



DRAKE
— EXECUTIVE —

DRAKE
EXECUTIVE

CAPABILITY STATEMENT

Drake Australia
13 14 48
au.drakeintl.com



Our story

As one of Australia’s most trusted and enduring recruitment companies for over 70 years, our teams source highly skilled, in-demand professionals across a broad range of roles and major projects on a temporary, contracting, and permanent basis. Our approach to recruitment focuses on technical, behavioural & cultural fit, diversity, and the long-term retention of the candidates we help to place.

There is no greater benefit than having a talent partner who truly understands your industry, your job market, and the current trends. Our Drake Executive team combines strategic recruitment expertise with a deep understanding of the unique requirements associated with senior recruitment assignments. They have developed extensive networks and have a proven track record of attracting hard-to-find executive talent for high-level and senior roles.

National and global presence

A local fixture and global leader in talent management with 15 locations nationwide, Drake offers a full executive search and selection service. Beyond Australia, Drake International has a strong presence in the broader Asia Pacific region, North America, Europe and South Africa.








Introducing Drake Executive

Our specialist executive recruitment division, Drake Executive, focuses on sourcing and delivering high-performing senior level, executive, and C-suite candidates across a diverse range of industries within the public and private sectors.

Our proven Executive recruit-to-fit methodology, along with a series of in-depth behavioural assessments, is a proven and successful process that has been refined for over 70 years.

The pool of qualified executive candidates is traditionally much smaller than other more mid-level management positions. Our team has established networks and know the key talent in the market by ability and reputation before making approaches; in other words, we know the fit and capability behind the resume.

Our executive service offers:

-  A specialist team with extensive experience in executive recruitment.
-  A collaborative and strategic approach with key stakeholders.
-  An established global, national, and regional talent network and footprint.
-  A proven recruitment methodology based on traditional search & selection principles.
-  The application of in-depth behavioral assessments to truly understand the unique qualities and attributes of each candidate.



Executive talent acquisition

Our national footprint and global reach have resulted in the development of extensive networks and a sustained track record of attracting hard-to-find talent for high-level organisational roles including but not limited to:



Chairs, Non-Executive Directors, and Directors



CEOs, Managing Directors, General Managers, and Country Managers



C-suite Executives: COO, CFO, CTO/CIO, CMO, CPO, CRO



Sales and Business Development Directors



HR Directors and Talent Acquisition Specialists



Financial Controllers and Accounting Managers



Legal Counsel and Compliance Officers

Our executive sourcing methodology & process

We pride ourselves on sourcing senior talent with the right skills and qualifications, as well as the ideal “fit” for your organisation. Each assignment undertaken by Drake Executive is completed in conjunction with client stakeholders, working to understand key selection criteria, cultural requirements, specific challenges, and existing market trends.

Our agency’s methodology is centred on traditional search and selection techniques; they are high-touch, influenced by global best practices, and utilise a combination of traditional and technology-based assessment tools to source executive talent characterised by high performance and organisational fit.

- 01 Evaluate selection criteria:** Engage with representatives to define clear selection criteria, including required qualifications, experience, and skills. Collaborate on establishing a recruitment methodology tailored to the role, considering both domestic and international benchmarks.
- 02 Develop job profile:** Craft a detailed job description and profile outlining the role, key responsibilities, expectations, and desired outcomes.
- 03 Promotional campaign:** Design and execute a targeted advertising campaign leveraging national and international platforms. Develop compelling promotional materials highlighting the role’s significance, the organisation’s vision, and the benefits of joining.
- 04 Candidate sourcing:** Utilise our extensive networks, including internal talent pools and industry-specific platforms, to identify potential candidates. Implement market mapping and digital media strategies to broaden reach and engagement.
- 05 Acknowledge applications:** Implement an efficient application tracking system to manage incoming applications. Ensure prompt acknowledgment of all submissions, with draft responses reviewed and approved by the client to maintain consistency and professionalism.
- 06 Reference and background checks:** Conduct thorough reference checks, verifying candidates’ employment history, qualifications, and professional background. Perform comprehensive background checks, including criminal and credit checks, to validate candidates’ suitability and integrity.
- 07 Initial assessment:** Compile a detailed schedule of expressions of interest applications and other identified candidates. Conduct an initial assessment against the selection criteria, evaluating candidates’ qualifications, experience, and alignment with the role requirements.
- 08 Progress reporting:** Establish regular communication channels with the selection panel. Provide timely progress reports outlining recruitment activities, candidate engagement, and key milestones, ensuring transparency and alignment with agreed timeframes.
- 09 Candidate feedback:** Implement a structured feedback process, providing personalised feedback to all candidates throughout the recruitment process. Maintain open communication to keep candidates informed and engaged, enhancing candidate experience and employer brand.
- 10 Initial shortlist:** Present an initial shortlist and concise bios emphasising critical aspects like education, work history, skills, certifications, and accomplishments and spotlight relevant experiences and achievements relevant to the role.
- 11 Interview and selection:** Coordinate and schedule interviews for shortlisted candidates, facilitating both face-to-face and virtual interviews as required. Develop behavioural interview questions tailored to assess candidates’ technical expertise, leadership capabilities, and cultural fit.
- 12 Selection report and onboarding:** Prepare a detailed ‘Selection Report’ following the final interview, summarising candidate assessments, interview feedback, and evidence-based rankings. Assist with offer negotiation and placement, providing support during the onboarding process to ensure a smooth transition. Implement an after-placement service to monitor the new employee’s progress, address any concerns, and ensure our client’s satisfaction with the recruitment outcome.

Why choose us?



Specialist consultants

Each specialist executive recruitment consultant has in-depth experience within the sector. Other key skills include a professional demeanour, a consultative approach, excellent interpersonal skills, strong networks, and a commitment to ethical service.



Taking the brief

We work to understand key selection criteria, cultural requirements, and any specific challenges. We also understand the strategic objectives of our client's business to determine the skills, competencies, and experience required.



Building strong talent networks

Our team members are true career partners to their network connections, following career journeys closely to determine when talent may be open to new opportunities. We know the key talent in the market through our established networks by ability and reputation before making an approach. We connect with both active and passive candidates.



Communication & reporting

We have established communication protocols and timelines to ensure our candidates and clients are well-informed throughout the process. Regular progress reports are also provided to our clients to ensure complete transparency—each report is tailored to our clients' needs.



Multiple candidate sourcing channels

We utilise multiple mediums and platforms to source and attract candidates. Our attraction strategies comprise several thousand connections at the executive level.



In-depth evaluation and assessment

We objectively evaluate candidates against the selection criteria and prepare detailed assessments. We use a structured assessment framework to facilitate informed decision-making. We also utilise behavioural assessment tools to understand the primary behavioural drivers of each candidate.



Managing employer brand

Confidentiality and brand management are critical, and our consultants take all precautions to ensure that the employer brand is represented in the best possible manner, and sensitive information is not divulged.



Offer negotiation

Our experienced consultants help determine a realistic salary band and actively participate in salary negotiations with shortlisted candidates.



Global and local network

With our extensive national and global network, we are well-positioned to undertake comprehensive domestic and international executive search assignments. Our team, both locally and globally, is well experienced in identifying and engaging top-tier candidates.

Our success stories

01

Transport for New South Wales – General Manager:

Transport for New South Wales (TfNSW) encountered a scarcity of available executive talent and enlisted the assistance of Drake Executive to fill the General Manager position. The assignment undertaken by Drake Executive was completed in conjunction with client stakeholders, working to understand key selection criteria, cultural requirements, specific challenges, and existing market trends. Our agency's methodology is centred on traditional search and selection techniques; they are high touch, influenced by global best practices, and utilise a combination of traditional and technology-based assessment tools to source executive talent characterised by high-performance and organisational fit.

After rigorous screening, including behavioural and aptitude assessments, thirty-five applicants were shortlisted. Our executive team's experience in dealing with senior level recruitment along with our established process ensured we were successful in placing the General Manager role that met the client's cultural values and performance expectations.

02

NQ Dry Tropics - Chairpersons

Drake Executive partnered with NQ Dry Tropics, a leading not-for-profit organisation, for the recruitment of several Chairpersons. Understanding the unique requirements of the organisation, Drake tailored its approach to engage regional networks and communities. Combining traditional executive search outreach, public sector network engagement, and targeted digital advertising, Drake attracted a number of high-calibre talent for consideration.

Detailed candidate reports, including behavioural profiling outcomes and psychometric assessments, which facilitated informed decision-making. By following a well-structured process that emphasises clear communication, thorough assessment, efficient scheduling, and proactive engagement, our Executive recruitment team delivered an executive search result in accordance with the scope of work successfully placing several Chairpersons, contributing positively to NQ Dry Tropics' objectives.

What our client's say

“

The quality of service has been first-class...it's a pleasure to work with such a professional company to delivery our recruitment needs.

- HR Manager - Qld

“

We use Drake's recruitment services and their P3 profile reporting on potential hires. This has proven invaluable. We use it for all sales positions and our management roles.

-HR Manager – NSW

“

The decision to partner with Drake has been a positive one. We have specific requirements when it comes to the people we want working for us. Drake works closely with us to ensure they can consistently provide the highest quality people.

- HR Manager - Vic

Your team

Our specialist team of industry experts includes:



PAUL MARSHALL

General Manager – Drake Professional Executive Recruitment

Paul has spent close to a decade recruiting for multiple global iconic brands at the executive level. He has a robust understanding of the requirements of senior Executive roles to deliver a tailored service cognisant of the intrinsic motivators of Executive candidates. Competition for leading talent intensifying, the immense financial and reputational consequences associated with a poor hiring decision, render attracting and selecting the right talent crucial. Using best practice 'recruit to fit' recruitment methodologies Paul delivers an in-depth and exhaustive search and selection process. Paul is a proficient communicator and delivers an unmatched customer service experience to both clients and candidates alike.



ROISIN BETTANEY

National Recruitment Manager – Executive & HR

As an experienced Executive recruitment professional specialising across all functions and levels, Roisin has an established network to source client's the very best talent. With a proactive and consultative approach throughout the entire recruitment process, Roisin is renowned for her search and selection capabilities at the Executive level. Roisin understands how the right individual at a senior level can have a positive transformational effect on a business and follows an extensive yet proven recruitment methodology to source, identify, and select top performing executive talent.

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