

Non-Exclusive Staff Supply Proposal



10% flat rate (incl. GST)
Australia's largest pool of current Defence talent

www.nextjobnow.com.au
1 300 112 114

10% Flat Rate Supplier Agreement

This agreement provides you with **10% flat placement fee including GST** in return for the opportunity to present candidates for vacancies within your organisation. Naturally, there's no obligation to hire candidates we present and you only pay for candidates you hire. Most importantly, there are **no exclusivity provisions**.

Who is Next Job Now?

Next Job Now is a leading supplier of staff to Australia's Defence industry nationally, providing unrivalled access to highly skilled professionals exiting the Army, Navy and Air Force at all levels. We represent everyone from line staff to middle managers and Board level equivalents.

Australia's largest pool of Defence staff

We might not be the biggest company in Australia, but employers tell us we have better access to Defence candidates than any other recruiter in Australia by a country mile. At a time when many firms are struggling to find staff, NJN enjoys access to thousands of candidates who are actively looking for jobs! Yes, we work nationally.

Exclusive access to new candidates

Many of the Defence candidates who work with us choose to do so exclusively and won't be found in the open job-hunting market. Those who don't work with us exclusively often come to us well before they've been presented on the open market.

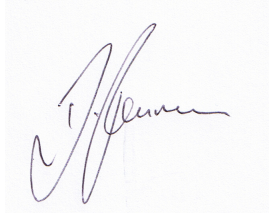
How can we help you?

We can provide access to the right people. We have the ability to present many quality candidates in a particular field. We'll do all the screening for you and present you with the cream of the crop.

Your Account Manager is:

Name: David Penman
Job Title: Recruiting Manager
Phone: 1 300 112 114 or mobile 0413 92 92 94
Email: david.penman@nextjobnow.com.au

Turn the page for a preview of what's on offer...



David Penman

Recruiting Manager

david.penman@nextjobnow.com.au

Phone: 1300 112 114

Mobile: 0413 92 92 94

A snapshot of *some* of the areas we cover...

Trades & Engineering

- Air Conditioning & Refrigeration
- Aircraft Technician (Engines)
- Aircraft Technician (Airframe)
- Aircraft Technician (Avionics)
- Boilermaker
- Carpentry
- Electrician
- Electronics Technicians
- Engineers (Mechanical)
- Engineers (Marine)
- Engineers (Aerospace)
- Engineers (Civil)
- Equipment Trials, Test & Calibration
- Fitter & Turner
- Heavy Vehicle Mechanic
- Independent Inspectors
- Light Vehicle Mechanic
- Maintenance Audit
- Maintenance Management
- Maintenance Determination
- Marine Technician (Electrical)
- Marine Technician (Mechanical)
- Maintenance Training
- Metalsmith
- Plumbing
- Quality Assurance Specialists
- Radar Technicians
- Welding

Information Technology

- Classified Network Management
- Helpdesk Staff
- Network & Systems
- Project Managers
- Simulation Technology

Transport, Logistics & Purchasing

- Contract Management
- Drivers (LR, HR, HC, h)
- Fleet Management
- Facilities Management
- Freight & Distribution
- Integrated Logistics Support
- International Haulage
- Inventory Control
- Logistics Managers
- Logistics Tracking Systems
- Outsourcing Specialists
- Procurement & Purchasing
- Storeperson
- Supply Chain Specialists
- Tendering
- Transport Managers
- Transport Planners
- Warehouse Specialists & Managers

Human Resources, Finance & Administration

- Administration Specialists
- Executive Assistants
- Career Management Services
- Change Management
- Finance Managers
- Human Resources Staff
- Industrial Relations
- Instructional Staff
- Occupational Health & Safety
- Office Managers
- Payroll Specialists
- Personal Assistants
- Recruitment Specialists
- Training Development
- Workforce Planning

A few more areas we cover...

Telecommunications

- Cabling Specialists
- Communications Electronics Technicians
- Cryptography & Cryptology
- Electronic Warfare
- Linesmen
- Radio Technicians
- Reconnaissance & Surveillance
- Satellite Communications
- UHF, HF and VHF Radio Platforms

Security & Intelligence

- Airfield Security
- Communications Intelligence
- Electronic Intelligence
- General Duties Police
- Investigation Specialists
- Imagery Systems
- Intelligence Professionals
- Protective Security
- Security Cleared Personnel
- Security Managers
- Signals Intelligence

Other Specialties

- Acquisition Project Managers
- Aircraft Handlers
- Air Traffic Controllers
- Aviation Refuelling Specialists
- Board Level Staff
- Capability Development
- Emergency Services
- Executives
- Explosive Ordnance
- Firefighting
- Geomatics & Charting
- General Management
- Industrial Diving
- Medical Services
- Pilots & Flying Instructors
- Port Services
- Project Management
- Property Management & Leasing
- Quality Auditors
- Ship's Husbandry
- Technical Writing

User-Friendly Terms and Conditions

We pride ourselves on easy to understand, user-friendly terms. Why not take a moment to review our terms and conditions on the next page. We think you'll be pleasantly surprised.

Transparent Fee Structure – Flat 10% including GST

The folks at Next Job Now believe the best way to attract new business is to significantly reduce your recruiting costs and provide you with unmatched hiring flexibility. That's why we offer Australia's most flexible recruiting terms!

Work with us and **enjoy an amazingly low flat fee of 10%** regardless of salary. That's an incredible offer when you consider that we have the Defence candidate market cornered.



Terms and Conditions of Business for Permanent Assignments

- 1. Placement of any candidate presented by Next Job Now (NJN) either verbally or by submission of a resume within twelve months of the date of introduction, within the client company or any subsidiary, affiliated or related company is subject to a placement fee in line with the fee structure of this agreement. Introductions are strictly confidential and are not to be used for any purpose other than permanent recruitment.
- 2. All information supplied by NJN whether written or verbal is confidential and is not to be disclosed to any other party without the express written consent of NJN. Where a candidate has already been presented by any other means, the client must advise NJN within 48 hours from the time of presentation by NJN for this applicant to be withdrawn as a candidate by NJN otherwise the full fee will be payable upon placement.
- 3. Terms of payment are net 14 days from date of invoice. All invoices are valid for the purpose of GST and our Flat Fee of 10% includes GST. Payment outside of the agreed period will void any guarantee period in place.
- 4. The agreed guarantee periods apply from the date of commencement of the employee. Should an employee recruited through NJN leave your employ within the guarantee period for performance related issues we will find a suitable replacement at the same level or, if a suitable replacement cannot be found within a two month period a credit will be maintained to the value of the applicable placement fee which can be used against a future permanent placement job order within your company. This cessation of employment during the guarantee period due to any restructuring of the position, redundancy or redeployment caused by the client voids the guarantee.
- 5. The agreed guarantee period is 12 weeks from the earlier of the date of commencement specified in the employment contract or the date on which the candidate commences employment.
- 6. NJN fees for providing permanent recruitment services are for identifying, interviewing, screening, conducting pre-selection checks and candidate negotiations, and are calculated as a percentage of the total annual salary package including superannuation, agreed to by the candidate. NJN will raise an invoice on the date an employment agreement is signed by the successful candidate.
- 7. Any testing that may be required by the client is engaged at the expense of the client and an invoice for authorised testing will be raised at the time of the testing and must be paid within 14 days for the placement guarantee to be effective. All testing costs must be paid by the Client even if a candidate is not placed.
- 8. Reference checks are carried out as far as it is practical to do so. Whilst NJN makes every effort to ensure the suitability of candidates presented it cannot however accept any responsibility for any error, loss, expense, damage or delay however occasioned by any submitted candidate.
- 9. The Client agrees that NJN, its employees or agents, are not liable for any loss or damage or other costs, irrespective of how they are caused, which the Client may suffer or for which it may become liable, arising out of or in connection with the introduction of the Candidate to the Client, or the Candidate's subsequent employment with the Client.
- 10. This agreement can be terminated with 7 days' notice in writing by either party. The provisions of this agreement survive termination for placements made or commenced prior to the termination date.

We realise you have a choice of recruiter and we thank you for choosing Next Job Now. We look forward to being of service to you and assure you of our closest cooperation at all times.

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Client Company Name

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Next Job Now Representative Name

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Client Company ABN/ACN

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Signature of NJN Representative

.....
Authorised Representative Name

.....
Dated

.....
Signature of Authorised Representative

.....
Dated

Affix client company seal above if required

PLEASE FAX THE SIGNED AGREEMENT TO - 03 8353 1211