and this we like to exercise daily.





Celebration

Staff birthdays, billing successes and personal milestones are recognised and celebrated in our open plan office, encouraging team interaction and inclusion, and complemented by quarterly Group events.

We have a high performing culture, and enjoy our team development days and celebrations for those who exceed expectations.

What does this mean?

- Lunches to toast PBs, high billings and team contribution
- Birthday cake (and some singing!), every month
- Team trips locally and interstate
- Celebrating our community through charity days
- Fun Group events, every quarter

Flexibility & facilities

Not only do we have exceptional building and office facilities, we make sure that your technology and set up supports you when working from home. Our amenities are designed with your wellbeing in mind: a kitchen, end-of-trip facilities and plenty of relaxation nooks to use throughout the day.



Genuinely flexible

We offer adaptable hours, individual flexibility plans and a company-wide hybrid model.



Dress for your day

In our mature working environment, we trust our team to dress for their day.



Central CBD location

Our offices are in a central, Collins Street location; right in the heart of all the action and near PTV.



Incredible facilities

Huge kitchen with bay views, modern end-of-trip facilities with showers and bike lockers... we've got it all!

Meet Lawson Delaney

Lawson Delaney has two distinct teams that specialise in recruiting CEOs and leadership teams for private businesses, and recruiting Accountants both commercially and for Accounting firms – from merging Partners to graduate intakes.

As a leading executive search and professional recruitment firm, the success of Lawson Delaney is built around working collaboratively with clients and candidates who see a need for a different level of partnership beyond that of a traditional transactional provider.

Everything we do is designed to mitigate risk and maximise successful outcomes.

LAWSON DELANEY



Meet Johnson Recruitment

Johnson Recruitment is an independent recruitment and consulting firm specialising in the Community Services, Social Purpose, Health and Medical sectors, as well as in the recruitment of Practice Managers and support staff, across all sectors.

We believe that small actions can create big change, and strive to serve our community and champion causes that are close to our hearts. Many of our staff have worked within the social purpose and community services sector for years, so supporting important causes isn't asked of them, it's driven by them.

Our holding hands logo forms a heart shape and symbolises our commitment to partnership, support and care.



Meet Brooker Consulting

Brooker Consulting is a prominent Australian talent acquisition and leadership advisory firm specialising in appointing substantive and interim CEOs, Board positions and c-suite executives.

"Brooker" was founded in 1999 by Jeremy Wurm, honouring his grandmother's maiden name. Her values of uncompromising quality and ethical standards are embedded in our methodology by the entire team.

Lesley Lightfoot, Managing Director, leads the team in their work for health, biotech, member associations, research, tertiary education, and a range of purpose-driven entities, in both the public and private sectors.

Proudly one of Australia's most respected executive search firms, we elevate organisations through talent acquisition and leadership advisory services for CEOs, Board positions and c-suite executives.

BROOKER
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C o n s u l t i n g



LAWSON HR GROUP

Our company culture brings out the best in our team. We value staff fulfilment and personal growth, doing whatever it takes to make sure our committed Consultants are successful and most importantly, supported in their roles.

We comprise Lawson Delaney, Johnson Recruitment, and Brooker Consulting.

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