



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

15 years of growth

For the past 15 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



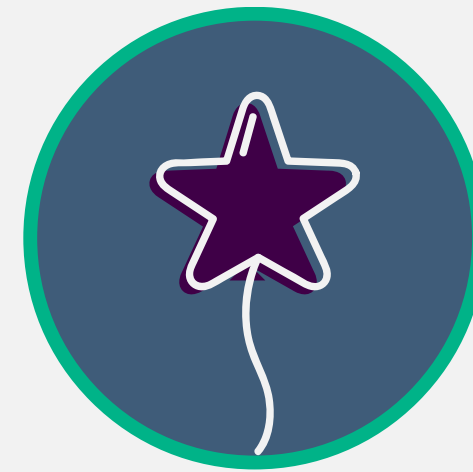
Wellbeing & inclusion

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
- Multiple 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 supports the Community Services, Social Purpose, Health & Medical sectors through recruitment and HR consulting services, working with not-for-profit and commercial organisations.

Established to benefit lives and strengthen communities, we elevate teams through the recruitment of permanent and temporary business support to executive roles. We are proud to help our clients create high-performing teams to enable them to do their important work, and job seekers to achieve their career goals.

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



Meet Brooker Consulting

For over 25 years, Brooker has advised Boards and executive teams across health, life sciences, not-for-profit and higher education — not just filling roles, but shaping the leadership these sectors need to succeed. As a distinguished executive search firm in Australia, we focus on pivotal leadership roles, including CEO, Board, C-suite positions, and interim executives.

In addition, we provide a tailored remuneration benchmarking advisory service, drawing on independent, market-validated data and research to help Boards and leadership teams make well-informed, defensible compensation decisions. This ensures that pay packages are not only externally competitive but also aligned with your organisation's strategy, governance, and performance-management goals. Our approach is tailored to meet the unique needs of each sector, offering bespoke solutions in talent acquisition and board advisory services.

We are proud to elevate organisations and visionary leaders who share our commitment to making a meaningful impact.

BROOKER



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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