

HR MANAGEMENT AND RECRUITMENT SERVICES

HR as a Service

HR Consulting

Career Centres

Recruitment

Support and Transform your People Capability

Orchard provides flexible and easy-to-use solutions that can be quickly activated to extend and transform your Human Resources Recruitment and Talent Development processes.

We support employers, executive teams and HR functions across the full employment lifecycle allowing you to focus on strategic programs and business performance.

Career Centres

Are you looking to take control of your recruitment, addressing the challenges of generating the right candidates quickly and with a flexible and responsive service?

We can quickly deliver recruitment improvement through outsourcing all, or part, of your talent attraction processes.

With our Branded Career Centre, we become your recruitment team and bring with us first-class leadership, technology solutions, and service delivery models.

HR Consulting Services

Do you sometimes need additional assistance to plan or execute HR and associated programs?

Our team of specialist consultants can help assess your current process maturity, and deliver a variety of projects and ongoing programs.

We can help with Career Transition and Redeployment, HR Due Diligence, Manager Training, Performance Management programs, Compensation benchmarking, and much more.



Career Centres

50-500 HIRES A YEAR

All the benefits of your own recruitment team, branded and outsourced



HR as a Service

WORLD CLASS
OUTSOURCED HR

Intelligent HR Administration services and cloud based HR Information System



HR Consulting

FLEXIBLE SERVICES

Strategic and program-based HR, recruitment and career management services



Recruitment

10-50 HIRES A YEAR

Effective response to specialist hiring requirements and recruitment projects

HR as a Service

Do you find your HR function just can't seem to catch up, spending all their time on day to day activities leaving no time for important programs and projects?

Orchard provides an outsourced Human Resources service to support all aspects of the employee life cycle.

We include a world-class HR Information System; manage all adds, moves and changes to employee profiles; provide easy to use self-service options; and train our staff to answer HR enquiries from your managers and employees.

Recruitment Services

Are there times when your recruitment function struggles to handle peaks in volume or specialised projects?

Orchard's On-Demand branded recruitment neatly dovetails into your existing careers function.

We become an extension of your current team – we work under your brand, with your workflows, are invisible to candidates - and we give you a boost and the scale to flex up.

Orchard delivers professional services that provide executive teams, HR professionals, managers and employees, with everything you need to maintain and develop an engaged, productive, and cost-effective workforce.

Orchard's flexible service offerings provide peace of mind, knowing that all of the day to day activity related to attracting, hiring, onboarding, engaging, supporting, managing, developing, and retaining your staff are looked after by our professional team. We free your scarce and valuable HR resources to focus on what they do best – creating and delivering strategic talent programs to nurture and grow your business.

HR as a Service

Our outsourced HR solution supports all aspects of the employee lifecycle from hire to retire by:

- ~ Supporting all core HR administrative processes including onboarding, employee moves & changes, proactive HR notification, employee enquiry support, and optional extensions to performance management, learning & development, succession and compensation programs
- ~ Providing a complete technology solution, with our own cloud-based HR Information System, so you get the benefits of world leading technologies without having to make expensive financial investments
- ~ Increasing employee engagement through better onboarding and access to clear and easy to use HR tools for self-service information and updates from any platform and any location
- ~ Managing compliance risk and increasing peace of mind through powerful reporting & analytics on a single "source of truth"
- ~ Reducing HR administrative costs, avoiding headcount restraints, coping with peaks and troughs in demand through providing resources when and where required on a scalable and predictable subscription pricing plan

Branded Career Centre

We can quickly deliver recruitment improvement through "your own Virtual Careers Centre" by:

- ~ Creating an efficient end-to-end recruitment model to deliver on diverse roles
- ~ Focusing on strong candidate attraction and assessment through smart and effective technology and research programs
- ~ Fully branding our services where all recruitment is done under your organisation's name, boosting your employer brand within the market
- ~ Utilising advanced candidate sourcing technologies and online / social media to attract the best possible passive and active candidates
- ~ Delivering a flexible service model that can handle the peaks in hiring (and troughs) with ease, supporting your internal recruitment team to manage seasonal requirements, specific projects and one-off events, as well as your business-as-usual recruitment needs

HR Consulting

Our specialists provide expert assistance for HR programs and projects, including:

- ~ Performing HR process maturity assessments and providing strategic transformation advice
- ~ Building your employer brand and value proposition (EVP) to help you attract the best talent in the competitive employment market
- ~ Developing strong employee referral programs which are shown to generate faster, lower-cost hires, of better quality and more engaged, therefore reducing your turnover rate
- ~ Training your line managers in effective people management capabilities including creating attractive position descriptions, interviewing candidates professionally, designing SMART goals, and managing an effective performance review processes
- ~ Designing and executing due diligence programs to support acquisitions, divestments and business restructuring

On-Demand and Project Recruitment

Our experienced recruitment specialists are fully engaged to support your one-off and project hiring:

- ~ Our service is scalable and you can "turn-on" and "turn-off" at any time - no more overflow to expensive recruitment agencies and no more short-term recruitment contractors
- ~ We build and staff the service to support your internal team to manage seasonal requirements, specific projects and one-off events, as well as your business-as-usual recruitment needs
- ~ We include your own Applicant Tracking System (ATS) capability, so you can get all of the benefits of leading technologies without having to make expensive financial investments

Simplify your HR and Recruitment processes ... extend, improve and transform your talent attraction and development capability to build and maintain and grow your workforce for business success.

Working with Us

As businesses evolve, they have different requirements in HR practices. We combine fresh thinking, strategic choices and strong operational service delivery.

We have a no-surprises fee structure supported by leading cloud-based technologies.

For More Information

Please visit our web site to find more detailed information on each of our service offerings, or contact us to see how we can help you transform your recruitment and HR management capability.

About Orchard

Orchard is a privately owned, local Australian firm with offices in Sydney and Melbourne.

Our team provides HR services across Australia, New Zealand and South East Asia to global multinationals, ASX listed companies and local Australian firms.

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