



JOBS FOR MUMS



# New Zealand's largest On Demand Workforce

Temporary & Permanent Recruitment

[WWW.JOBSFORMUMS.CO.NZ](http://WWW.JOBSFORMUMS.CO.NZ)

## ABOUT US



### WHO WE ARE, WHAT WE DO

Jobs for Mums is a social enterprise dedicated to driving better outcomes for both families and businesses. Through our platform and services we offer, we connect talented individuals with forward thinking employers offering flexible and family-friendly work.

Our mahi is centered on breaking down employment barriers for parents and caregivers at work, whilst unlocking a diverse and talented workforce for employers.

We believe the key to a thriving workforce lies in creating a work environment that is family-friendly.

In today's ever-evolving work landscape, prioritising family-friendly employment practices is crucial for employers seeking to attract and retain top talent.

Understanding and addressing the needs of all employees, especially those employees with families plays a pivotal role in cultivating a positive and inclusive workplace culture.

Our On Demand service provides employers with top talent, both permanent and temporary, creating environments where work-life integration thrives, without compromising business growth and meeting your organisation's workforce needs.

# New Zealand's largest On Demand Workforce

## What is an On Demand Workforce?

Our On Demand service acts as an intermediary between our clients and our community of talented job seekers. We help organisations find suitable candidates for temporary, fixed term and permanent positions through sourcing, screening and selecting qualified individuals.

Our On Demand service also assists job seekers in finding employment opportunities that match their skills and career goals, offering support and guidance throughout the hiring process. By leveraging our expertise and extensive network, our On Demand service streamlines the hiring process, saving time and resources for both employers and candidates.

Let us help you to attract top talent, retain dedicated employees, and boost productivity. **Don't miss out on the opportunity to build a vibrant and progressive workplace culture.**

## PERMANENT & TEMPORARY RECRUITMENT WHATS INVOLVED?

### Temporary & Fixed Term Recruitment

- Job brief and description creation
- Job advertising
- Candidate sourcing and selection
- Screening and interviewing process
- Due-diligence, reference and background checks
- Payroll, PI & PL insurance, administration
- Onboarding and integration support
- Management of temporary staff

### Permanent Recruitment

- Job brief and description creation
- Job advertising
- Candidate sourcing and headhunting
- Screening and interviewing process
- Due-diligence, reference and background checks
- Onboarding and integration support



**At Jobs for Mums, we're in the business of finding you the talent that transforms how you work.**

## **What is an On Demand employee?**

An On Demand employee is a worker hired permanently, on a temporary or fixed term contract basis to perform specific role, tasks or projects as needed. Our candidates are motivated to work on premise and remotely, providing a range of services from administration support to specialised technical expertise across most industries.

In today's fast-paced business environment, the ability to quickly adapt and scale is crucial. Our temporary On Demand employees offer unparalleled flexibility, allowing you to ramp up your workforce during peak times and scale down when things slow down. This approach ensures you always have the right amount of resources without the long term commitment of hiring permanent employees.

## **Why On Demand employees?**

Beat the skills shortage and access a wide range of highly skilled individuals ready for work here in New Zealand. From experienced project managers to skilled marketing professionals, we have a community of thousands of candidates at your fingertips.

Our mahi helps smash the motherhood penalty and unlocks the potential of parents and caregivers looking for meaningful employment.

From sourcing and screening candidates to handling contracts and administrative tasks, we take care of the entire process, allowing you to focus on what matters most – driving your business forward. Whether you require an On Demand employee for a short-term project, part-time support, or a full-time permanent position, we've got you covered.



**HASSLE-FREE  
RECRUITMENT**



**QUALITY  
ASSURANCE**



**FLEXIBLE  
SOLUTIONS**



**SUPPORTING  
WORKING  
PARENTS**



**TRUSTED BY TOP  
EMPLOYERS.**



**NO HIDDEN  
FEES**

Quickly fill your contract and permanent positions with the best available professionals from our network of thousands.

## HOW IT WORKS



We meet with you to take the position brief. This includes getting to know your organisation, the role and skill requirements, culture, required due-diligence checks and timeframes. We provide you with our Terms & Conditions and fee structure for temporary and permanent recruitment.



We post the vacancy onto our job board, manage applications and complete a comprehensive search for candidates who meet your criteria. We complete necessary screening and pre-due-diligence checks and then present you with a shortlist of suitable individuals.



We then coordinate interviews and any further background and reference checks. Once you have made the decision on hiring, we assist in contract negotiation if needed. We coordinate first day placements and have regular checkins following employment starting.



You enjoy the benefits of highly skilled temporary or permanent individuals making a difference to your business.



## Temporary Recruitment - Fee Structure

The following structure provides an example of hourly charge rates for candidates placed in temporary contract roles. While rates may vary based on individual candidates' experience and expertise, this example reflects typical pricing for common placements.

### Hourly Rate

Social Media Manager	\$40-\$75/hour
Graphic Designer	\$50-\$85/hour
Financial Controller	\$50-\$100/hour
Project Manager	\$60-\$120/hour
Virtual Assistant	\$30-\$50/hour

Jobs for Mums Fee: Set at a standard 25% of Rate to Worker, Employment Accruals and Administration Fees. The fees above do not include any one-off costs including back-ground checks that may be required.



## Temporary Buy - Out - Fee Structure

The below structure is the fee incurred for a temporary employee that is engaged in a temporary contract with a client that is then employed permanently within the clients organisation. The fee decreases depending on how long the employee has already been engaged in the contract.

Base Salary Range	Standard Permanent Fee
Up to \$50,000	\$4,500 exc. GST
\$50,000- \$70,000	\$5,500 exc. GST
\$70,001 and \$90,000	\$7,500 exc. GST
\$90,001 and \$120,000	\$8,500 exc. GST
\$120,001 +	\$9,500 exc. GST

### Temporary Engagement Period

- 0 - 3 months = full standard permanent recruitment fee
- 3 - 6 months = 75% of full standard permanent recruitment fee
- 6 months + = 50% of full standard permanent recruitment fee



## Permanent Recruitment - Fee Structure

The below structure is the fee incurred for an individual sourced by Jobs for Mums Ltd for permanent employment within the clients organisation. This fee is based on base salary only. These prices do not include any additional one-off costs including back-ground checks that may be required.

Base Salary Range	Fee
Up to \$50,000	\$4,500 exc. GST
\$50,001-\$70,000	\$5,500 exc. GST
\$70,001 and \$90,000	\$7,500 exc. GST
\$90,001 and \$120,000	\$8,500 exc. GST
\$120,001 +	\$9,500 exc. GST

Additional due-diligence checks available (prices on request):

New Zealand Criminal History Check (MOJ) - 4 day turnaround

Credit History Check (NZ) - 1 day turnaround

New Zealand Driver License Check - 10 business days

Australian Federal History Check - 8 business days

International Criminal History Check - 20 business days

THANK YOU

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