



**DRAKE**

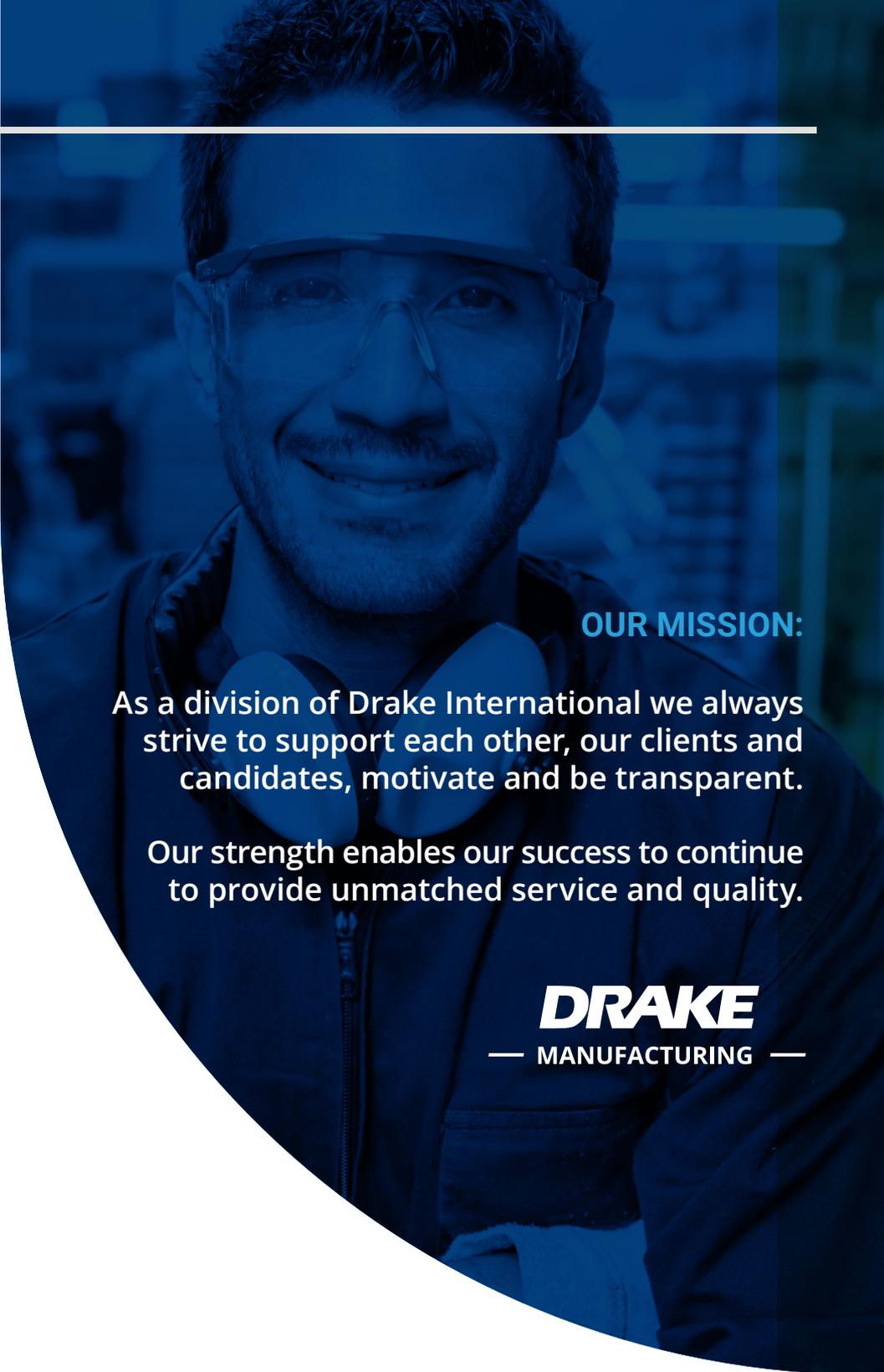
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CAPABILITY STATEMENT

Drake Australia  
Level 40/55 Collins Street  
Melbourne, Victoria, 3000  
[au.drakeintl.com](http://au.drakeintl.com)



## OUR MISSION:

As a division of Drake International we always strive to support each other, our clients and candidates, motivate and be transparent.

Our strength enables our success to continue to provide unmatched service and quality.

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**Secure your Manufacturing workforce with our industry specialty team**



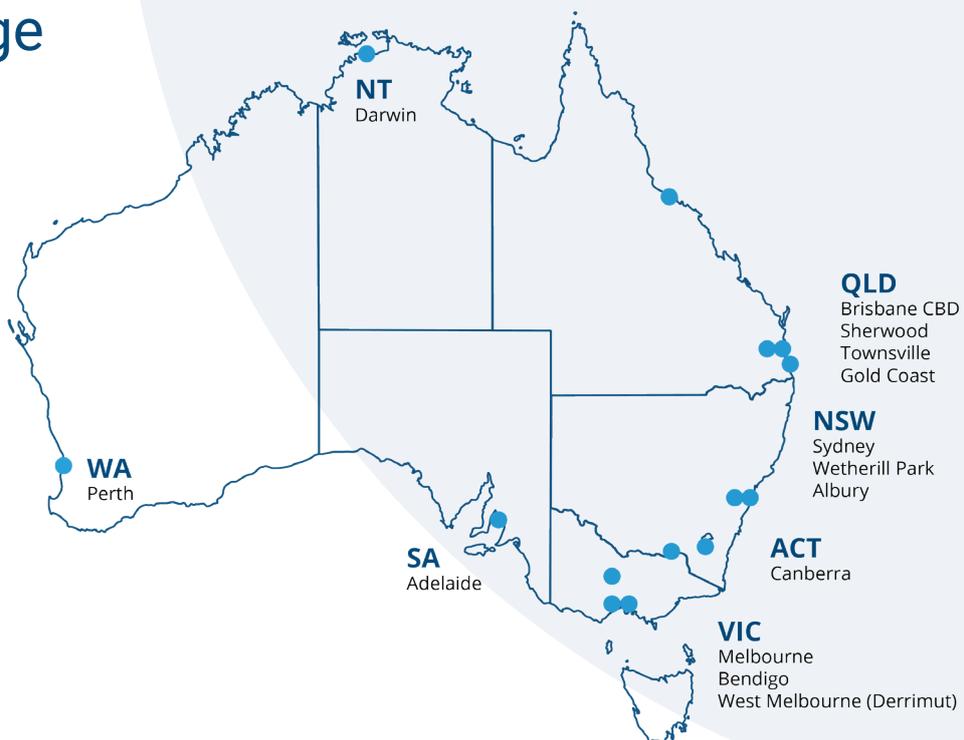
## Our Story

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 Manufacturing

**As a long-standing provider to Australian industries, Drake Manufacturing are industry specialists, demonstrating a proven capability in recruiting high-quality manufacturing 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 Manufacturing 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 Manufacturing 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 production workforces, Drake Manufacturing 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
- Warehousing
- Construction



# Our Recruitment Capabilities

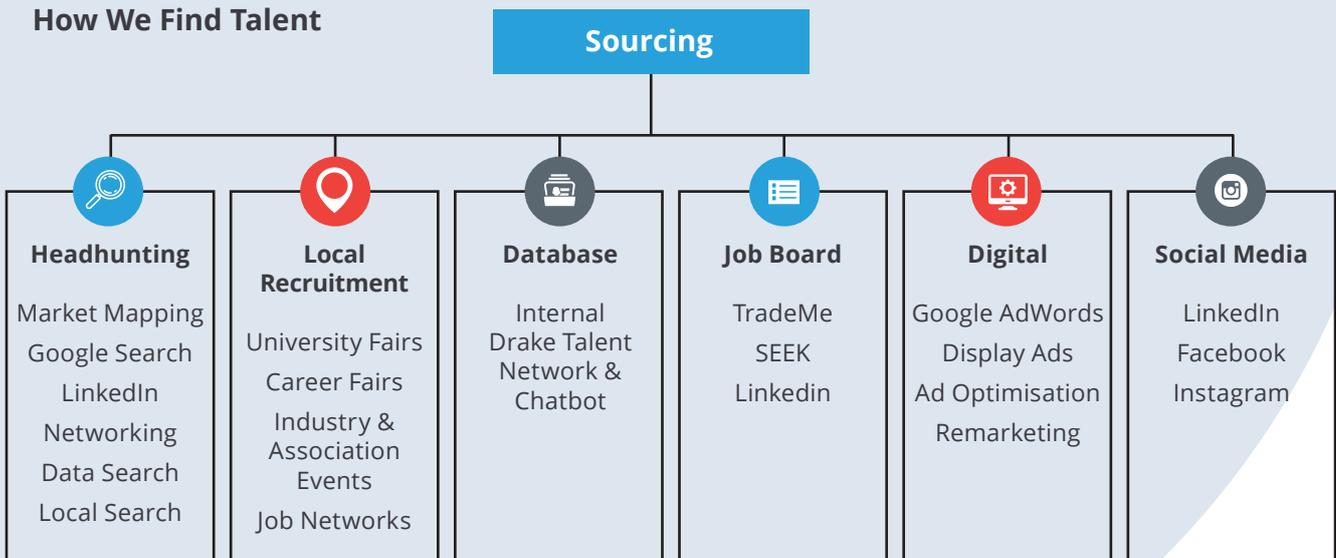
Leveraging our experience as recruitment specialists and using our established strategies, Drake Manufacturing can assure you of our availability and capability to deliver all required services and campaigns in the requested timeframes.

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 Manufacturing, we speak your language!*



### Specialist manufacturing consultants

Our consulting team brings extensive 'hands-on' experience in the manufacturing industry. This in-depth industry knowledge allows us to deliver high-quality recruitment outcomes, particularly in common manufacturing and production 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 01



Our client sought support due to an overwhelming number of open roles in their specialised categories. Drake provided a dedicated team to exclusively handle the recruitment of Project Managers, Manufacturing Engineers, Software Engineers, and Technicians. Additionally, an on-site consultant managed the recruitment interviews and onboarding of new team members.

Within six months, Drake successfully provided the organisation with 40 new incumbents. As a result, Drake International is now a preferred supplier for our client and is currently recruiting for more than 40 roles.

## Case Study 02



Drake is a strategic partner for the world's largest glass manufacturer, with services managed across four national locations (Brisbane, Sydney, Adelaide, and Melbourne). We were engaged to streamline business operations by managing four returnable packaging sort centres and providing contingent labour for their manufacturing facilities.

Our clients' furnaces operate round-the-clock, and downtime incurs significant production shortfalls and costs. Drake provides a large contingent of manufacturing and maintenance staff, including Fitters, Welders, Mechanical Maintenance Personnel, Electricians, and General Hands, to minimise such downtime and meet production targets.

Drake's services have resulted in substantial cost savings through the supply of high-quality candidates, supplier consolidation, and procurement of newer, more efficient machinery. Our detailed implementation plan ensured a seamless transition of responsibility from the previous supplier.

## What Our Clients Say



From the beginning it was evident that Drake International are different from other recruitment agencies. Their bespoke service was tailored to our specific needs and requirements, and they took the time to understand our company culture, values, and the specific skill sets we were seeking in potential candidates. This personalized approach was truly refreshing, and it set them apart as a partner who genuinely cared about the success of our organisation.

- Rail Maintenance Services Pty Ltd.



Drake Australia's warehouse and manufacturing staffing solutions have significantly enhanced our operational efficiency and productivity, surpassing our expectations

- VISY

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