

# Choosing the Right Recruitment Partner

A step by step guide to help Australian businesses avoid costly mistakes and secure the right people, every time.

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# Choosing the Right Recruitment Partner: A Business Checklist

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EMPLOYEE  
RETENTION

Not all recruiters are created equal. The wrong choice costs you in wasted time, bad hires, and constant turnover. The right partner becomes an extension of your business saving you money and building a stronger workforce.

This checklist is designed to cut through the noise and give you clear criteria to assess whether a recruiter is a transactional supplier or a true business partner.

# The Checklist

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## 1. Industry Expertise

- Do they specialise in my sector (manufacturing, logistics, construction, property, defence)?
- Do they understand the technical skills my roles require?
- Can they back this up with proven placements?

## 2. Candidate Quality

- Do CVs feel recycled, or are they tailored and relevant?
- Do they VEVO check and pre-screen for skills, compliance, and fit?
- Can they supply references or case studies of long-term hires?

## 3. Communication & Relationship

- Do they take the time to understand my business needs?
- Is communication personal and proactive, not templated?
- Do I trust them to represent my brand in the market?

# The Checklist Continued:

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## 4. Flexibility & Process

- Do they offer clear terms and flexible payment options?
- Can they adapt quickly to urgent hires and longer workforce planning?
- Do they use technology to streamline (ATS, compliance, onboarding)?

## 5. Reputation & Trust

- Do they have independent reviews (e.g., Sourcr)?
- Do they value long-term partnerships, not just filling jobs fast?
- Do they align with my company's values (honesty, integrity, sustainability)?



# Quick Takeaways

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- The “right recruiter” is a partner, not a vendor.
- Look for industry expertise, not just big-brand logos.
- Quality candidates + cultural fit = lower attrition and stronger ROI.

How do I choose the right recruitment agency?

Look for industry expertise, personalised communication, and proven long-term hires. The best agencies act as partners who reduce turnover and deliver ROI, not just a stack of CVs.

Need a recruitment partner who ticks every box?

TRS Resourcing specialises in tailored recruitment solutions across various sectors.





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