

PAYROLL PEOPLE



SPECIALIST PAYROLL RECRUITMENT

Because the best are hard to find

AUSTRALIAN  PAYROLL
ASSOCIATION

WE GET PAYROLL PEOPLE



OUR PHILOSOPHY

In the current environment the best way to add true value to any recruitment process is by being an inch wide and a mile deep in your chosen field of expertise.

WE DO IT DIFFERENTLY:

Why the APA Payroll Recruitment Methodology has been proven to be more effective:

1. Sourcing Payroll People

- No online (job board) advertising.
- Targeted word of mouth referral from engaged, pre-qualified national payroll audience
- Bespoke "care factor" – high engagement - no "high street" recruitment agency processes

2. Qualified Payroll Clients

- We choose clients that value and recognise the importance of a high performing payroll function.
- We choose clients that provide genuine payroll career opportunities and support payroll qualifications.
- Company cultural fit is at the forefront of all our appointments

3. Payroll Sector Expertise

- Fully qualified payroll sector advice including comprehensive interview briefing and payroll career planning
- Direct access to full suite of payroll training courses / qualifications
- Unique Payroll Knowledge Assessment to measure underlying technical payroll capability

7 COMMON MISTAKES WHEN HIRING PAYROLL PEOPLE:

1. Hiring system knowledge NOT payroll knowledge

Over 70% of organisations look to employ payroll people with previous experience with a specific payroll system or application.

2. Underestimating company cultural alignment

Longer term staff retention is directly related to how "happy" people are in their work environment.

3. Lack of client service and delivery mindset

The modern day payroll function is completely driven by a high client service ethic and total focus on servicing the customer.

4. Not incorporating a personal development plan (PDP) from outset

People are more likely to be fully engaged if they are able to visualise how they will evolve and are shown a certain amount of "blue sky" and opportunity to develop personally.

5. Failure to "promote / sell" your own organisation

The most successful hiring companies understand this and have developed great techniques in promoting their organisations at various stages throughout the hiring process.

6. Employers not accurately testing a prospective employee on the technical side of their payroll knowledge.

It is often assumed that because a candidate has worked in a certain role or organisation, that their technical payroll knowledge MUST be at a certain level. We screen all candidates through our own specially developed payroll knowledge test to ensure high levels of technical payroll knowledge prior to any appointment.

7. Failure to demonstrate the true value / recognition of payroll function beyond the payroll team itself

The most attractive organisations to candidates are able to demonstrate how and where the payroll function is recognised and valued within the broader business.



WHO LIKES US:

Our list of highly satisfied customers includes people from organisations of all shapes and sizes and across all sectors Australia-wide. Here's what a few of them had to say:

"APA were able to identify high calibre candidates within a short timeframe due to their specialisation and strong network of payroll specialists. Andy was extremely professional, fully understood the technical brief and was able to quickly identify some strong and well qualified candidates"

Smiling Head of HR - Global Pharmaceutical Company

"Andy is simply the first recruiter I have met who knows how to listen, extract your key strengths and turn them into a fantastic career move. I would be delighted to provide a reference for Andy to anybody who asked."

Happy Payroll Manager - Professional Services

"We had exhausted all internal avenues and had been actively searching for several months when we contacted Australian Payroll Association with a very specific senior requirement. Andy took the time to fully assess the history of our process and promptly delivered the perfect person for us."

Relieved Talent Acquisition Manager - Telecommunications





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