



Strengthening Communities

**COVID-19 Pandemic
Specialist Recruitment**

T 1800 989 025

W twrecruitment.com.au

Tradewind
AUSTRALIA

Our Story

Tradewind Australia's story began in 2000 out of a desire to challenge traditional methods of recruitment, and to embrace change within a constantly evolving world. We have since been collaborating with government, community and health sector clients to deliver innovation and expertise in recruitment.

Our team are our greatest asset and the key to our ongoing success. Their leadership has benefited organisations across Australia with the recruitment of qualified and experienced professionals who provide those who are vulnerable and at risk with positive experiences and outcomes.

In an industry where the quality of service must not be compromised, Tradewind has developed a reputation as Australia's leading social work, allied health and trauma specialist recruitment agency. The dynamic nature of the government, community and health sectors means having to find innovative recruitment solutions that deliver outcomes and mitigate risks for the employers and professionals we work with. Our vast industry experience offers a deep level of expertise and understanding of the government, community and health sectors and we work tirelessly to meet and exceed your requirements. We are known for our professionalism, unrivalled screening processes and the delivery of best practice recruitment services.

Our commitment to making a difference for our employees, clients and the community ensure we continue to surpass expectations. We are proud of our journey which has shaped who we are today and what we can be tomorrow.

Core Values

Our Word Is Our Bond

This focuses on the candidness, honesty and integrity in all of our dealings – over time this has built mutual trust throughout the organisation and beyond.

Serve as You Wish to Be Served

Our performance and behaviour needs to be marked by a deep hunger and urgency for outstanding service delivery to our candidates and clients – treating everyone as we'd expect to be treated.

Invest in Relationships

Intentional investment in both internal and external working relationships is a crucial part of our business. It is a platform upon which staff will feel valued, respected, developed and supported.

Taking Personal Responsibility

We focus on ownership and accountability of one's actions (performance and behaviour) and should cultivate an inspired, motivated and competitive workforce that desires success.

i Defining the Challenge **!**

In recent weeks, COVID-19 has had a catastrophic impact on our communities. Thousands of people have lost their income and have been without basic necessities. The incidence of family violence, mental health and homelessness are expected to increase significantly.

All levels of government, in partnership with the community and health sectors, are tasked with supporting and strengthening our communities. Tradewind is committed to making a difference in the lives of the people living and working in our community as they attempt to manage and then rebuild their lives.

We understand that different communities cannot be supported with a “one size fits all” approach. Working hand-in-hand with our government, community and health sector clients we hope to ensure affected individuals and families get the support they need.

We have a team that care and believe in what they do and hope to work closely and collaboratively with our clients to build and scale a workforce that’s skills and expertise are tailored to the needs of each community requiring support.



i Discovering What is Possible **!**

To ensure a timely and effective response, Tradewind’s Managing Director George Richards, has brought together a dedicated recruitment team. They will be available at your convenience to discuss your needs over the phone or face to face via Zoom technology.

We have been contacted by many of our qualified and experienced locum team who wish to support the community and have advised us of their availability to assist.

All Tradewind locums have been vetted through our rigorous screening process and have completed the Tradewind induction. We have candidates interested in both locum and permanent placements who are ready to backfill roles or be placed straight into frontline support. We will work side by side with you to ensure our qualified and experienced candidates are ready to support the needs of your clients.

Designing the Solution

The Tradewind Strengthening Community recruitment strategy has been designed to enable our government, community and health sector clients to engage frontline professional to assess and respond to the immediate and long-term needs of vulnerable and at-risk children, young people and adults. It offers access to coordinated and integrated recruitment systems and candidate selection processes. We provide community and health professionals with comprehensive induction and an innovative employee support initiative that has been designed to increase personal safety, health and wellbeing. The objectives of the recruitment strategy are to:



Provide streamlined, timely and tailored recruitment to organisations supporting communities impacted by COVID-19.



Improve the personal safety, health and wellbeing of front-line professionals and support our clients Worksafe compliance obligations.



Build government, community and health sector capacity and capability.



Offer practical induction for frontline professionals.

Delivering the Outcome

Our Tradewind Strengthening Communities team will work with you to:



Determine the level of support you require to recruit front line managers and professionals. It may be backfilling a role or engaging in a locum to be front line support.



Provide you with appropriate CV's to review.



Interview candidate/s, either via phone or face to face via Zoom technology to ensure they are the perfect match for your requirements.



Once a decision to hire is made, we will provide a confirmation email with all relevant compliance documentation and details of the locum assignment.



Continue regular contact to ensure everything is running smoothly.

1. Collaboration

Collaboration with our clients is at the centre of our strategy. We seek to connect our government, community and health sector partners, recognised for their expertise in improving people's experiences and outcomes, to qualified professionals with proven expertise and experience. Everything within our recruitment process is completely tailorable to the needs of your organisation and the communities you are supporting. Every candidate is rigorously vetted and screened, our mandatory checks include:

- 100 points of ID
- VEVO Check
- Phone screen
- Interview
- Working with Children Check
- Police Check
- International Police Check (where required)
- DWES Check
- Reference Checking



We have qualified and experienced locums ready to backfill roles or be placed straight into frontline management and support roles including:

- Social Work, Case Management and Victims Assistance
- Psychology, Trauma Counselling and Mental Health
- Personal and Home Care
- Health and Allied Health
- Financial Counselling
- Transportation

2. Induction Training

Tradewind place people at the centre of everything we do. We understand that our clients are tasked with re-building resilience and prosperity in communities where people have faced adversity due to COVID-19.

We are committed to ensuring all candidates put forward to your organisation have completed comprehensive induction training.

3. Personal Safety, Health & Wellbeing

Tradewind understand that front line professionals may be impacted by the trauma associated with their work. Our industry experience offers a deep level of expertise and understanding of the risks to personal safety, health and wellbeing that are faced by frontline professionals. We work tirelessly to provide a comprehensive safety, health and wellbeing program to support our team that includes:

- Preparing our candidates pre-placement with best practice induction training to equip them with practical knowledge and skills.
- Regular check ins from our recruitment team.
- Mentoring from professionals with a background in senior leadership roles within the government, community and health sectors.
- Immediate access to our fully funded Employee Assistance Program for counselling and support.
- Critical incident debriefing.
- Post Crisis / Critical incident support.



Get in Touch



David Rogers

*Manager Permanent Recruitment –
Social and Community Services*

david.rogers@twrecruitment.com.au



Charlotte Higgs

*Family Violence Senior Recruitment
Consultant*

charlotte.higgs@twrecruitment.com.au



Owen Murphy

Family Services Team Leader

owen.murphy@twrecruitment.com.au



Danielle Arthur

Allied Health Team Leader

danielle.arthur@twrecruitment.com.au



Chris Prosser

Home Care Consultant

chris.prosser@twrecruitment.com.au



Gabrielle Matthey

Disability and Aged Care Consultant

gabrielle.matthey@twrecruitment.com.au



Liz Martin

Residential Aged Care Consultant

liz.martin@twrecruitment.com.au



Heather Catterall

Family Services Consultant

heather.catterall@twrecruitment.com.au



Melissa Carson

*Senior Social Work Consultant - AOD,
Youth, Homeless, Justice, Mental
Health & Asylum/Refugee*

melissa.carson@twrecruitment.com.au



Dee Herde

*Senior Social Work Consultant - AOD,
Youth, Homeless, Justice, Mental
Health & Asylum/Refugee*

dee.herde@twrecruitment.com.au