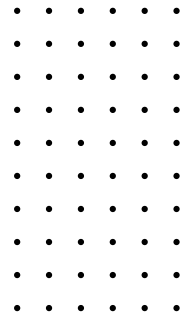




TRIAL BY FIRE
RECRUITMENT



CAPABILITY STATEMENT

trialbyfirerecruitment.com.au



TRIAL BY FIRE
RECRUITMENT



YOUR WORKFORCE, HANDPICKED BY FELLOW TRADESPEOPLE

At Trial By Fire Recruitment, we're not just recruiters, we're trades professionals who understand our industry. Located above our joinery factory in Seven Hills, we help with skilled tradespeople selected by trades experts, tested in-house, and tailored to your business needs.

WHAT MAKES US DIFFERENT



Custom Solutions

Tailored recruitment for your specific needs, from machinists, upholsterers, cabinet makers, joiners, estimators to installers and even drafters



Industry Expertise

Over 15 years of experience in shopfitting, cabinet-making, furnishings and trades recruitment.



Hands on Screening

We recruit and hand-select candidates to a high standard, leveraging our joinery and shopfitting expertise to assess their skills through detailed discussions about their experience.



ACFA Members

We are proud members of the **Australian Cabinet and Furniture Association (ACFA)**, demonstrating our commitment to industry standards, professionalism, and excellence in the cabinet and furniture sector.





TRIAL BY FIRE
RECRUITMENT

The True Cost of A Bad Hire And How to Protect Your Business

Hiring the wrong person is **costly**. It leads to lost productivity, wasted training, project delays, and low team morale. In the trades industry, where skills and reliability matter, a bad hire can hurt your business.

What Does a Bad Hire Cost You?



- **Wasted Wages**
Paying someone who isn't the right fit.
- **Lost Productivity**
Slower projects and missed deadlines.
- **Rehiring Costs**
Time and money spent recruiting again.
- **Training Waste**
Resources invested in the wrong hire.
- **Team Impact**
Poor morale and disrupted workflow.

Recruiting Yourself vs. Trial by Fire

Doing it yourself might seem cheaper, but bad hires cost you time and money. Trial by Fire takes the stress out of hiring with quality recruitment solutions that actually work.

With over 20 years in the trades, we know who's worth hiring and what they're worth. We match the right people to the right jobs...simple.



OUR SERVICES



1. Permanent Staff Solutions

Skilled, long-term staff who integrate seamlessly into your team.



2. Temp-to-Perm Trial Hiring

Trial a candidate for a day, two days, or a week before deciding on a permanent offer.



3. In-House Drafting

Our drafting team handles urgent tasks while we find the right long-term candidate for you.



4. Onsite Candidate Assessments

We can test and evaluate candidates in our workshop before placement.



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MORE SERVICES



Apprentices

Recruitment of motivated young apprentices ready to succeed in a trades career.



Expert Installation Team

High-quality setup for joinery and carpentry projects.



Custom Fabrication

Bespoke joinery solutions, crafted in our factory with precision and efficiency.



Consulting Services

Practical advice to tackle challenges and improve project outcomes.



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Client Success Story:

Full Team Rebuild for a Sydney Joinery and Shopfitting Business



A Western Sydney joinery and shopfitting company was having big problems with team performance. Some staff were not pulling their weight, which slowed down jobs and hurt the quality of work. The business needed to rebuild its team to get back on track.

THE PROBLEM:

They had hired people themselves or used other ways to find staff, but there was no proper screening and comprehensive reference checks in place. This led to poor teamwork, patchy results, and no one taking ownership on the workshop floor. Jobs were falling behind and the owner was frustrated.

HOW WE HELPED:

We worked with them to review their whole team. We helped spot which workers were not meeting the mark and replaced them with strong, reliable tradespeople. We rebuilt the team from the ground up with people who were ready to work and do the job properly.



THE RESULT:

- The workshop started running smoother
- Jobs were getting done faster
- The mood on the floor lifted
- The team is now strong and stable, ready to grow

CANDIDATE OUTCOME:

A few of the new hires have already become key players in the team. One stepped up into a leadership role and is now helping drive big projects to the finish line ahead of schedule.

WHAT'S NEXT:

The business is now looking at steady growth. They're likely to hire more cabinet makers, installers, and maybe even a junior. They are also exploring the idea of moving into a bigger factory to keep up with the workload.





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Our Guarantee



» PERMANENT HIRES

3 Month Guarantee

Don't work out in 3 months?
We'll replace them. No charge.

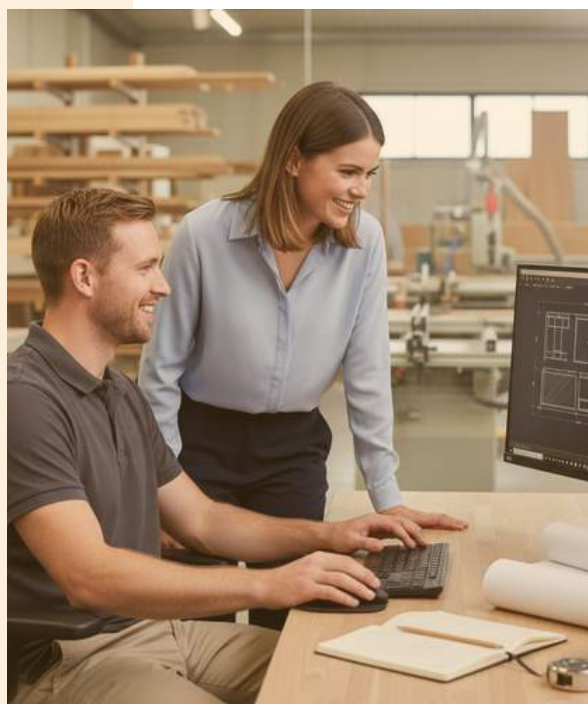
» TEMP-TO-PERM TRIALS

Trial Before You Decide

Trial a candidate as a casual or subbie before making a permanent offer.

Our Quality Promise

- ✓ **WE DON'T GUESS. WE TEST.**
Every candidate is vetted and screened.
- ✓ **REAL TRIALS. REAL RESULTS.**
We can test candidates in our own factory before they reach you.
- ✓ **ONLY PROVEN TALENT.**
If we wouldn't hire them, we won't send them.
- ✓ **NO RECRUITMENT FEE FOR THE TRIAL.**
No upfront fees, no joining fees. Trial your candidate before offering them a permanent role.
- ✓ **HEAD HUNTING THE BEST TALENT**
Sourcing off market talent with long tenure is key to building your team.
- ✓ **PEACE OF MIND HIRING.**
You can make a permanent decision with confidence, backed by our replacement guarantee.



WHO WE WORK WITH



- **Construction**

Providing skilled workers for various construction projects.

- **Upholstery & Furniture Making**

- **Shopfitting**

Offering specialized talent for retail and commercial fit-outs.

- **Upholstery & Furniture Making**

Supplying experienced upholsterers, machinists and restoration experts.

- **Manufacturing**

Supplying expertise for manufacturing processes and production lines.

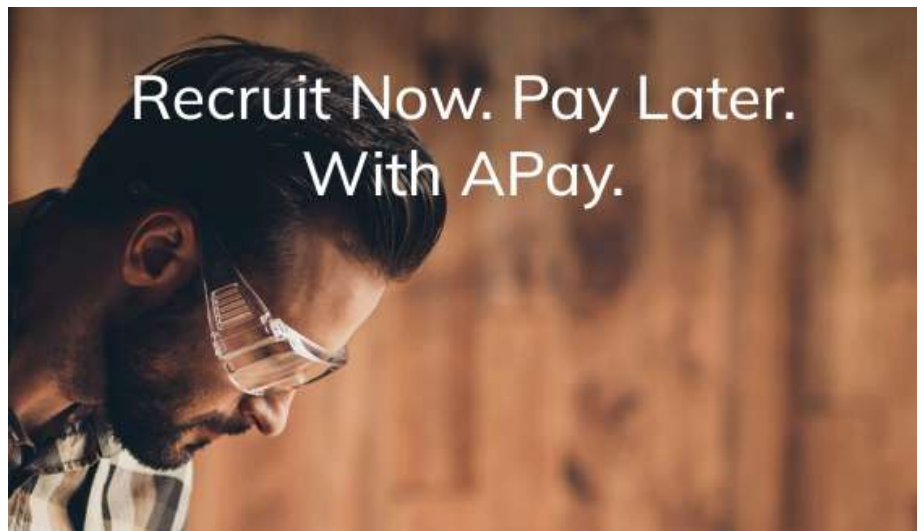
- **Cabinet-Making**

Connecting businesses with skilled craftsmen for custom cabinetry.

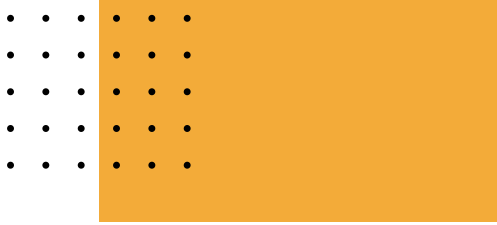
- **Office Fit Outs**

Connecting businesses with skilled craftsmen for custom cabinetry.

OUR PARTNERSHIPS



Recruit Now. Pay Later.
With APay.



SOLVE YOUR RECRUITMENT CHALLENGES

At Trial by Fire Recruitment, our fast growth and success comes from the expertise of our co-directors, Luke-Keegan Floyd (Head of Recruitment) and James Hall.

James, from **OneStop Joinery Solutions**, brings strong knowledge of quality craftsmanship and smooth project management. Their industry experience helps us find the best people for the joinery, construction and manufacturing sectors, ensuring we deliver great results every time.

Stop wasting time and money on dodgy hires. With Trial By Fire Recruitment, you'll get skilled, job-ready staff selected by industry professionals who understand your business.

15+

Years of Experience

In trades and recruitment

100%

Hands-On Screening

Every candidate tested

0




Wasted Time

Pre-trained, ready to work

REQUEST A QUOTE



Which Trial by Fire Recruitment Option is Right for You?

-  **ProHire Outsourced Recruitment**
Specialist priority recruitment, ongoing monthly outsourced hiring.
-  **Flat Fee Recruitment**
Affordable, one-time fee hiring.
-  **Temp-to-Perm**
Trial a candidate as a casual first. No recruitment fee for the trial.



GET STARTED TODAY

1

Contact Us

Call: 02 7247 2506
[Click here to get started!](#)

2

Discuss Your Needs

We'll tailor our services to your budget and requirements.

3

No Upfront Costs!

Receive skilled, pre-screened candidates ready to contribute.