



GLOBE 24-7

RECRUITMENT & HR CONSULTING

AUGUST / SEPTEMBER 2011 NEWSLETTER

HR CONSULTING SERVICES

- EXPAT REMUNERATION & BENEFITS
- HR POLICY & PROCEDURES
- ROSTER & COMMUTE PROGRAMS
- SITE BASED HR MANAGEMENT
- EXPATRIATE MANAGEMENT
- HR SYSTEM IMPLEMENTATIONS

BUILDING A COMPLETE PICTURE...

Over the past 6 or so months more and more clients have started to request Psychometric Assessments as part of the recruitment process. The assessments range from position to position but essentially they cover Emotional Intelligence, Behavioural Profile, Cognitive Ability & Abstract Reasoning. What is interesting is the results of such assessments and how those results are used in the candidate selection process. It is important to balance the results in light of all other steps of the process, e.g. the resume / work history, the telephone interview, a face to face interview, a site visit, personality & organisational cultural fit and formal reference checks.

With this perspective, our clients actually use them more so to identify how to manage the incoming candidate once they commence, as the data gathered is very enlightening. As our assessments are all performed online, candidates can do them from all over the world, quickly and inexpensively. The results are sent through in a report that is easy to read and with a Psychologist available to speak to, it really is an excellent way to ensure a thorough and robust recruitment process.

If you are interested in hearing more, feel free to contact us for more information.

Best Regards

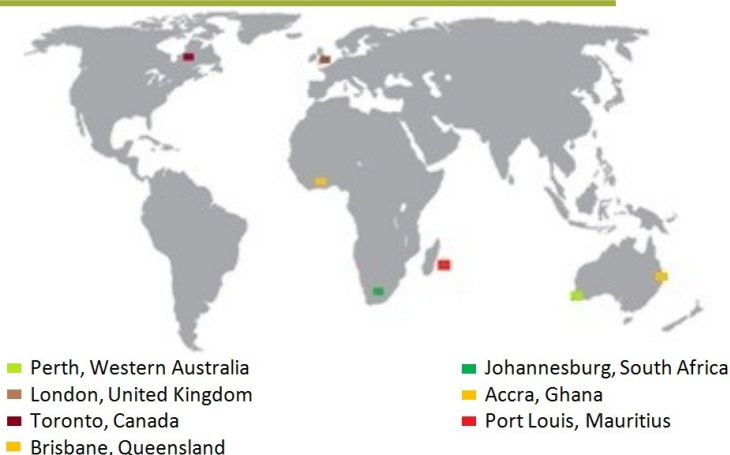
Lachlan Spicer
General Manager

RECOMMENDED CANDIDATES

- **Construction Manager** - experience across European, West African, Central Asian and Russian regions. (*ref 2154512*)
- **Commercial / Procurement Manager** - 15 yrs exp in mining & infrastructure projects. Brisbane based. (*ref 7898389*)
- **Senior Geotechnical Engineer** - 10+ years exp in major mining and civil projects in Australasia, Middle East and USA. (*ref 1551050*)
- **Exploration Geologists** - French speaking senior exploration Geologists available in October 2011. (*ref 1974532*)

[Request Information...](#)

OFFICE LOCATIONS



CONTACT US | TESTIMONIALS | SUBMIT RESUME | ALL VACANCIES

RECRUITMENT SERVICES

- EXPATRIATE MINING, PORT & RAIL AND CONSTRUCTION STAFF
- THIRD COUNTRY NATIONALS (AFRICAN, SOUTH AMERICAN, ASIA)
- SKILLED & SEMI-SKILLED NATIONALS

GLOBE NEWS

Africa Down Under Conference (Perth, WA)

We are really looking forward to our 4th Africa Down Under Conference held in Perth, Western Australia between 31st August and 2nd September 2011. Lorretta Jackson from our Ghana office and Ian Graham from our Perth office, will be managing our booth (207). If you are attending the conference, please stop by and have a chat with them.

Business Breakfast Wrap-Up (Perth, WA)

Globe recently held another industry Business Breakfast focussed on the recruitment strategy of Employer Sponsored Migration. John Crouch from Hitachi Construction Machinery spoke of their recent international recruitment campaign for their NSW operations. He was followed by Peter Moss from Australian Visa People who discussed the changes in government legislation specific to 457 and Permanent Visas. It was an engaging presentation that can be read [online...](#)

New Globe Staff



Cambely Smith-Strydom (Recruitment Consultant)

Johannesburg based, Cambely joins Globe with over 14 years experience working with Barrick Africa Gold, Placer Dome Africa and South Deep Mine's recruitment and remuneration teams. Cambely has worked as an expatriate in Tanzania and knows Africa incredibly well. She brings a wealth of experience to the African team.



Giselle Kimos (Junior Recruitment Consultant)

Working in Globe's Toronto office, Giselle has worked in Recruitment for the past 2 years and spent several years in HR roles in her home country of Venezuela. Spanish-speaking, Giselle is working closely with our South American clients and candidates.



Mat Gladdish (Recruitment Consultant)

Joining our London team, Mat previously worked with an international recruitment firm in the UK focussed on senior Finance roles within the resources industry. He has an excellent approach to his recruitment and will be focussing on our EME, CIS and West Asian markets.



Craig Bain (Senior Recruitment Consultant)

Based in Perth, Craig works in our Australasian region recruiting for our International Workforce and Oil & Gas divisions. He has 12+ years experience recruiting across mining and oil & gas companies throughout Australia and comes with a wealth of site-based knowledge and expertise.

Globe 24-7 International Workforce Launch

With a dedicated team of international Recruitment & HR staff, Globe International Workforce was recently launched to service the Australian and North American mining communities by providing international skilled and semi-skilled labour.

The team specifically work on bulk-recruitment campaigns tapping into our global offices to deliver candidates quickly and cost effectively to clients who can sponsor them on temporary or permanent visa's.

Various campaigns have already commenced so please contact us for further information on how we can assist or please look through our [online brochure...](#)