



ZEAL

PERSONNEL

LABOUR HIRE &
RECRUITMENT





Mining



Oil & Gas



Energy



Infrastructure

ABOUT US

Zeal is a leading labour hire and recruitment company, operated by industry professionals with extensive experience who truly understand the unique demands of their clients. Specialising in the Mining, Oil & Gas, Energy, and Infrastructure sectors, Zeal offers comprehensive, end-to-end solutions. From management and engineering to skilled trades and administration positions, we cater to a broad spectrum of workforce needs, ensuring our clients have access to the best talent in the market. We promote diversity, fostering inclusive work environments that reflect the rich variety of backgrounds and perspectives in today's workforce.

WORKFORCE SOLUTIONS

At Zeal, we pride ourselves on delivering innovative workforce solutions powered by enterprise-level software, systems, and procedures designed for optimal performance. Our mission is to become a trusted, long-term partner in our clients' human resources strategy, enhancing cost-effectiveness and operational efficiency. Above all, we are committed to maintaining the highest safety standards, ensuring the well-being of our candidates while contributing to the success of our clients.

- ✓ Competitive Rates.
- ✓ Qualified Professionals & Trades.
- ✓ Swift, Seamless Mobilisations.

- ✓ Competent & Compliant Workforce.
- ✓ Thorough Screening Processes.
- ✓ Accurate and timely invoicing.



WHY USE OUR WORKFORCE SOLUTIONS?

Flexibility in Workforce Management

Easily scale your workforce up or down to meet project demands without long-term commitments and drive growth in your business.

Access to Specialised Skills

Quickly source workers with specific skills or qualifications, ensuring you have the right expertise for the job.

Reduced Administrative Burden

Outsource recruitment, payroll, insurance, and other HR tasks, freeing up time and resources to drive growth. Reduce payroll to one weekly invoice.

Cost-Effective Solution

Avoid costs associated with permanent employment, including benefits, and training, paying only for labor as needed.

Faster Hiring Process

Fill urgent or temporary roles quickly. Zeal has a pre-vetted pool of candidates ready to start work.

Reduced Hiring Risk

Trial workers before making long-term commitments, allowing you to assess their fit for the role without permanent contracts.

Compliance and Risk Management

Zeal handles all legal and regulatory obligations, such as worker safety, compliance, and workers' compensation.



WHY USE OUR WORKFORCE SOLUTIONS?

Expertise in Workforce Solutions

Benefit from Zeal's industry knowledge and recruitment expertise to secure top-tier talent.

Increased Productivity

Access a workforce that is ready to contribute from day one, minimising downtime and maximising operational efficiency.

Focus on Core Business

Allow your management team to focus on strategic goals rather than the day-to-day aspects of recruitment and HR management.

YOU CAN RELY ON ZEAL FOR

- Simplified Payroll.
- Competitive Rates.
- Qualified Professionals & Trades.
- Competent & Compliant Workforce.
- Thorough Screening Processes.
- Swift, Seamless Mobilisations.
- Certified, Reliable Plant & Equipment.
- HSE & Quality Remain Paramount.
- Transparent Communication.
- Simple Invoicing Supported By Approved Timesheets.
- Robust Systems and Procedures.

COMMUNICATION AND REVIEW

Effective communication and regular reviews are essential for continual improvement. Maintaining close communication and supervision of our employees, ensures effective candidate management. We promote regular formal review meetings, attended by senior Zeal representatives and we encourage participation from our clients.



COMMITMENT TO SAFETY & QUALITY

At Zeal, quality and safety are at the core of everything we do. We are dedicated to exceeding customer expectations by delivering top-tier candidates for every project, backed by our team's extensive industry experience and expertise. By adhering to well-defined procedures and regularly reviewing and improving our processes, we ensure the best possible outcomes for our clients.

Safety is our top priority, with a commitment to maintaining a zero-harm work environment for all contractors. We foster a healthy and safe workplace through our Health and Safety Management System, which actively works to prevent hazards and mitigate risks. Our highly trained team understands the critical importance of safety and the serious consequences of neglect, making it an integral part of our operations.

PREMIUM CANDIDATES

Top-tier personnel, carefully selected and thoroughly screened for each project. We ensure every candidate undergoes a comprehensive process, including interviews with targeted questions, reference checks, and verification of qualifications, licenses, and medical details.

Our screening also emphasises safety, using interview techniques to assess candidates' attitudes toward safety, reliability and responsibility in the workplace. We maintain full transparency with our clients, ensuring open communication about the candidates we put forward.



TAILORED RECRUITMENT

Our recruitment process is tailored to each client through close consultation with their management team. It begins with our Business Development Manager working closely with your leadership to gain a deep understanding of the specific duties and expectations for the contractors. This allows us to develop a detailed candidate profile, outlining the essential and desirable qualities required for the role.

The pre-selection phase is focused on ensuring that all candidates meet the critical criteria outlined in the profile. This is achieved through targeted questioning during initial contact and a comprehensive pre-interview, where applicants receive a thorough briefing on the role and expectations.

INTERVIEWS

All applicants are rigorously interviewed, confirming personal details and exploring work history. Our highly experienced recruitment team, will make an assessment of each candidate and establish initial medical suitability through relevant questioning and assessment of a pre-employment medical questionnaire.

Candidates are briefed on Zeal's minimum expectations of performance and disciplinary standards and informed on the next stage of the recruitment process. When we are satisfied that their ability, aptitude and attitude fit the criteria required, we will then proceed to short listing suitable applicants for final consideration.



REFERENCE CHECKS

All candidates are subject to a minimum 2 satisfactory most recent reference checks from relevant supervisors at previous employers. Should we be unable to achieve both reference checks for any reason (e.g. self employed or new to the country) you will be clearly advised of the situation and given the opportunity to decide on whether that candidate would be considered for the relevant role.

PERFORMANCE MONITORING

All contractors placed at host clients are appraised informally following their first day, after their first week and then every 4 weeks following. This ensures that not only are we supplying the correct calibre of candidates, but also that individual progress is chartered on a regular basis.

REPORTING

Zeal understand the importance of cost analysis, and to this end we can produce a variety of management reports tailored to meet your individual requirements.

Core Values



The **foundation** of our organisation is based on the following values



RESPONSIBILITY

Act like an owner. We accept **responsibility** for our decisions, actions and results. We move forward with purpose.



COMMITMENT

We are **committed** to developing constructive, transparent, long-term relationships with our clients.



COLLABORATION

We **collaborate** with our clients and leading industry professionals, trades and labour to ensure optimal project outcomes.



INTEGRITY

We conduct ourselves **ethically** and **honestly** with **integrity**.



PRAGMATISM

We strive for excellence by aiming for the most simple, **pragmatic** and effective solution to any problem.



RESPECT

We strive to create a productive working environment with continual improvement by acting with humility and engaging people with **respect**.



ZEAL PERSONNEL

Find out more at

www.zealpersonnel.com.au

