



DRAKE
— WAREHOUSING —

DRAKE WAREHOUSING

CAPABILITY STATEMENT

Drake Australia
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OUR VISION:

Remaining true to our original vision as efficiency experts, we believe organisations perform at their best when they're staffed with the right people, driven by the right processes, and supported with the right technology.

From talent attraction to outplacement programs, our team are dedicated to your long-term success, combining specialist capability, a tailored Recruit-To-Fit methodology, and a commitment to service excellence.

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Secure your Warehousing workforce with our industry speciality team.

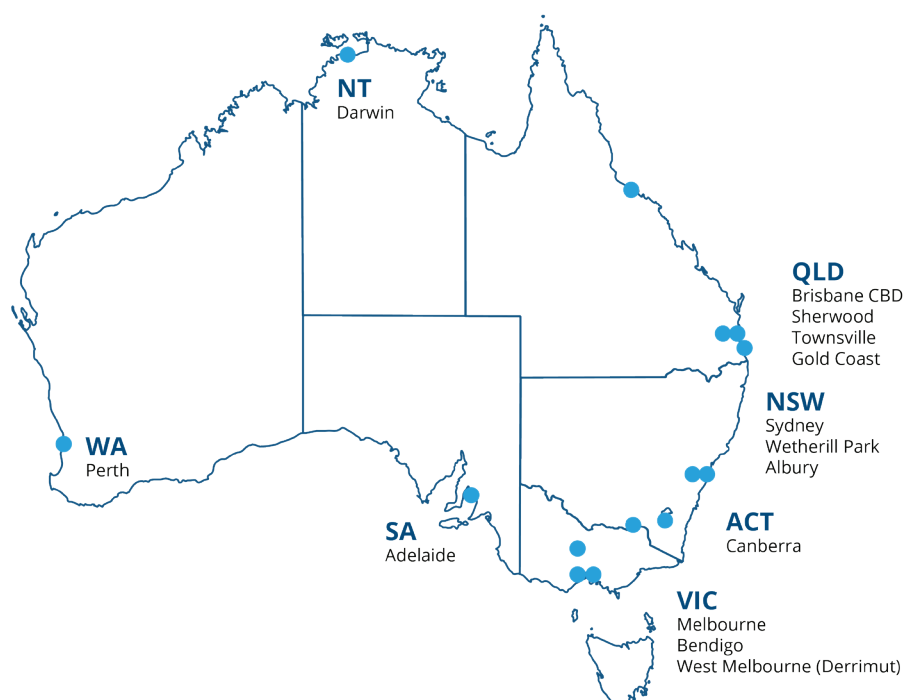
Our Story

As one of Australia's most trusted and enduring recruitment companies for over 70 years, Drake has provided local public and commercial companies with qualified specialists, to drive workforce key projects and enhance workforce efficiency. Our reach is extensive, with a national network of 14 offices across every mainland State and Territory in the country.

We seek to offer effective solutions to address every stage of the employee lifecycle, reducing costly employee attrition and always meeting the everchanging needs and expectations of our clients.

As a local fixture and global leader in human resource management, Drake International offers a full suite of services to help you attract, develop, and retain a high-performing workforce.

Our Coverage



Introducing Drake Warehousing

As a long-standing provider to Australian industries, Drake Warehousing are industry specialists, demonstrating a proven capability in recruiting high-quality Logistics and Distribution positions. We excel in identifying and sourcing candidates who possess the necessary skills, knowledge, and experience to succeed in this field.

Our track record is supported by our ability to deliver our client's innovative solutions, value for money, and simplicity.

Staffed by industry experts, our Warehousing team understand the importance of qualifications and experience, ensuring your projects close out on time and on budget.

During times of high demand, our team will drive the success of your organisation through a tailored, scalable service focused on efficiency, flexibility, and risk mitigation.

Drake Warehousing operates across every Australian state and territory, utilising established recruitment strategies and networks in local and rural communities to support our client's recruitment needs.

Our Areas of Service

Excelling in the provision of high-skilled Logistics and Distribution workforces, Drake Warehousing specialises in servicing clients operating in both public and commercial sectors.

The areas we service are:



**Permanent
Recruitment**



Contracting



**Search and
Selection**



**Special
Projects**

We operate across the following industries:

- Manufacturing
- Production
- Distribution
- Logistics
- Transportation



Our Recruitment Capabilities

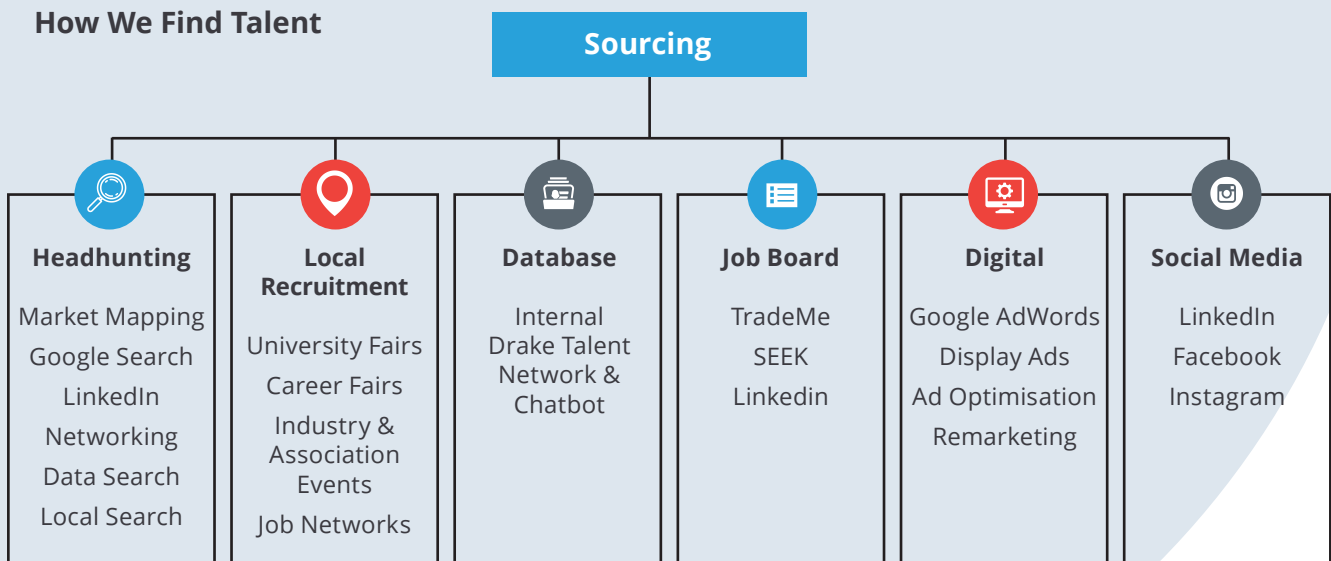
Leveraging our experience as recruitment specialists and using our established strategies, Drake Warehousing can assure you of our availability and capability to deliver all required services and campaigns in the requested timeframes.

Our approach to market is targeted, select, and disciplined. Having the capacity to assess key talent before making formal approaches, we look past candidates' resumes to analyse their capability and organisational fit.

Founded on a collaborative approach, our methodology is centred on traditional search and selection techniques, influenced by global best practice, and utilises a combination of traditional and technology-based assessment tools.



How We Find Talent



Our Points of Difference

At Drake Warehousing, we speak your language!



Specialist warehousing consultants

Our consulting team brings extensive 'hands-on' experience in the warehousing industry. This in-depth industry knowledge allows us to deliver high-quality recruitment outcomes, particularly in common warehousing roles.



Partnership approach

The entire recruitment process is transparent, with our team taking a 'boots on the ground' approach. Our team takes the time to understand the strategic objectives and the skills, competencies, cultural fit, and experience necessary for each role.



We build strong talent networks

Our team strives to become true career partners to their talent and network connections, following career journeys closely to determine when they may be open to new opportunities. We also have access to multiple mediums and platforms that we use to source and attract candidates.



Safety first

Safety is a critical element in our service offering, and for any temporary or contract roles, the team completes a full site inspection before any placement to ensure a safe and compliant working environment.



In-depth candidate assessments

Each step of the recruitment process is carefully planned and executed for each applicant in line with key evaluation criteria including behavioral and personality assessments. Our proprietary assessments can help determine the performance and cultural compatibility of each candidate against job roles.

We confidently share our market analysis and industry insights, ensuring our client's talent needs are met on time and on budget.

Diversity, Equity and Inclusion

At Drake, we are committed to fostering diversity, equity, & inclusion. While our journey is ongoing, our shared goal is to create an environment where every individual is respected and valued. We are a community that recognises the strength of diversity.

Our approach is underpinned by robust corporate policies that formalise our attitudes, commitments, and responsibilities towards Diversity, Equity and Inclusion which include the following:

- **Our Corporate Values**

Diversity and inclusion is a key corporate value our teams embrace and align their actions and decisions with each and every day.

- **Diversity & Inclusion Committee**

We have an in-house Diversity & Inclusion Committee which plays a pivotal role in promoting equitable practices, fostering a diverse workforce, and creating an inclusive workplace culture within Drake.

- **Reconciliation Action Plan**

Our 2023 Reflect Reconciliation Action Plan guides our team in building meaningful relationships with Indigenous communities, fostering respect, understanding, and advancing reconciliation in social, economic, and cultural aspects.

- **Diversity Survey**

We undertake an annual diversity survey to assess our current demographic composition, and tailor inclusion efforts, leading to a more equitable and representative workplace.

- **Indigenous Procurement**

We are members of Kinaway, the peak body representing certified Aboriginal and Torres Strait Islander businesses. This partnership helps us engage, create relationships, and conduct business with First Nation suppliers nationally.



- **Cultural Awareness & Unconscious Bias Training**

Our team undertakes a range of DE&I training to help employees navigate diverse environments with empathy and create inclusive practices for those we work with.

Our Success Stories

Case Study



Since 2011, Drake has partnered with a leading supermarket chain in Australia, supplying warehousing, distribution, and operational staff. Services provided include:

- Supplying warehouse staff such as Pickers/Packers, Forklift Drivers, and Warehouse & Transport Managers.
- Tailored pre-employment medical assessments.
- Workplace Safety services.
- Temporary white-collar personnel, including Administrators, Personal Assistants, and Directors.
- Outplacement services through Drake Solutions.

Drake ensures that all Candidates undergo a dedicated induction program before placement and offers ongoing support, including site tours and weekly performance appraisals. Successful Candidates may be offered permanent positions with the organisation after meeting performance standards for three consecutive months.

Case Study



Drake International has been the preferred agency partner for a leading supply chain for the past seven years, supplying temporary contractors to their distribution centres and retail stores for warehousing and stocktake, and customer service roles. Projects included:

- Supplying 40 contractors per day for stock movement, customer service, cleaning, and disassembly of store fittings.
- Providing 70+ staff over a 24-hour roster to consolidate two stores into one location.

Originally contracted for three weeks, Drake's involvement expanded to providing over 70 staff daily across the 24-hour roster. After relocating merchandise, Drake conducted a full stock take of the new store. To handle the high-volume assignment, Drake set up a local consultant in a serviced office, organised bulk assessment centres for processing contractors, and conducted thorough checks, including references and right-to-work verification. Many provided contractors found further employment within the organisation due to Drake's successful service.

What Our Clients Say



What impressed us the most was Drake International's unparalleled ability to identify and attract candidates with hard-to-find trade skills. While other agencies struggled to locate suitable individuals, Drake International seemed to have an extensive network and deep industry knowledge, allowing them to tap into a hidden pool of talented professionals that perfectly matched our criteria.

- Rail Maintenance Services Pty Ltd.



Drake Australia's unwavering commitment to providing skilled warehouse and manufacturing staff, combined with our longstanding partnership, has been instrumental in ensuring smooth operations and exceeding our business goals.

- Fuch's Lubricants

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