

Capability Statement 2024



unify
RECRUITMENT

Company Overview



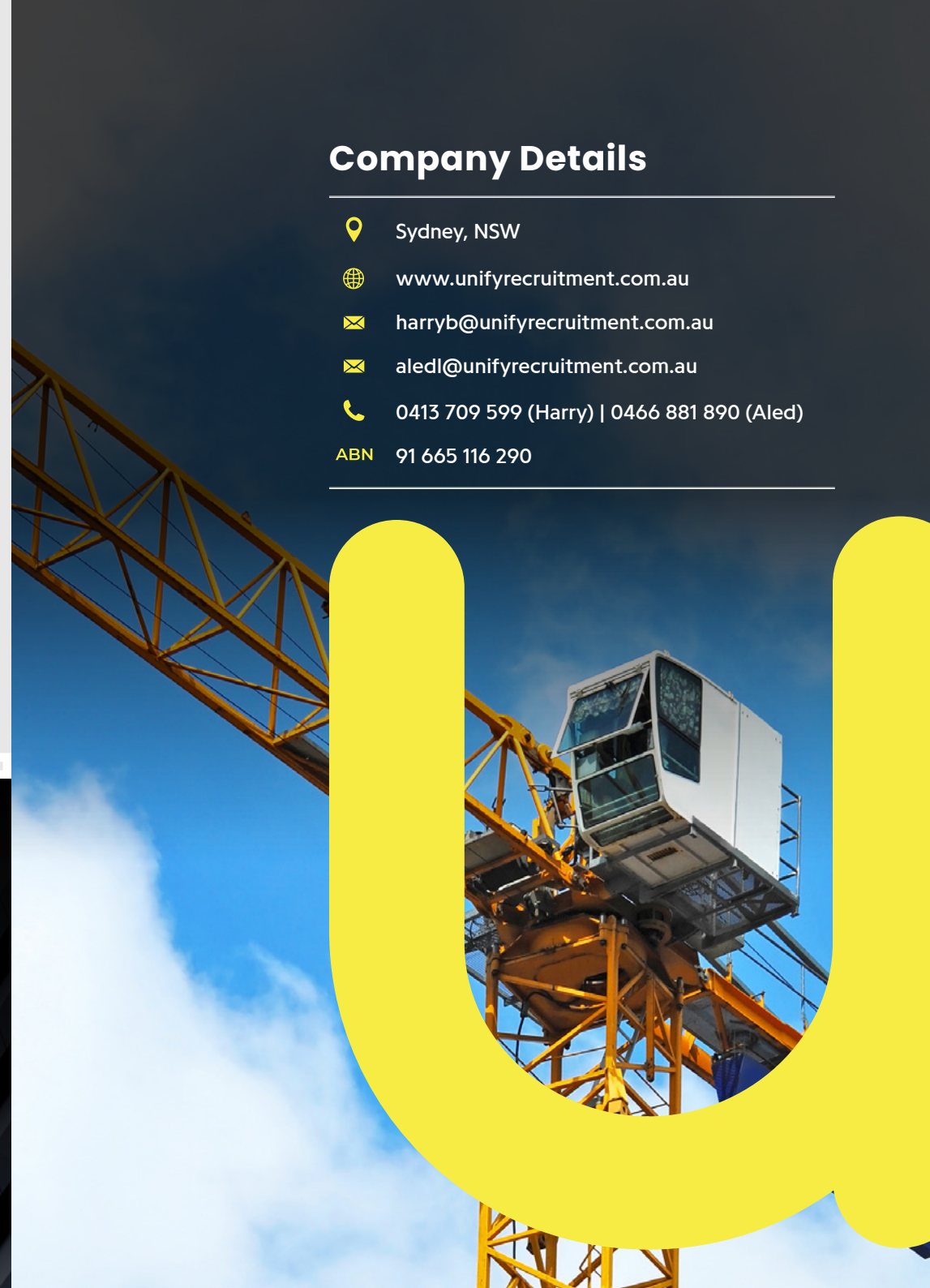
Unify Recruitment Pty Ltd, based in Sydney, are Mechanical and Electrical recruitment experts, offering unparalleled insights to support clients across Australia. Our founders, Aled Lewis and Harry Beattie, leverage their firsthand M&E industry experience to understand and meet business requirements. This foundation enables us to expertly navigate client needs, ensuring a seamless match between companies and candidates.

Our dedicated approach prioritises lasting relationships and strategic recruitment, making us capable of engaging with Tier-1 clients effectively. At Unify, we are committed to creating impactful, long-term placements that promote growth and adapt to the evolving needs of our diverse client base. Our energy and M&E contractor experience sets us apart, embodying our dedication to the success of both businesses and the professionals they employ.

Trust Unify Recruitment to connect your organisation with qualified candidates within the M&E sector. We are dedicated to understanding your ethos and requirements, we recruit individuals who embody your values.

Company Details

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Our Purpose



Empowering connections, driving success. Let Unify Recruitment be your partner in navigating the path to identifying and recruiting industry talent.

At Unify Recruitment, our core mission is to bridge the gap between ambitious professionals and industry-leading companies, building teams from the top down. We strive to go beyond traditional recruitment, focusing on creating meaningful, long-lasting placements that drive success

and innovation. Our founders and directors possess first-hand M&E construction industry experience. With a genuine passion for the sectors we serve, our team identified a gap in the market for a tailor-made M&E recruitment agency, from here Unify Recruitment was born.



Elevate your team with our industry-specific recruitment solutions.

Industries We Serve



Unify Recruitment has carved a niche in various M&E sectors, including construction, infrastructure, engineering consultancy, building services and data centres. Our expertise spans across these industries, allowing us to deliver targeted recruitment solutions that address the unique challenges and requirements of each sector. Our deep understanding of these areas ensures we are well-positioned to support our clients in achieving their strategic goals through top-tier talent acquisition.

- **Construction**
- **Engineering**
- **Building Services**
- **Data Centres**
- **Infrastructure**

Unify Recruitment specialises in connecting exceptional talent with leading companies across various sectors. Elevate your business with our targeted recruitment expertise.



Our Services



Unify Recruitment specialises in both white and blue-collar recruitment, offering a comprehensive suite of services tailored to meet the unique needs of our clients across the M&E sector.

Our approach is characterised by meticulous attention to detail, ensuring we understand the specific requirements of each role and company. We cater to various stages of the construction process, including pre-construction roles in design and costing, positions during the construction stage and key roles in commissioning and handover.

This allows us to provide targeted recruitment solutions across the entire project lifecycle. From in-depth client and candidate engagement in white-collar recruitment to rapid, responsive solutions in blue-collar placements, we pride ourselves on our ability to deliver exceptional talent across various project timelines and industry demands, ensuring a seamless match for every phase of construction.

White Collar Recruitment

✔ Our white-collar recruitment service is distinguished by its thorough and deliberate process. We focus on deep engagement with both clients and candidates to ensure the alignment of values, goals and expectations. This tailored approach guarantees that we match companies with candidates who not only meet the technical qualifications but also embody the culture and vision of the organisation they join.

Specialised Blue-Collar Recruitment

✔ Specialist blue-collar recruitment at Unify is dynamic and responsive, catering to the urgent and project-specific needs of our clients. We understand the critical nature of timelines in project completion and work diligently to provide skilled personnel who can hit the ground running. Our agility and industry insight enable us to meet the immediate demands of our clients without compromising on quality.

Director Profiles



Harry Beattie

✔ Harry Beattie, Unify Recruitment's co-founder, evolved from an apprentice electrician to a skilled electrical project manager before entering the recruitment sector. His journey enriched him with a vast network and the ability to forge lasting connections. Harry's extensive industry experience has established him as a trusted partner for Tier-1 businesses. His commitment and deep understanding of the sector facilitate the effective placement of multidisciplinary professionals within Australia's building services industry.

Aled Lewis

✔ Aled Lewis co-founded Unify Recruitment after a successful career in telecoms, transitioning to recruitment with a focus on engineering and data centres. His experience as an operations manager and talent for building strong industry relationships have made him adept at placing high-level professionals. Aled's understanding of technical requirements and client needs drives Unify's success in securing top talent for national companies.



Case Study



The Project

✔ Tasked by a Tier-1 client to support their Melbourne-based business's expansion into NSW, we were engaged to recruit for varied roles, including General Manager, Project Manager, engineers, estimators and blue-collar personnel, ensuring the company's growth and operational success in a new territory.

Our Approach

✔ Our strategy prioritised a top-down recruitment process, starting with the crucial appointment of a General Manager aligned with the company director's vision. Understanding the risks associated with new state expansions, we meticulously shortlisted candidates, facilitated in-depth discussions with the Managing Director and conducted robust interviews focused on the candidates' business development and team-building skills. Continuous communication regarding candidates' availability ensured seamless transitions.

The Result

✔ Within six weeks, we successfully appointed a General Manager whose reputation facilitated the effortless attraction of additional, like-minded talent, aligning with the company's ethos and culture. This pivotal placement has solidified our role as a retained and exclusive recruitment partner for the client, supporting their ongoing expansion and success.

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- A photograph showing several hands of different skin tones stacked together in a circle, symbolizing teamwork and collaboration. The hands are positioned over a background of colorful safety vests (yellow, green, and blue).
- Secured General Manager within six weeks.
 - Project Manager onboarded swiftly.
 - Nine crucial positions filled in six months.

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