



DIGITAL  
TALENT CO.  
FOR THE VERY BEST DIGITAL TALENT

# Services Overview

A comprehensive guide to our  
recruitment services

Contact 1800 793 203  
[hi@digitaltalentco.com.au](mailto:hi@digitaltalentco.com.au)  
[www.digitaltalentco.com.au](http://www.digitaltalentco.com.au)

# Contents

Thank you for your interest in **Digital Talent Co.'s** services.

We are committed to excelling in service expectations and working as partners with our clients, as we consistently have done over the past three years.

This service prospectus has been designed to illustrate a snapshot of the services provided by **Digital Talent Co.**

If you have any questions, please contact our Managing Director for a free consultation.

Holly Tattersall

0400 356 656

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# About

**Digital Talent Co.** is a boutique digital recruitment service provider that helps organisations build high calibre cross-functional digital teams across Australia, including:

- Digital Designers
- User Experience (UX, UI and CX)
- Software Developers
- Digital Marketers and Analysts
- Digital Analysts
- Digital Project Managers
- Senior Leadership roles

We offer customised recruitment services to meet the changing needs of our clients.



Certified by the QLD State Government as an approved labour hire provider, we have successfully recruited for a number of digital agencies, retailers, financial services and more.

## Some of the brands we've recruited for



# Services

Our tailored recruitment solutions allow our clients to bring on board candidates with specific skill sets that add immense value to their business.

- End-to-end recruitment service: from mapping the market to assisting with job design and remuneration, search, shortlisting, selection, and role appointment
- Psychometric testing for personality and cognitive ability
- Technical skills testing: for software developers (most development languages available), digital marketers, analytics experts and portfolio assessment for design candidates
- Market insights: salary and talent advice
- Diversity and inclusion guidance
- Team structuring recommendations
- Graduate recruitment: personality and trait based behaviour is assessed through activities and behavioural based questioning



**Digital Talent Co.** was founded by Holly Tattersall in 2016. Holly has a Bachelor of Business Management from the University of Queensland (HR/IB) and is currently studying a Masters of Business Administration (MBA). Holly is an advisory board member for the Queensland Futures Council and the State Government Industry Advisory Group. She is also recognised as an Emerging Leader by the Institute of Managers and Leaders.

## Featured in

THE AUSTRALIAN

FINANCIAL REVIEW

HUFFPOST

GIZMODO

AUSTRALIAN INSTITUTE  
of COMPANY DIRECTORS

The Courier Mail

institute of  
MANAGERS  
AND LEADERS

# Why Digital Talent Co.?

We're proud of our reputation and commitment to service excellence, like a lot of other recruitment agencies. So what makes **Digital Talent Co.** different, and why should you trust us with your next digital search appointment?



We work to support the industry through volunteering, thought leadership and mentoring.



We're committed to diversity in technology. We hold industry partnerships with Women in Digital, Tech Girls Movement and Girl Shaped Flames to encourage more women into the digital industry.



We're real people. You'll be talking to empathetic, professional and committed specialists who are purpose driven about helping companies. We know firsthand the difference an incredible employee can make, and won't stop until we find yours.



It's not size that matters, it's how you use it. We're talking about our team, of course! As a boutique team, we're agile and dedicated.



With over 20,000 industry connections Australia-wide, we leverage our connections to find you the talent that isn't on Seek or LinkedIn.

# Testimonials

We're proud of our 5-star reputation on Google where our previous clients and candidates proudly vouch for our services.

It was an absolute pleasure to deal with Holly and Steph for our recent recruitment need. From understanding the breadth of the role to presenting some exceptional, well-vetted candidates all the way through to the hire itself; it was a seamless, friendly and hassle-free experience. Can't recommend **Digital Talent Co.** highly enough.

**Rob Lovegrove, Head of Digital and Data at Rowland Communications**

Holly's approach to recruitment is extremely refreshing. In addition to being great to work with, her network is exceptional. I highly recommend and will continue to use **Digital Talent Co.**

**Ben Henzell, Managing Director of BFJ Media**

Working with Holly and the team from **Digital Talent Co.** was an absolute pleasure. I had a one-on-one consultation with Holly so that she had a strong understanding of the role I was trying to fill and an overall understanding of the company. QUT CEA has since hired the candidate that Holly had put forward and the whole process took less than three weeks. Couldn't recommend Holly and her team more highly - great candidates and wonderful service.

**Isaac Holmyard, past Community Manager at QUT CEA**

# Our Process

Our recruitment process is thorough and specific to your needs. Each step of this process is outlined below.

## 1) Engaging our clients

**We're committed to understanding our clients' needs and updating them on the recruitment process.** Starting with a face-to-face meeting and role brief, we engage with clients through sharing screened candidates via email, de-briefs over the phone, and where possible being involved with the interview process.



## 2) Finding our candidates

**We only represent candidates that meet our standards as per carefully defined Digital Talent Co.'s assessment criteria.** We find our candidates through referrals from clients and candidates, head-hunting, job applications, industry event attendance, hosting our own events, as well as social media channels such as LinkedIn, Instagram and Facebook.

This has helped us build a database of 10,000+ candidates.



## 3) Assessing our candidates

**Our assessment process is customised to the client's requirements.** As niche specialist recruiters, we are constantly learning the latest trends to ensure we represent candidates at the cutting edge of the digital sector. This may include face-to-face meetings to discuss culture and skills fit, formal and informal reference checks, psychometric and skills-based testing.



## 4) Maintaining the relationship

**After the recruitment process for your role is completed, we don't just say goodbye.** We work to maintain a relationship with you over time, allowing us to build a nuanced understanding of your company's vision, mission and cultural values..



# Project Costs

## Permanent recruitment

Our project costs are based on a % of the first year salary. A higher % is charged for more senior roles to compensate for a more complex service engagement

Salary package (base + super)	Commission rate
0 - \$120, 000	15%
\$120, 001 - \$200, 000	18%
\$200, 001 +	22%

## Guarantee and terms

- All candidates hired include a 3-month guarantee. If they are unsuitable for the role they will be replaced without question.
- Payment terms are 14 days.
- Payment terms are flexible and must be agreed to in advance of job completion. Extended payment terms may affect the commission rate charged.
- Late payment will incur additional fees or affect candidate warranty.
- All candidates are screened with face-to-face interviews (or Skype where required) and reference checks (formal and informal). Police checks are recommended and are charged at \$50 per check.
- Psychometric and technical skills testing can be administered. Additional costs may apply.



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