



JOBS FOR MUMS

Your business needs talent. We deliver it On Demand.

Access NZ's most experienced hidden workforce.



About Jobs for Mums

Jobs for Mums is Aotearoa's leading social impact job site

Jobs for Mums is an award recognised social enterprise with over **220,000+** users **every year and** over **40,000 candidates**.

- **70%+** have 5 + years' experiences
- **70%+** have a tertiary or higher.
- **100%** based in Aotearoa, so there are no time-zone hassle

Every hire supports local families. promotes gender equity while giving businesses instant access to highly skilled talent.

Award recognised



2 DEGREES,
AUCKLAND BUSINESS
AWARDS FINALIST
2024



SUSTAINABLE BUSINESS
AWARDS NEXT 95 LIST
2024



NZ OF THE YEAR
SEMI-FINALIST
2024



AKINA IMPACT
SUPPLIER



WESTPAC BUSINESS
AWARDS FINALIST
2022



NZ COMPARE
MAKING A
DIFFERENCE
FINALIST 2023

What is on Demand

On Demand is our pay-as-you-need talent service.

Instead of hiring full-timers yourself—or paying agency mark-ups—you tap our vetted pool of thousands of New Zealand professionals at an hourly or project rate.

Why businesses use it

- Cover seasonal spikes, projects, or staff leave without adding salaries.
- Get senior skills in days, not weeks.
- Keep overhead low and cash flow predictable.
- Fill bottlenecks in your business quickly and easily.
- Support local families and boost workplace diversity.

2.7M

Mums in NZ

1.1M

Annual Platform Views

220k

Website Users

40k

Candidates +

HOW IT WORKS



Brief Us

Tell us the tasks, hours, and start date in a quick call or online form



72-hour shortlist

We send you 2–3 pre-screened, NZ-based candidates who match the brief.



You choose & start

Pick your preferred person; we handle the contract, admin and payroll .



Total flexibility

Scale hours up or down, pause, or swap talent at any time—free replacement guarantee included.

Who uses it and why

Our On Demand clients fall in these three buckets:

- **SMEs and start-ups** that hit a growth spike but can't afford an extra full-time salary or agency margin. They like the ability to scale hours up or down and to pay a flat hourly / project rate.
- **Mid-size companies** whose internal teams are wearing too many hats and need quick relief in bookkeeping, customer support or marketing, project management operations and more Fast turnaround (shortlist in < 48 h) is the drawcard here.
- **Large or Purpose-driven or diversity-focused organisations** that want experienced staff and a credible DE&I story; every hire supports a Kiwi family returning to work.

Jobs for Mums has worked with over
3,000 local businesses overall



What it Costs

- **Pricing:** No placement or subscription fee. You pay only the agreed hourly or project rate.

E.g. For example, if you hire a **Social Manager Manager**, you are paying them a fixed cost of \$35 per hour. That is an all-inclusive cost including our fee.

- **Guarantee:** If a placement misses the mark Jobs for Mums swaps the talent at its own cost, removing risk for the client
- **Fixed-fee option:** For firms that do want a permanent employee, Jobs for Mums offers a separate fixed-fee recruitment package (NZ \$3k–\$5k, far below the 15–20 % agency norm) with a money-back clause if the role isn't filled in six weeks.



**Unlock NZ's
largest
hidden skilled
workforce.**

Employers say:

4/5

Experience rating

73%

Value for money

89%

Would use again

88%

Would recommend

Our Candidates

71% of our candidates are qualified and 77% bring prior experience, resulting in faster time-to-fill.

- ✓ **PRIME MID-CAREER TALENT (48%)**
Aged 31–40 and ready to lead.
- ✓ **SEASONED EXPERTS (77%):**
Have over five years' experience to hit the ground running
- ✓ **HIGHLY QUALIFIED (71%)**
From trade diplomas through postgraduate degrees.
- ✓ **TOP PREFERENCE (69%)**
Candidates use us exclusively for their job search
- ✓ **ADVOCATE-READY (98%):**
Would recommend Jobs for Mums to family and colleagues.



Skilled talent,
ready to go
that fits your
business
seamlessly

2.7M

Mums in NZ

1.1M

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Candidates +

Why on Demand

Cost Effective

Up to 60 % cheaper than agency temps—no hidden fees, just the hourly/project rate.

Fast & Easy

Skip the 40 hrs of ads, CV screens & first interviews—see vetted profiles in 72 hrs.

Flexible

Scale hours up or down, pause or end anytime—no long-term contracts.

Exec on Tap

Engage a fractional CFO, COO or CMO for 5–10 hrs/week instead of a full-time salary.

Risk Free & Local

Every hire comes with a free replacement guarantee, full paperwork handled.

Versatility

Hire “all-rounders” who can switch from marketing one day to admin the next.

Local Impact

100 % NZ-based talent—no time-zone headaches or GST woes.

Community-backed

Every hire puts money into Kiwi whānau and breaks down barriers.



On Demand gives you fast, flexible access to top Kiwi talent—filling gaps in days without placement fees or long-term overheads.

Benefits On Demand

Smarter Hiring. Lower Costs. Greater Impact.

Feature	Job boards (DIY)	Traditional agency	Offshore freelancer site	Jobs for Mums — On Demand
Time to shortlist	1 – 3 weeks (you screen)	4 – 10 days	2 – 5 days (time-zone friction)	< 72 h • NZ hours
Candidate quality	Hit-and-miss	Good, pay premium	Variable, offshore	Senior NZ talent • pre-vetted
Flexibility	Fixed hire only	Contract possible, pricey	Good, but hard to navigate	Hours up / down anytime
Guarantee / swap	None	Sometimes, extra cost	None	Free replacement
Social impact	Nil	Nil	Nil	Promoting gender equity and D&I

We connect you with experienced local professionals — without the recruitment markups, offshore outsourcing, or admin headaches. Simple, smart, and built for businesses that care.

Your Support help us



Expand Opportunities for Women

This partnership helps us provide more opportunities to women, create new pathways into employment

- Promote gender equity in industries where it's needed most
- Help women thrive on their terms — with real career growth



Champion Workplace Diversity

Strengthen our mission to support employers who value difference.

- Showcase inclusive brands to a broader, untapped audience
- Celebrate DEI-focused hiring as a business superpower



Strengthen Social Impact

Collaborate with mission-aligned partners to elevate our collective impact.

- Support fair access to work for all backgrounds
- Reinforce our values of opportunity, inclusion, and equity



Our Impact To Date



\$160M+ BACK TO FAMILIES

Helped return **\$160M+** in wages back into NZ households through flexible job opportunities



20K PEOPLE SUPPORTED

Supported with CVs, cover letters, and job prep. We don't just list jobs — we lift people too!



SOCIAL CHANGE

Jobs for Mums is making it easier for thousands to rejoin or stay in the workforce



DEI & HIRING INNOVATION

We connect employers to the 69% of candidates they can't find anywhere else — highly skilled professionals overlooked by traditional platforms



9% INCREASE IN GDP

Closing the gender gap could add up to \$40B to NZ's economy by 2030. (McKinsey Global Research)



A KEY PRIORITY FOR THE UN

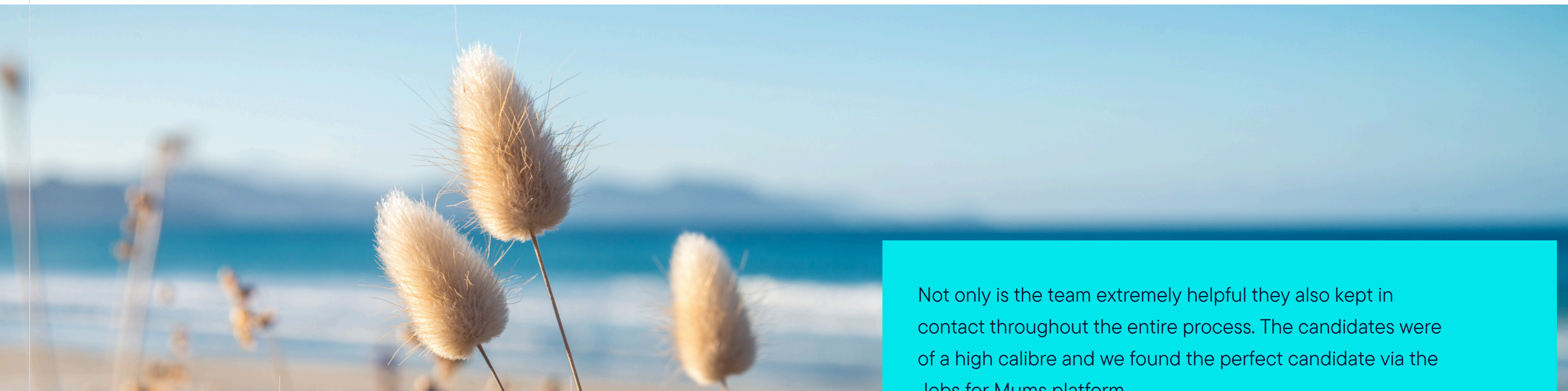
Family-friendly work is a UN priority — it boosts equity, cuts poverty, and builds a stronger, more inclusive workforce.





JOBS FOR MUMS

Let's Get to Work Together



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Not only is the team extremely helpful they also kept in contact throughout the entire process. The candidates were of a high calibre and we found the perfect candidate via the Jobs for Mums platform.



Ronelle Bianchet
SCAPE PUBLIC ART