



**RAINY DAY  
RECRUITMENT**

# Capability Statement



## People. Purpose. Potential.

Rainy Day Recruitment is a Supply Nation Certified recruitment partner that specialises in delivering successful hiring solutions for professional, technical, and white-collar roles.

We work with SMEs, national organisations, and all levels of government to strengthen workforce capability, reduce hiring risk, and align talent with organisational purpose.

Our approach challenges the traditional transactional recruitment model. We don't just fill roles – we strengthen organisations.

***"Every process we design aligns capability, culture, and risk to drive long-term organisational performance."***

### Who We Are

We exist to raise recruitment standards.

Our work sits at the intersection of governance, performance, and inclusion – ensuring every hiring decision improves operational capability, mitigates risk, and supports long-term organisational outcomes.

**Our Vision** – To set the benchmark and be the agency of choice in Australia.

**Our Mission** – To empower individuals in the delivery of structured recruitment solutions that strengthen capability and support sustainable workforce performance.

#### Our Values

- Integrity: We are authentic in doing what is right.
- Empowerment: We give people the tools and confidence to succeed.
- Inclusion: We create equitable access to opportunity.
- Partnership: We collaborate with purpose.
- Innovation: We continually improve to elevate standards.

### What We Deliver

**Our core services include:**

**Permanent Recruitment** – Evidence-based hiring focused on technical competence, behavioural alignment, and long-term contribution.

**On-Hire Labour & Contract Workforce** – Compliant workforce solutions including payroll, WHS, and statutory management. Structured to reduce employment and reputational risk.

**Executive Search** – Governance-aware recruitment for senior leadership and critical-impact roles.

**RPO & Project Recruitment** – Scalable, end-to-end talent acquisition delivery for organisations requiring consistency, structure, and oversight.

**Unbundled Recruitment Services** – Flexible targeted support including market mapping, sourcing, screening, and structured shortlisting.

### Our Affiliates



## Where We Specialise



### ICT & Professional Services

Technology and professional services recruitment spanning support, development, architecture, analytics, and transformation leadership.



### Government, Space & Defence

Recruitment across policy, program management, procurement, project delivery, engineering, and specialist roles requiring AGSVA security clearances.



### Engineering & Advanced Manufacturing

Civil, structural, mechanical, mechatronics, CAD drafting, project engineering, and advanced technical capability across emerging and established industries.



### Corporate & Administrative

Administrative support through to senior leadership and C-Suite across private and public sector organisations across all industries and environments

## Why Partner With Us

We do recruitment differently!

***"We stand behind every placement with a 100% money-back guarantee."***

- ✓ **Risk-Aware Recruitment** – We identify operational, compliance, and reputational risks early – strengthening decision quality and protecting organisational outcomes.
- ✓ **Capability Meets Culture** – Shortlists are structured, evidence-based, and aligned to both performance expectations and behavioural requirements.
- ✓ **Inclusive & Accessible Processes** – We remove unnecessary barriers to ensure merit-based, equitable hiring outcomes.
- ✓ **Unique Terms of Business** – Transparent terms, flexible fee options, and a 100% money-back guarantee reflect our confidence in delivery.
- ✓ **Proactive Talent Engagement** – We engage high-calibre candidates early, providing access to capability before it reaches the open market.
- ✓ **Award-Winning Partner** – Independent recognition for excellence demonstrates commitment to inclusive and measurable outcomes.

## Awards & Recognition

Independent recognition reflects our sustained performance across governance, diversity, and operational excellence.

**Winner** – 2004 Tiara Recruitment Award (Best New Recruitment Company of the Year)

**Winner** – 2024 RCSA Industry Awards: Outstanding Agency (up to 10 staff)

**Winner** – 2024 APSCo Awards for Excellence (Diversity, Equity & Inclusion)

**Winner** – 2024 Telstra Best of Business Awards (Indigenous Excellence – South Australia)

**Winner** – 2003 & 2004 SA Premier's Business & Export Awards (Indigenous Business of the Year)



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