



Recruitment services

Supporting your journey to finding the perfect candidate



What we're all about

At AimBig, we're a specialist employment services provider supporting businesses Australia-wide with diverse workforce planning and tailored free recruitment services. Our purpose statement sums it up "Empowering lives together".

Our personalised approach means our focus is on partnering to understand your organisational needs and values, and finding the ideal candidate to fit your company professionally and culturally. Our mission is to pair the right organisation with the right person to create a lasting and mutually beneficial working relationship.

With over 24 years of successfully supporting employers to grow and retain their workforce, we are specialists in government-funded recruitment and employment solutions, including:

- ✓ Tailored free recruitment and workforce planning
- ✓ Expertise with Disability Employment Services (DES)
- ✓ Expertise with Workforce Australia employment services
- ✓ Diversity and inclusion initiatives

If you're looking to diversify your workforce, we can find and place your next great recruit.

Why AimBig?

What makes us different?

As each organisation has different needs and requirements, we prioritise listening and understanding your business. Instead of fitting a square peg in a round hole, our solutions are specialised to tailor-make a working relationship between your organisation and a candidate that is set up for success.

As a government-funded service provider, our array of employment services is offered at no cost to your organisation.

Your local AimBig team member will guide you on this journey, helping you support your new starter for mutual success and happiness. No matter who you deal with in our team, you will experience the same level of passionate and professional service. Behind the scenes, our entire team works towards your desired employment outcomes.

You can expect:

- ✓ Pre-screened, job-ready candidates with the skills to match role requirements
- ✓ Post placement and ongoing support to ensure retention and suitability
- ✓ Overseeing necessary pre-employment supports, assessments, modifications or training
- ✓ Education of government funding, access to subsidies and supports
- ✓ Regular check-ins to talk about new starters' progress.

What employment service contracts do we work in?

Over the years, we've helped thousands of Australians improve their lives with our collaborative, inclusive, and personalised approach. With our evidence-based methodology, innovative thinking and best practice, we connect job seekers with the right opportunities through both our two government employment programs:

Disability Employment Services (DES)

As a DES provider, our services go beyond simple recruitment. In supporting candidates with an injury, disability, illness or mental health condition that are seeking employment, we work to provide a solution right for the candidate and your business. We also have two specialist contracts under DES – Mental Health and Musculoskeletal. What this means for you as an employer is we have a deep understanding of how to support those individuals to achieve sustainable employment.

Workforce Australia

Workforce Australia is designed to help employers build, sustain, and retain their workforce.

As a provider, we work closely with a large pool of prospective employees, enabling our recruitment team to screen a ready and available group of candidates for a potential match for your roles. Many of these candidates have or can access upskilling and job-ready programs to complement their fit for your business.

Our recruitment services

How we work with you

Our partnership with you is built on the foundation of listening and trust, where we recruit and support the best candidates for your business requirements.

All Australians should have access to the right job for them – that's why we are passionate about matching job seekers with fantastic employers for a rewarding working relationship through our easy five-step process:

1. Simply phone us or lodge your job vacancy on our website
2. We will make contact and ensure we understand all your requirements
3. We promote your job to our pool of job-ready candidates and send you the details of the most suitable candidates for your consideration
4. You decide who is the best fit for your position, business and culture
5. We help organise any wage subsidies or extra support you or your new employee may be eligible for

Every step of the way, we are there to support both you and your new employee.

How we tailor for your business size

Small Business	<ul style="list-style-type: none">✓ Local office contact dedicated to finding you the right staff based on your recruitment needs, acting as a point of contact✓ Taking you through diversity and inclusion awareness training to ensure you can support your new team member✓ Support to access wage subsidies and funding for modifications
Medium Business	<ul style="list-style-type: none">✓ Access to the Business Development Management team to provide innovative and tailored recruitment solutions✓ Hosting coaching sessions for staff on diversity and inclusion awareness✓ Implementing workplace adjustments based on any requirements of the candidate✓ Access to wage subsidies and funding for modifications
Large Business	<ul style="list-style-type: none">✓ A hassle-free recruitment process by handing over all recruitment to the AimBig team.✓ Interviewing and screening the employee✓ Hosting coaching sessions for staff on diversity and inclusion awareness✓ Implementing workplace adjustments based on any requirements of the candidate✓ Assistance to meet diversity and inclusion targets✓ Access to wage subsidies and funding for modifications

Why diversity is essential for business

Building a diverse workplace represents a significant business opportunity, with one in four people in Australia living with some form of disability. An organisation's diverse set of experiences, abilities and perspectives becomes a tremendous source of innovation and fresh ideas. Research also show that:

- ✓ Most workers with disability are highly productive, less likely to be absent, and with fewer workplace accidents.
- ✓ Employees with disability are more likely to be job satisfied and stay longer with their employer.
- ✓ 86% of workers with disability have either an average or superior attendance record.

Building a diverse and inclusive workplace makes good business sense.

Here where you need us

With over 130 offices Australia-wide, our specialised team is on the ground to find candidates where you need them.



AimBig Offices

This map represents the general coverage of AimBig offices.



Our story

AimBig, part of the Arriba Group, has a long history of working with employers. In 1998, Marcella Romero founded Rehab Management to make a difference in the lives of vulnerable people – with a vision to empower individuals to engage in their recovery or positive life changes to achieve their goals. Rehab Management grew as an award-winning workplace rehabilitation, injury and early intervention service provider.

In 2018, after a successful appointment to the Disability Employment Services (DES) panel, AimBig was established to expand the Arriba Group's portfolio, with a mission to serve those with a disability to find employment. In July 2022, AimBig grew its offer to provide Workforce Australia services in the Mackay and Darling Downs.

Today, the Arriba Group continues to be recognised as a market leader across employment services and has been honoured via numerous awards, including the AFR Boss Most Innovative Companies list for the past four years.



Our Values

As an award-winning company in the areas of leadership, health and innovation, we prioritise our services to be provided professionally, effectively, and impactfully. Our purpose, "Empowering lives together", vision and mission are delivered with our values at the forefront.



Customer-focused

We deliver exceptional customer service for all those we deal with.



People-passionate

Putting people first. People are the core of everything we do.



Quality-orientated

Our solutions measure and deliver proven outcomes.



Innovation-driven

We challenge and disrupt to drive purpose-driven innovation



Dynamic and agile

Forward-thinking keeps us ahead of the pack; we build fast, learn fast, adapt fast.



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