

TOUR ONE

Advanced Client Services (ACS) is a professional recruitment firm that provides expertise and consultative (rather than transactional) recruitment services to our partners. ACS has 'Recruiter Equity' with our partners by taking ownership of their recruitment needs and solutions.

ACS is deliberate in our values and strategies, bringing a genuine approach to understanding our partners so that we can make life easier for them.

OUR MISSION STATEMENT IS:

ACS focuses on increasing our partners productivity by delivering tangible benefits that save time, money and stress. Through a thorough understanding of our partners business and personnel needs ACS will deliver positive outcomes, culminating in the provision of high quality candidates who present a return on their investment.

OUTCOMES DELIVERED:

1. *Eliminate confusion* by an exclusive model.
2. *Decrease stress* by a tailored Position Description.
3. *Increase confidence* by an up front understanding of requirements.
4. *Decrease time* involved by providing an end to end solution.
5. *Not waste time* by reference checking prior to client interview.
6. *Provide quality* candidates by various means.
7. *Reduce waiting* by 7 working days guarantee.
8. *Increase retention* by professional methods resulting in a comprehensive match.
9. *Save money* by decreasing time involved and increasing the quality of candidates.
10. *Tailored services* by flexibility approach.
11. *Continuous support* by our after placement follow-up.
12. *Ongoing improvement* by gaining your feedback through our Performance Audit.

VALUES:

- 1. Partnership** - Long-term Business Partnership.
All clients, candidates and team members are valuable contributors for long-term business partnerships. All relationships will build on credibility leading to comfort.
- 2. Professional Standard of Service.**
Constantly train our team in best practice Human Resources Methodologies, so that their expertise and ability to deliver for our partners is superior. Our professionalism is a major factor to enable long term partnerships of comfort.
- 3. Return on Investment. (ROI)**
Our partners acquire the 'total cost of ownership' of an employee and ACS will focus on sourcing candidates that will provide a ROI. ACS invests in our partners by providing recruitment services, expertise and candidates that bring benefits. ACS's fees provide a ROI. ACS values our partnerships as mutually beneficial.
- 4. Ethical dealings with clients**
Full and honest appraisals on candidates for clients to make the best hiring decision possible. Financial obligations will be open and honoured. The RCSA code of professional conduct is our minimum standard.
- 5. Dignity of the individual.**
Each partner has innate value and worth to be preserved and respected. ACS will empower people, particularly staff, by affirming, stretching, appreciating and developing their talents.

Through our Mission Statement, Outcomes Delivered for Clients and our Values, ACS is able to deliver professionalism and expertise for permanent placements in the specialist fields of sales and executive professionals across a wide range of industries. ACS also provides people in support functions for these professions. Our services extend around Asia Pacific region.

Our solution allows our partners to get on with their core business and not miss business, while we manage 'the ice burg' of tasks that to deliver a short list of candidates who match the agreed criteria. Through a strong commitment to customer service, ACS measures our partners' levels of satisfaction. The overwhelming response is that clients feel comfortable and confident when ACS manages their recruitment.