



## Expert Support for your HR Function

Our professional consultants provide strategic transformation advice and assistance, help improve your HR capabilities, and deliver specific improvement projects and programs in all aspects of recruiting, HR administration and talent development.

### Employer Branding (EVP)

Building a strong employer brand, or employer value proposition (EVP), can help you to stand out in a competitive employment market. We can help you to develop a strong EVP, increase your attractiveness to prospective candidates, and implement ongoing strategies to strengthen and reinforce your employer branding.

### Executive Due Diligence

In the event that you are acquiring a new business, merging two divisions, or planning major business restructuring, we can design and execute due diligence programs, and provide key insights to assist with selection and assimilation of new individuals and teams.

### HR Technology Review

We are experts in HR and Recruitment software platforms in the Australian environment, and the process of transforming your applications to the cloud.

We can assess your current technology or planned developments, assist in requirements analysis and supplier capability assessments, manage or contribute to your RFI or RFP processes.

### HR Strategy & Planning

Orchard can perform HR maturity diagnostics and assessments across all aspects of HR which help you identify your transformation needs and priorities.

Our consultants can provide strategic transformation advice and assistance, help you develop strategic plans, build business cases and design improvement programs.

### Outplacement Services

Our range of practical career transition services assist people to become better equipped to secure a new role. The core components of our program include career discussion, CV review and development, LinkedIn profile review, overview of the employment market, job application and interview training and ongoing advice.

### Employee Referral Program

We develop strong employee referral programs and help you to convert your workforce into valuable recruiters. Employee referrals have been shown to deliver faster, lower-cost hires, of better quality and more engaged, therefore reducing your turnover rate.

### Management Development

Hiring managers know their field but often require assistance in how to recruit and develop people effectively. Orchard can help train your managers to create position descriptions; ask the right questions in hiring interviews; design and implement cascaded employee goals; to effectively assess information gleaned during hiring, performance review or employee development interviews. We can contribute to many aspects of your management development programs.



## Great People, Smart Business

HR as a Service

HR Consulting

Career Centres

Recruitment

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**Sydney**  
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