



A R I S • Z I N C



RECRUITMENT • CONSULTING • PAYROLL SERVICES



Our *vision.*

Aris-Zinc are known, recognised and respected as Change Leaders and enablers in an increasingly fast-paced and evolving business world.

We champion people first, empowering them to take charge of their own aspirations and professional futures.

We inspire transformational business people solutions for organisations and positive career pathways for individuals.

together WE ACHIEVE

Stronger *together.*

To truly deliver greatness, we believe in connecting with people like you— people who are passionate about the standard of work they deliver, their professional reputation, and the community around them.

The idea of “being in the people business” isn’t just a cliché to us. We live it. Every day. We interpret and connect to the industry because we’ve worked in the industry. The services we deliver are only part of the story.

We partner alongside people in a business environment, helping them learn, understand and adapt. Bringing this human element into our educational and collaborative approach is what makes us stronger.

The difference we make is that ‘Together We Achieve’.

For over a decade, we’ve been providing quality, high-value end-to-end solutions, for both clients and candidates, in Recruitment, Consulting and Payroll Services in the Canberra, Sydney and Brisbane markets.

We source and place highly talented and skilled professionals in permanent, temporary and contract roles through junior positions all the way through to leadership/management positions.

Whoever we may be working with, Aris-Zinc is about being ready for the future of business, and playing an active part in how that future unfolds.

We see our team as being an extension of our clients’, and we take care of our candidates as if they’re our own people.

Our “think win-win” mindset means we’ll always work to find the right solution, and the right fit, for everyone.

We know and specialise in corporate and government sectors, studios and agencies, across various industries as:

- ⊞ Account Services
- ⊞ Advertising
- ⊞ Business Development
- ⊞ Communications
- ⊞ Creative
- ⊞ Digital Design and Development

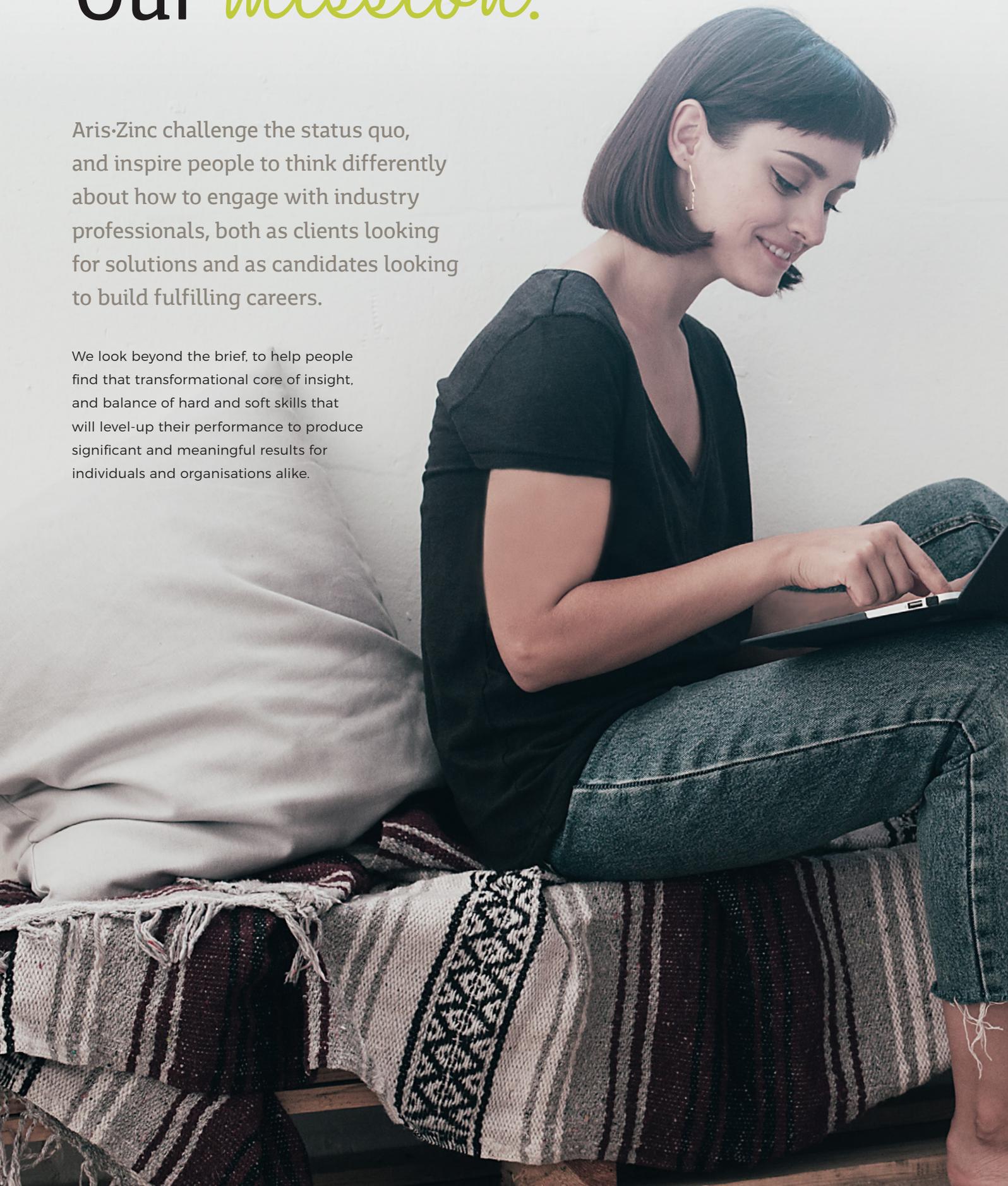
- ⊞ Information Communications Technology (ICT)
- ⊞ Information Technology (IT)
- ⊞ Marketing
- ⊞ Media
- ⊞ Print Design
- ⊞ Production
- ⊞ Social Media.



Our *mission.*

Aris-Zinc challenge the status quo, and inspire people to think differently about how to engage with industry professionals, both as clients looking for solutions and as candidates looking to build fulfilling careers.

We look beyond the brief, to help people find that transformational core of insight, and balance of hard and soft skills that will level-up their performance to produce significant and meaningful results for individuals and organisations alike.



Our promise *to you.*

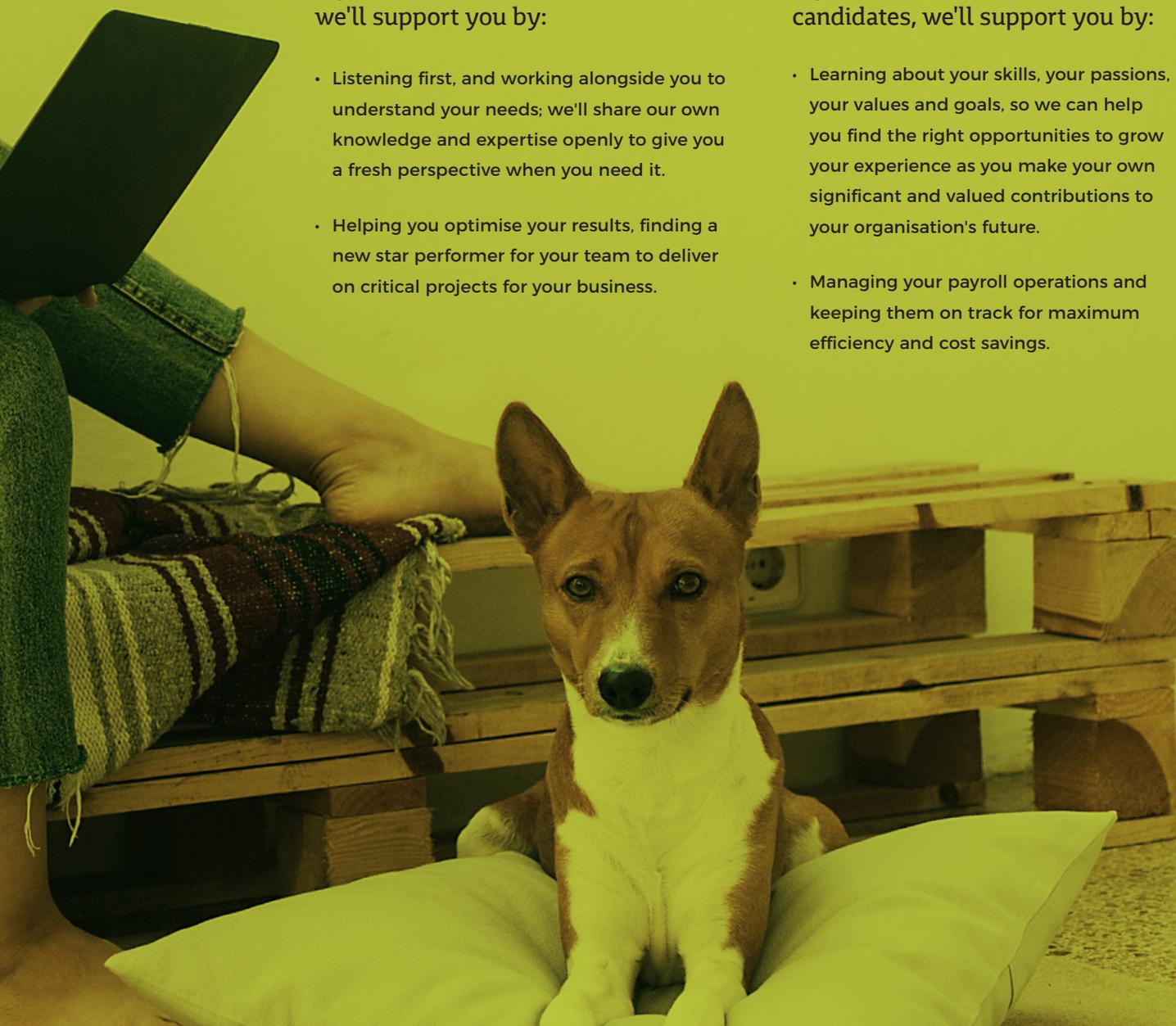
We'll work collaboratively with you to understand your goals and ambitions—for your business if you're our client, or for your career if you're in our talent pool—and help you realise them. We'll be your problem-solvers, advisors, educators, coaches and cheer squads. We're committed to doing everything in our power to help you get the results you want. We'll make you look good, and we'll make sure you can back up your great form with genuine function.

If you're our client,
we'll support you by:

- Listening first, and working alongside you to understand your needs; we'll share our own knowledge and expertise openly to give you a fresh perspective when you need it.
- Helping you optimise your results, finding a new star performer for your team to deliver on critical projects for your business.

If you're one of our talented
candidates, we'll support you by:

- Learning about your skills, your passions, your values and goals, so we can help you find the right opportunities to grow your experience as you make your own significant and valued contributions to your organisation's future.
- Managing your payroll operations and keeping them on track for maximum efficiency and cost savings.



Firm foundations. *Solid future.*

Four core values are at the foundation of our commitment to helping you achieve more:

Rock Solid.

Whatever It Takes.

Purpose With Passion.

We Are Human.

Together we achieve, and together we'll build a solid future—for your business, your career, and our profession.

If you're feeling like the more work you do, the more you get, you're not alone. The people at Aris-Zinc have worked in the industry, and we've been where you are now. We're not afraid to roll up our sleeves and lend a hand to help you get on top of things once and for all.

We'll share our expertise, and connect you with some of the best talent in the market to help you achieve your goals. That way, you can enjoy your work more, and claim back some of that elusive "work-life balance" everyone talks about.

Rock Solid.

We've been around for a long time, and we're not going anywhere soon. We're here for You. Whenever you need us.

We've been in your shoes. We've paid our dues as we've built up our own career portfolios; we've navigated all the nuances of getting projects across the line; and we've juggled the demands of operational and project deadlines alongside home and family commitments. Sure, it's a challenge, but it's an immensely satisfying one. We're proud of those we work with, and what we accomplish together. Our reputation in the marketplace reflects this.

Whatever It Takes.

When the going gets tough, we'll still be there, working to find a solution. We're resilient and move with the times.

Aris-Zinc has the hands-on, hard-won, from-the-trenches-to-the-boardroom expertise you need to define, articulate and achieve your aspirations in the business world. We never give up. We're always ready to go back to the drawing board until we find the winning formula that will win the hearts and minds of those you seek to influence.

Purpose With Passion.

We don't just 'go through the motions'. We love what we do and we love making a difference to people's lives, at work, and in the community.

It's no secret. We love what we do. But we also believe that to realise the true value of living our passion, we need a solid purpose at our core. That purpose is helping unleash the potential hidden in every situation, and in every person. We help others discover "Why?" then challenge them to ask "Why not?" We feel a deep sense of triumph when we see others thrive.

We Are Human.

It's the people we meet and the relationships we form that make the difference between a good day at work, and a great day at work.

We're in this together, from start to finish. While some businesses claim they're "in the people business", few know what that really means or looks like. At Aris-Zinc, we live it, every day. We take the time to get to know you, your business, and your aspirations, so we can build a true understanding of how we can help you make a difference. We play a long game, and see ourselves as an extension of you and your team, working together toward the same goals.



Travelling full *circle*..

The Aris-Zinc story really begins with my story. I started my career in India, working as an IT programmer, before moving to Australia in 2002 to study my Master of Information Technology from the University of Canberra.

After graduating in early 2003, I started working as a sole operator, consulting into government and private enterprise in Canberra, first as a programmer and analyst, then as an ICT project manager.

In each of my positions, I watched how the people I worked with struggled with balancing the demands of delivering their core project work against their operational obligations.



the genesis of Aris·Zinc.

The biggest pain points I saw with clients was trying to deliver projects with under-skilled staff, lack of understanding of the final project target or missing the motivation for the client's ultimate objective. There were also problematic issues with the management and expectations of the project budget and timeframes.

It was evident to me that the appointed project staff were losing their focus and passion on the project delivery as their initial skills and strengths were being under utilised in the client/project environment. Not only did this impact the success of the project delivery, it had a deeper effect on the value and significance of the individual's contribution and career.

I wanted to do more, so I started asking questions and exploring the market for solutions. The answers I came up with were ArisTech (in 2007) and Aris Consulting (in 2016). Through these companies, I helped my clients better manage contracts, staffing, and payroll as well as delivering hands-on outcome-based ICT consulting services.

By striving to build this deeper understanding and connection, I was in a better position to deliver a solution that did not just meet the written brief, but also create a deep sense of fulfilment and achievement.

I'm very entrepreneurial, and I'm always on the look out for new and better ways to serve my clients. Part of that means keeping my eye out for new and emerging opportunities. In Zinc Recruitment, I saw a chance to open up new markets, industries and locations. Based in Brisbane, the company had an equally strong reputation built up over 13 years with private agencies, corporate and government clients. They were highly respected and known for recruiting professionals in the creative, digital, design, production, communications, media, advertising and marketing space.

In 2019, I took management of Zinc Recruitment in alignment with ArisTech and Aris Consulting, merging the services and expertise of the three companies to give our clients a 360° service as the newly formed Aris-Zinc. Now we have a greater national reach, and we're fuelled by our passion for connecting and supporting amazing people around the country.

We have an enviable reputation as personable and committed professionals, with a strong professional network, which we've built and grown over many years. We can consistently deliver quality end-to-end design and technology solutions that will help our clients develop innovative and forward-thinking results. We do this by sourcing, managing and recruiting the best-suited people, not only through their educational skillset and expertise, but their ability to adapt and become part of existing teams and work cultures, to steward change within our clients' business.

The Aris-Zinc team and I are excited by the opportunity to grow and evolve alongside the design and technology industries, as well as the people and businesses that play a part in bringing the future to life.

Cheers
Manoj

Business *services.*



The people at Aris-Zinc have a wealth of experience in various fields. Together, we work to make sure our clients and candidates always get the best of us, and the opportunities available, whether that's in the job market, in the latest IT solutions, or in the digital and creative space.

As our client, we are dedicated across every aspect of the recruitment process—from all forms of advertising (print and online), to shortlisting and interviewing, reference and visa checks. We eliminate the stress by helping you get the onboarding process started, setting up necessary insurances for your new team member, managing timesheets and processing their payroll.

When you ask for our help to find your new star performer (or new team member for specific projects), we do our homework well. We'll work alongside you, getting to know you, your team, and the unique circumstances of the project or role you want to fill. We blend these insights with our deep understanding of the labour market and hiring constraints—we can even help with security validation for sensitive government projects—to give you a solid folio of candidate solutions from our extensive network.

As our candidate, we're redefining the term "recruitment" and what that actually means to you when you come to us. We are human too, and we get that searching for work can be a challenging and even a daunting experience. Being made redundant, unfair work dismissal, discrimination, lack of recognition in the workplace or taking a leap of faith to the next level in your career are real issues people face every single day.

We come from a confidential and caring perspective, so we can match your values and expectations in alignment with the type of work environment that excites and motivates you. We believe in what we do so much, that we aim to add that extra bit of value in every single interaction. We even help you with your CV, advice on interview tips and give you the heads up on crucial insights into the position, team, project or organisation you are applying for, that otherwise you wouldn't have access to. This means you can put your best foot forward with confidence.

Our goal is to connect people in fulfilling personal and professional relationships that stand the test of time. We don't just forget about you once we find your place, we follow your career path and are waiting to support you when you make your next big move.



Right People. Right Time.

The better we know one another, the better we can work together to create real, lasting value. At Aris-Zinc, we can help you with either short- or long-term engagements, temporary, contract or permanent placements—from junior to leadership/management positions.

We know and specialise in corporate and government sectors, studios and agencies, across various industries.

Why not give us a call and have a chat or jump on our website to see what we have currently available. **We'd love to hear and get to know you!**







Our ICT consulting staff quickly become part of your team, whether they're helping you with a high-value project, or something on a smaller scale. Our qualified and professional consultants have extensive experience developing, delivering, and leading strategic initiatives in a range of different environments, on-site or off. Aris-Zinc use a proven project methodology that aligns with current industry standards in government and corporate sectors, so we can ensure we always do the right thing by you.

We're specialists at putting together agile teams of highly skilled, security-cleared professionals who can support you manage projects at all levels of complexity. Our integrated digital and ICT business service model means Aris-Zinc can create teams that can seamlessly deliver all aspects of a project, from back-end development to front-end user interface design and execution.

Our proven track record and reputation in the IT industry means we're true consultants—not just order takers. We understand the latest technologies and

business parameters you're working with, and we use that understanding to work with you to build teams with the precise skillsets you need to help you get the results you want. We aim to have the 'bigger picture' in mind when we recruit for you.

We're always on hand to give you the extra support and expertise you need to assist your team and management rest easier, confident their initiatives will be delivered well, on time and on budget.

Aris-Zinc's processes are fully quality assured and accredited to ISO 9001 Quality Management System.



Our contractor payroll services make it so much easier to manage the operational back-end of getting—and keeping—skilled staff. We manage everything from beginning to end, taking care of contractors' salary payments, as well as their tax, superannuation and relevant insurance payments—accurately, and in compliance with the law. We also take care of salary sacrificing, with things like novated leasing and other work-related expense packaging services. We do the paperwork so you don't have to.

As a contractor, this gives you the surety of being paid on time, every time, so you can focus on what you do best: Delivering value to our clients.

We can also help you structure your salary package to minimise your tax, and we can pay your salary into multiple accounts. This advice means you can be smarter with your income so that it suits the way you want to live and work.



Strong *partnerships.*

Partnering with Government Departments through Preferred Supplier Panels.

Aris-Zinc are preferred suppliers to multiple state and federal government panels in Australia.

This relationship is important as it gives us direct and exclusive access to positions and projects, which are not

advertised publicly. It also streamlines the recruitment process, lowers the cost of delivering employment to our candidates and clients, maximises opportunities for market share and ensures a "win-win" solution for both parties.

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There is a lot of duplication and manual form filling in our organisations processes, with the help of Aris-Zinc we have been able to streamline these processes and reduce the amount of unintentional errors by building online forms with inbuilt business rules. With their expertise in SharePoint they have revolutionised the way we work by working closely with subject area experts to develop automatic workflows, reducing duplication and streamlining record keeping. This has resulted in a cleaner, simpler way of managing our operational processes. Aris-Zinc were always responsive to our needs and work hard to implement the best possible solution. They are a pleasure to work with and will do so again.

NICK H - MUSEUM OF AUSTRALIAN DEMOCRACY





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CANBERRA · SYDNEY · BRISBANE

together WE ACHIEVE

Whether you're looking for an opportunity to level-up your career or transform your business, the people at Aris-Zinc can get you there.

We'd love to hear from you and help start building your future today.

