



RIVERLAND HUMAN RESOURCES

A Message from Jason

The recruitment continues to evolve, with businesses facing increasing competition to attract and retain quality employees. In today's market, it's about finding the right people who align with your business values, culture, and long-term goals.

The biggest challenges employers face is standing out to candidates. Skilled workers now have more choice, and candidates are looking beyond salary alone. They want to work for businesses that offer strong leadership, positive workplace culture, flexibility, growth opportunities, and clear communication.

I work closely with businesses to not only identify the right candidates but also position their organisation as an employer of choice. Creating professional job advertisements and refining recruitment processes to improve onboarding and candidate engagement, I help businesses present themselves in the best possible light.

The right employee can strengthen your culture, improve productivity, and contribute to long-term success. Our goal is to make the recruitment process smoother, more effective, and focused on finding people who genuinely fit your team and your vision.

— *Jason*

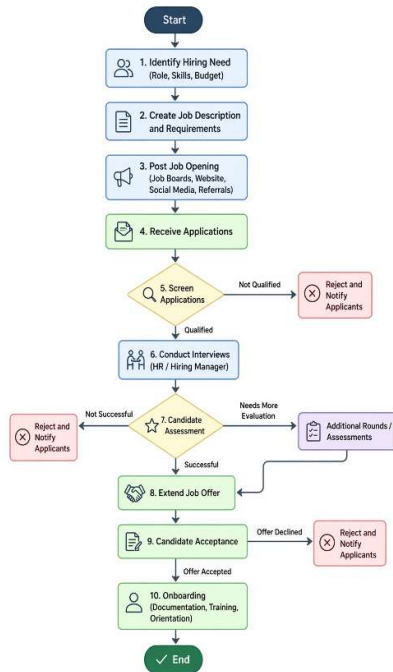
Recruitment Specialist

Riverland Human Resources



How are you hiring?

Do you have a Recruitment Policy and Procedure you follow? Or do you just *'winging it'* and hoping for the best?



Hiring the right employee can improve productivity, strengthen workplace culture, and contribute to long-term business success. However, poor recruitment decisions can create significant risks, including high staff turnover, workplace conflict, reduced performance, and costly legal issues.

A successful recruitment process goes beyond simply reviewing resumes and conducting interviews. Employers must ensure they are meeting legal obligations, avoiding discriminatory practices, and following fair and compliant hiring procedures. Questions asked during recruitment and decisions made throughout the process must comply with Australian workplace and anti-discrimination laws.

Businesses should also be mindful of misleading resumes and inaccurate references. Qualification checks, reference checks, and verification of licences, certifications, and employment history are critical steps in reducing hiring risks. It is equally important to confirm that candidates have the legal right to work in Australia before employment begins.

I help businesses navigate the recruitment process with confidence. From advertising roles and screening candidates to compliance checks and onboarding support, we assist employers in finding the right people while minimising risk and protecting their business.

The right recruitment strategy not only attracts quality candidates — it helps build a stronger, safer, and more successful workplace for the future.

Contact Jason for his support in your business recruitment.

Jason will lead you and your business to the best outcomes

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Your business leader in Human Resource support