



Who are Bluefin Resources?

In an environment increasingly populated by global recruitment conglomerates, where generalist services are commonplace, Bluefin Resources has emerged as an independent and true specialist in the areas of:

- Data Analytics
- Marketing and Market Research
- Risk Management & Financial Markets
- Technology
- Investment and Wealth Management
- Consumer and Commercial Lending
- Digital



Established in September 2003, Bluefin Resources was from the beginning established as a company providing truly specialist recruitment services to the Australian marketplace and beyond. The quality of our employees has been the back bone of our spectacular growth. Our priority is attracting and retaining the best people in the market. We believe that Bluefin Resources has a lot to offer both newcomers to the recruitment industry, and experienced recruiters. We have quickly built a reputation in the recruitment marketplace as an employer of choice that stands out from the crowd. In a recent staff survey that Bluefin conducted one of the major benefits highlighted was the quality of the people that they work with. Bluefin Resources are proud to be the highest ranked recruitment firm in the BRW 2010 Best Places to Work.

A True Specialist

- Our specialist divisions are well defined and specific. We offer a level of specialisation not seen in many other recruitment companies.
- This level of specialisation has enabled Bluefin to build enviable relationships with some of Australia's most successful organisations
- We have a reputation for filling specialist roles where other recruitment companies cannot compete
- We empower our employees to choose their area of specialisation
- Our staff enjoy the satisfaction of being a specialist and truly adding value to the recruitment process as an industry expert

Growth

- Bluefin Resources had humble beginnings; Bluefin's Director James Hone started the company from his study at home. As of October 2010 Bluefin employs over 40 people across our Sydney and Melbourne offices. Both locations have spectacular water views.
- Our future growth plans are aggressive including extensive growth in Sydney and Melbourne, as well as new offices in Singapore.
- Bluefin has consistently established new specialist markets since inception. As an evolving dynamic organisation we are constantly seeking to develop our divisions in line with the market and client needs.
- Our specialist divisions have no geographical boundaries - we recruit across Australia and internationally
- Our existing specialist divisions have massive scope - now is a great opportunity to make your mark

Career Progression & Development

- We provide on-going training and support throughout your career. We use a mixture of mediums including classroom training, desk-side mentoring, and external sources.
- Work with experienced Divisional Managers & Directors who know their specialist divisions inside out
- Bluefin offers clear career progression plans. We recognise that not all Bluefin employees aspire to management and in turn offer alternate career routes.
- We pride ourselves on promoting from within – there are many cases of Bluefin employees setting up new specialist divisions and moving into management roles

Culture

- Straight talking and open communication
- Our staff retention is market leading
- Encouraging a work/life balance. Unlike many agencies, you won't find a culture of long working hours at Bluefin
- Focusing on quality rather than quantity. Bluefin are not as KPI focused as many other recruitment companies
- No tie policy
- Fostering a genuine team environment; we work together as a team to achieve the best outcomes for our clients and candidates
- Great office space with spectacular water views
- Atmosphere, great buzz in the office
- Fun environment. We all have a sense of humour and don't take ourselves too seriously.

Remuneration

Bluefin rewards their staff at a number of levels:

- Market leading remuneration schemes including aggressive commission structures
- We pay the same commission on contract margin as we do permanent
- Long Term - Bonus Share Plan Scheme, 5 year sales incentive
- We reward high performing individuals
- Other non cash incentives include bi-annual top biller and highest performing manager, team performances and 'Double-Header' competition