

**We've taken all the luck  
out of recruitment.**



*human  
capital  
management  
solutions* pty ltd

# Is your organisation acquiring the right talent at the right time?

Human Capital Management Solutions (HCMS) is a management consultancy. We help organisations improve their recruitment capability and recruit the right talent to meet business needs.

HCMS has brought measurable benefits to our clients' recruitment functions through improved efficiencies, cost savings and streamlined processes. We deliver services that support our clients in the development of innovative and proactive recruitment centres across Australasia.

## The evolution of Recruitment Functions

Our goal is to help recruitment functions evolve. To achieve recruiting excellence, organisations must first establish a baseline through creating Efficiency. From here, returns increase as recruitment functions move from Quality to Competitive Advantage. As organisations evolve, recruitment becomes aligned with business needs, creating greater flexibility for organisational growth.



### Consulting Services

#### **Recruitment Strategy Development**

#### **Recruitment Effectiveness Review**

#### **Recruitment Business Case Development**

#### **RecruitAdvance**

A series of dynamic and interactive workshops that enable organisations to strategically align recruitment objectives and drive continuous improvement in the following key areas:

- Recruitment Model Development
- Planning and Metrics
- Process Improvement
- Technology Enablement
- Sourcing/CRM Strategy

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### Talent Pool Services

Assists organisations in building capability. How?

We develop and maintain qualified pools of candidates who can fill scarce and critical positions.

As vacancies arise, organisations can search their talent pool dashboard and drill down to identify potential candidates meeting skills and experience requirements.



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