



Harvest

TALENT RECRUITMENT & PEOPLE SOLUTIONS

Talent Attraction & Candidate Activation

A Cost-Effective Solution to Boost Your Recruitment Pool

Increase your Candidate Pipeline at a Fraction of Agency Fees

Introduction

As Australia and New Zealand's workforce trends shift in 2025, many employers are encountering a gap between their hiring needs and the number of active candidates available. According to Robert Walters' 2025 Salary Survey, over 75% of employers plan to hire this year, but only 50% of employees are actively seeking new opportunities.

This creates a critical challenge—how can businesses ensure they connect with the right candidates?

Talent Attraction Challenges Today

Many businesses rely on job boards to attract active job seekers but find that the right talent is often missing. Additionally, the high costs of recruitment agencies and licenses for platforms like LinkedIn and Seek can be prohibitive.

Imagine if you could have more qualified candidates interested in your roles, without the hefty price tag.

Introducing Our Solution

At Harvest, we've developed our Talent Attraction and Candidate Activation service to help you increase your talent pool. Our service gives you access to a broader spectrum of candidates—both active and passive—at a price that fits your budget.

We utilise powerful search tools, including:

- **LinkedIn Database Search**
- **Seek Database Search**
- **Our proprietary database of over 25,000 candidates**

Our team actively engages with candidates and qualifies them, ensuring they are the right fit for your role before integrating them into your recruitment process.

Our Service

- **Increase Your Talent Pool:** Access more candidates who are a better fit for your role.
- **Save on Agency Fees:** Our service is more affordable than traditional recruitment agencies.
- **Simple Process:** You get matched candidates, ready to be included in your recruitment process.

Service Pricing

We understand the importance of cost-effectiveness. Our fees are designed to be affordable, with transparent pricing and no hidden costs.

Budgeted Salary	End-to-End Retained Fee	End-to-End Contingent Fee	Talent Attraction & Candidate Activation Fee
Under \$100,000	10% of Salary Package	12% of Salary Package	\$4,000
\$100,000 - \$150,000	12% of Salary Package	14% of Salary Package	\$5,000
Over \$150,000	14% of Salary Package	16% of Salary Package	\$6,000

All fees are exclusive of GST (10%).

Our Approach

Talent Attraction & Candidate Activation Process:

- 1. Recruitment Briefing:** We begin by understanding your exact recruitment needs.
- 2. Advertising:** We post your role on LinkedIn or Seek as directed.
- 3. Search & Identify Candidates:** We search through our combined databases to find the right candidates.
- 4. Candidate Engagement:** We personally approach candidates and gauge their interest in your role.
- 5. Candidate Activation:** We present candidates who are interested, qualified and want to move forward; ready for you to take through your recruitment process.

Why Choose Harvest?

- **Professional Advertisement Writing Skills:** Harvest's ads perform better than our peers.
- **Broader Talent Pool:** We access a vast network of active and passive candidates.
- **Cost-Effective:** Our pricing structure ensures you save on recruitment fees.
- **Seamless Process:** You'll have candidates ready for your interview process without the hassle.

Service Comparison Chart

Here's a quick glance at how our service compares with traditional recruitment options.

Service Offering	End-to-End Retained	Talent Attraction & Candidate Activation
Recruitment Briefing	✓	✓
Advertising	✓	✓
Candidate Search	✓	✓
Prospect Canvassing	✓	✓
Adresponse Screening	✓	✓
Comprehensive Interview with Recruitment Consultant	✓	
Candidate Presentation/Shortlisting	Full Profile	Resume/LinkedIn Profile
Interview Logistics with Client	✓	
Offer Negotiation	✓	
Replacement Guarantee	3 - 6 Months	

Get in Touch

Struggling to find the right candidates? Let us help!

Contact: info@harvesthr.com.au 1300 363 128