



Capability Profile



Vital International Recruitment

Australia has been experiencing the effects of a nursing shortage for the past decade as fewer women and men train or remain in the nurse workforce, favouring improved job market opportunities in other sectors.

The ageing of the Australian population also seems to be having an impact on the sector. As the nursing shortage continues, health organisations will rely increasingly on overseas nurses to fill their vacancies.

As the international competitiveness among health care providers continues, and the struggle to find quality nurses increases, measures must be taken to ensure that your facilities attract and retain superior candidates. You can be assured that nurses submitted for assessment by Vital will have the necessary skills and experience to allow for a seamless transition into any facility.

Vital has quickly established an enviable reputation of success and achievement. Whilst its origins are Australian, Vital specialises in national and international nursing and midwifery placements to specific industry sectors, including hospitals and aged care facilities. Vital offers employers in these sectors innovative short and long term solutions to staffing shortages, and at the same time assists healthcare professionals from countries that have a comparable health system to Australia, to advance their careers.

All of our consultants are highly experienced and trained and have travelled and worked extensively overseas. This gives our clients the dual benefit of comprehensive understanding of their needs with the accurate matching of candidates to those needs. Drawing on the good will, repeat business and prestige associated with Vital's parent company, United Recruitment, Vital has been able to combine the progressive, youthful, innovative and client-focused approach of a small company with the strength, stability and resources of a large national corporation – by way of access to 14 years of worlds best recruitment methodologies.

Vital has successfully completed assignments in all states in Australia recruiting from the UK, USA, Ireland, New Zealand, Canada, South Africa, Singapore and Europe.



Blue ribbon account management

Vital offers its most talented professionals, an account management system that ensures your organisation will receive the blue ribbon service it deserves, and a system of candidate management that will deliver peace of mind. Vital's team members' positive history with hospitals across Australia strengthens our resolve to continue to build a rewarding relationship with you.

Maximising value

Vital's business strategy includes entering into long-term partnerships. Vital's stated aspiration is to achieve 'preferred provider status' with clients that are seeking a high-value alternative to other, high-cost recruitment companies. When seeking 'value on investment', which means both the tangible return (results) and the intangible elements (service, fit and relationships), appointing Vital, will establish a genuine and beneficial partnership relationship.

A low risk appointment that will withstand scrutiny

Vital appreciates that external labour spend must withstand the scrutiny of its stakeholders. Vital has a reputation for being a cost conscious company. It has earned this standing by carefully managing its overheads, positioning the company at the industry midpoint on price, minimising double-handling, implementing efficient client management systems and applying state-of-the-art technology. Additionally, Vital extends to clients its most commercial terms – competitive rates to maximise time and financial investment.

Successful placements

When we deal with candidates, we ask for an exclusive arrangement whereby they deal only with us. This innovative approach ensures that only our clients have access to the experienced registered nurses and midwives we recruit. With this arrangement, we can focus on screening candidates to ensure a high level of commitment to our client, therefore reducing the likelihood of 'changes of mind'.

Vital International Recruitment is extremely proud of the loyalty and retention of our international candidates, with around 98% of our candidates completing their initial contract with the facility in which they were first placed. A large proportion of these candidates extend their contract length, with many becoming permanent residents and staying on in their role on a permanent basis. These figures demonstrate that Vital International is an excellent choice to recruit and retain international staff for your organisation.



Expertise and Experience

The consultants at Vital are experienced in placing registered nurses and midwives on long term placements throughout Australia. Our particular expertise lies in the relocation of experienced staff to all states and territories of Australia, whether they are single, a couple or a family.

This is our core business.

Vital specialises in the successful recruitment of registered nurses and midwives into the private and public health systems and the aged care sector. We understand these health sectors and streamline the recruitment process to ensure timely fulfillment of your vacancies. Vital is a specialist recruiter for the acute sector, community health, mental health and Aged Care. In dealing with some of Australia's most prestigious clientele in public, private and aged care health sectors, Vital International have been exposed to varied demands and have established a recruitment system that has fulfilled our clients' requirements and surpassed expectations in terms of quantity and quality.

More than 90% of our international placements are 24-month or longer contracts and all of our national placements are on a permanent basis.

Methodology

Vital has the ability and capacity to provide national and international nursing staff and midwives. Our expert recruitment process, which involves attracting the right candidates, screening, visa and registration application and obtaining all relevant documentation necessary for a successful transition will provide fast results without compromise on quality.

Vital will appoint a Client Services Manager to your account who will be available via email and telephone 7 days a week. Your consultant will ensure that your business is treated as a priority client of Vital at all times and as such can be assured of the best attention and service at all times.

Your consultant will discuss and take note of any specific needs you may have and develop a service plan and recruitment/ marketing strategies tailored to meet and where possible exceed those needs.

Our lead consultants, Joey Cooney, Sophie Pelman and Sanja Mihajilo will dedicate themselves to ensuring all requirements set are met. Vital has the capacity to involve other senior consultants to work on this project as required.



Marketing Strategies

As one of Australia's leading international recruiters, Vital has a high level of knowledge and experience in devising and executing strategies to provide a competitive edge. Through this experience we know where and when to advertise, whether this be client specific or general advertising. We work closely with a creative team to ensure we create eye catching, progressive and clear advertising and marketing.

One of the most effective ways of sourcing candidates in high volume quantities is via overseas recruitment drives. Meeting consultants face to face provides a welcome level of comfort to candidates and offers candidates the opportunity to assess their options.

Vital reaches an international pool of experienced and certified professionals by:

- overseas recruitment drives that focus on volume recruitment
- regularly attending hospital open days and health care trade shows
- ongoing and innovative direct mail
- e-mail campaigns
- advertising in major industry publications under our well recognised brand.
- advertising in major newspapers throughout Australia
- listing on Google, Yahoo and healthcare search engines
- advertising via SMS alerts to Vital's candidate database
- promoting our 'Refer a Friend' program
- Vital's website – www.vitalinternational.jobs
- Seek - volume discounted advertising rates
- My Career
- Utilising our extensive database of prospective candidates
- Vital International Group on Facebook.

Most importantly, many of Vital's candidates are attracted to Vital via word-of-mouth referrals from Vital's current and former nursing and midwifery professionals. As a result, Vital is able to utilise its ever-growing database of candidates to record specific aspects of health experience and can undertake database searches to which other recruiters can only aspire.

All marketing, print advertising and online media can be tailored specifically to your needs.

Vital distinguishes itself from other recruiters by using a personal and targeted recruitment and marketing strategy.



REVITALISE IN AUSTRALIA IN 2009

Registered Nurses & Midwives

We have great jobs in fabulous locations all over Australia for RNs and Midwives with at least 12 months experience.

Vital's FREE service assists you with:

- State registration advice
- Visa advice
- Temp accommodation coordination
- Home/school search advice
- Airport collection
- Partner job search
- Exceptional pre and post placement support
- Discounted private health cover
- Pre-arranged Australian bank account
- Vital Link - Nurses Network
- Access to a Migration Agent

Apply today. Freecall UK **0808 2341 612**
or email your cv/resume to **jobs@vital.jobs**



www.vitalinternational.jobs

For candidate testimonials,
go to this link on our website:



Sample of a General Advertisement



Service for employers

Vital understands that attracting, selecting and recruiting the right people is challenging. Therefore we aim to create recruitment solutions to satisfy each employer. This means that as a client, you will be provided with concise and detailed information on candidates to assist you in making the right choice. Candidates will have a minimum of one to two years relevant experience.

Our recruitment methodology is based on proven processes that have previously resulted in successful quality placements.

Vital ensures all candidate registration and visas will be managed according to the requirements of your business. Vital will assist in the scheduling and coordination of interviews. Vital will provide comprehensive monthly reports providing information of placed candidate activity.

- a professionally prepared and detailed resume that includes qualifications and employment history, and demonstrates competence and experience;
- notes on the candidate's previous experience, career goals and personality
- two verbal references for each candidate will be submitted for consideration. The first reference will be the candidate's current clinical/line manager and the second will be from previous clinical/line managers whom the candidate has previously worked with within the last three years
- statements of service from previous and current employer;
- proficiency and clinical skills lists
- State (unconditional) registration as a registered nurse or midwife;
- criminal record checks
- nursing/midwifery qualifications
- evidence of Health Insurance
- passport copy
- any additional records and documents required

Vital prides itself on standing out from the rest with its friendly, efficient and highly skilled consultants who will tailor solutions to exact needs.

We will regularly visit hospital sites in city and regional areas, enabling us to build relationships with your personnel in each area. This ensures we keep up-to-date with the most urgent vacancies. All vacancies will be a priority and this information will be relayed to the existing candidates on Vital's database as well as new enquires. Site visits also assist our staff in promoting your facilities to prospective candidates.



Service for candidates

Candidates require a wealth of information and assistance when relocating to Australia. Vital's aim is to provide information efficiently and accurately. With a time-critical recruitment process, it is very important that the candidate is secure and confident with their decision to relocate.

We have developed an information kit which is informative and easy for candidates to understand and which clearly outlines all requirements for the application process to succeed.

Our kit provides candidates with extensive information about the specific location and the hospital to which they have been referred. We will promote the high quality of your hospitals, state of the art facilities and excellent working arrangements for staff, paying particular attention to any incentives that may be available.

Our service to overseas candidates is FREE and our candidates are eligible for all our services to help them meet the challenges associated with setting up in a new environment and to settle quickly.

We will have a central point of contact called a 'relocation consultant' in most cities of Australia employed on a needs basis. This person will be available to collect our candidates from the airport and provide them with information about the location and help them get settled into their new surroundings. The 'relocation consultant' will be available to the candidate at all times during their contract.

We offer:

- a range of interview options including, in person, via telephone or video conference
- State registration management and coordination
- visa advice and coordination
- criminal record check coordination
- temporary accommodation coordination
- home/school search that meets candidate criteria
- information about childcare options
- airport collection
- partner job search
- expert knowledge of Australia
- negotiation of onsite accommodation and relocation costs
- exceptional pre and post placement support
- discounted Private Health Cover
- Freecall numbers in Australia, UK, USA, Canada, New Zealand, Singapore, Ireland and South Africa.
- Australian Tax File Number co-ordination
- drivers licence information
- Medicare enrolment information; and
- pre-arranged Australian bank account
- access to a Migration Agent
- Vital Link – Nurses Network Introductions to other nurses and midwives

Vital provides the following documents to its candidates in the initial stages of the international recruitment process:

- Nursing in Australia, Your Questions Answered
- Salary Scales
- Nursing Registration Boards in Australia
- Candidate Check List
- Proficiency Skills List
- CV Template
- How to Obtain a Police Clearance and
- Things to Do When you Get to Australia.

Vital also provides the following documents to its candidates throughout the process:

- Interview Tips – Telephone Interviewing
- Visa Information - Frequently Asked Questions
- Visa Documents to Provide
- Visa Instructions - How to Apply
- Dependants' Details Form
- Accommodation Guides and
- Australian Culture Guide.

And, because Vital's consultants offer a personalised and intimate service, Vital also counsels its candidates on many and varied information requests.

Add-on services to our candidates



Partner Job Search

vitalinternational recruitment

The United Recruitment Group of companies includes VITAL Health Recruitment, Precision Logistics & Engineering, Octopus Hospitality and Asset Recruitment. We offer a variety of employment opportunities in the various professions mentioned below.

As a group we are therefore uniquely placed to offer as part of our service 'partner job search' to our candidates' partners.

These opportunities will enable your partner to find a suitable position in a desired location, simply by sending through their CV to us. If successful, we will ensure that the right manager is in contact with your partner as soon as possible to discuss employment options. *(Please send your partner's CV to your consultant via email for processing).*

If you are being sponsored to work on a 457 visa, your partner can work, full time, part time or casually - they have no restrictions.

The following professions are just some of the areas we recruit for:

- Hospitality
- Banking and Finance
- Accounting
- Human Resources
- Sales and Marketing
- Business Support/ Clerical
- Trades
- Health care
- Logistics and Supply Chain
- Mining
- Engineering & Facilities Management

Once received, your partner's CV will be passed onto the relevant manager of the appropriate division.

If their skills are deemed appropriate for an available position in Australia, the manager will get in contact with them directly either via phone or email.

Please note in many cases it is best to find the job for your partner once you arrive.

** Please also note we cannot guarantee you a placement. Your placement will depend on the jobs available, your experience and availability.*

For any queries please contact:

Joey Cooney
General Manager
joey@vitaljobs

www.vitalinternational.jobs

Partner Job Search

Our candidates' partners have access to all recruitment divisions of the United Group – see www.ur.com.au

This means that they will receive employment assistance in the banking and finance, accountancy, engineering and logistics, hospitality and healthcare industries.

In its teams, Vital has nursing staff who are available to give advice of a particularly specialist nature for those candidates who may require that.

We have access to a certified migration agent, to assist Nurses and Midwives with all visa and immigration queries. Nurses and Midwives also have access to applying for permanent residency through this migration agent.



Meet other nurses

VITAL LINK
Nurses Network

Meet other nurses in the same location or hospital through VITAL LINK (Nurses Network).

This is ideal to meet other health care professionals who have come from overseas to work in Australia.

We can introduce you via email, phone or at one of our social evenings.

This service assists in getting into the location and hospital/aged care facility you will be working at.

This is by no means compulsory, but it is a great way to meet others who have arrived from the same country, or who have the same goals or interests as you.

This networking service can also assist you in finding suitable accommodation or a flat mate!

Please sign up to www.facebook.com/vital and join our Vital International Recruitment Group – make friends with your consultant and other nurses traveling to the same location!

For any queries please contact:

Joey Cooney,
General Manager
joey@vitaljobs

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 UNITED KINGDOM 0800 2311 632
 CANADA 866 6178 158
 UNITED STATES 866 736 8608
 NEW ZEALAND 0800 225 865
 SINGAPORE 800 6 162 226

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www.vitalinternational.jobs

Vital Link - Nurses Network

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Conclusion

Vital would welcome the opportunity to work with your organisation to ensure the engagement of excellent staff, when and where they are required. The Australian health system is well recognised and candidates are attracted to the lifestyle of living in Australia.

Parent company United Recruitment is proud of the achievements, expertise and enviable successes of our healthcare recruitment consultants. They are acknowledged by their clients as being the 'best in the business' and have the track record to back that up.

The consultants appointed to your team will work tirelessly to generate successful placement of nurses and midwives in your organisation and will be treated as a priority client of Vital. Our consultants are available to you at all times and commit to ensuring your requirements are fully met.

With a culture of continuous improvement and a dedication to building strong business relationships with our clients, Vital is confident of being able to provide you with a superior, personalised, totally effective service.