



TRIAL BY FIRE  
RECRUITMENT

# THE TRIAL BY FIRE GUARANTEE

We know you deliver high-quality handmade products, which is why we offer the Trial by Fire Guarantee so you can keep your standards high with the right team.



**Finding the right candidate is crucial. Our guarantee gives you peace of mind.**

At **Trial by Fire Recruitment**, we stand behind our candidates

That's why we offer a **3-month replacement guarantee** on all permanent placements.

If your new hire doesn't work out, we'll replace them at no extra cost.



**"What if we're not looking for a permanent hire right now?"**

We offer **temp and casual staff**, giving you the chance to trial them before bringing them on full-time if they're a good fit.



**"What if we just need a subbie or someone short-term?"**

No worries. We've got fully insured casuals ready to go. We take care of payroll, super, workers' comp and admin. You just approve timesheets and pay **one easy invoice**.



**"And if the new subbie isn't the right fit?"**

You're backed by our **4-Hour Guarantee**  
If a **labour hire** worker isn't up to scratch on day one, send them home within the first 4 hours and **we'll replace them at no charge**.



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## How We Deliver Quality Candidates



- ✓ **Pre-screened candidates**  
Every candidate goes through a detailed vetting process, including skills assessment, resume review, and work history verification.
- ✓ **Tailored selection**  
We benchmark your feedback from the first interview, ensuring future candidates are even more aligned with your needs.
- ✓ **Industry expertise**  
With 15+ years in the joinery and shopfitting industry and our own workshop, we know what it takes to find the best tradespeople.
- ✓ **Proactive sourcing**  
We connect with top talent months in advance, ensuring we have skilled professionals ready when the right opportunity comes up.
- ✓ **Temp to Perm Flexibility**  
Start with a casual. If they perform, flip them to perm with no disruption. You get to trial them without the upfront commitment.

### Don't let upfront costs delay the right permanent hire

Recruit now. Pay over time.

#### **Recruit Now, Pay Later**

*Permanent Recruitment Made Easier*

Secure the right permanent hire today and spread your recruitment fee over 90 days.

- ✓ Flexible payment options through APAY
- ✓ Industry tested, permanent candidates handpicked by trades experts
- ✓ Proud ACFA members supporting the industry

# 3 Hiring Fixes

## Real Hiring Problems

## REAL STAFFING RESULTS

***“We Just Needed Someone Who Would Actually Turn Up”***

– Client Success Stories from Busy Sydney Businesses

### CLIENT STORY 1

#### **Established Joinery Factory. Growing Fast, Struggling to Find the Right People**

A well established commercial and residential joinery factory delivering projects from government offices to full home fit outs was winning more work than ever.

The culture was strong. The standards were high. But their location made it hard to attract suitable candidates. Job ads brought in poor fits who did not meet the brief.

They needed experienced operators who could perform from day one.

#### **How we helped:**

We started by placing a senior installer. Then a senior factory joiner.

As demand grew over the next 12 months, we placed over 6 permanent roles across site, factory, drafting and estimating.

Each time, we presented a shortlist with varying skill levels and pay expectations so they could hire strategically for long term growth.

Because we had already placed strong seniors into a great culture, and they were offering a permanent role straight away, quality candidates were drawn to the business. We focused on proven tenure and performance. Every hire has passed probation and integrated seamlessly.

#### **The result:**

- The workforce has doubled with a premium team at sustainable rates.
- Projects are being quoted, won and delivered faster.
- The owners now spend more time on client work and growth.
- Staff feel valued, supported and committed long term.

As the owner said, *“Feels like I’m out of a job.”*



## CLIENT STORY 2

### High-End Joinery Company – Sick of Flaky Subbies and Bad Referrals



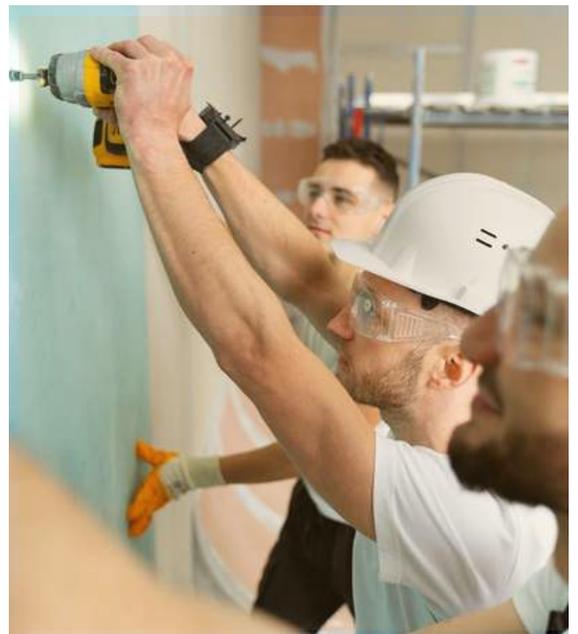
A busy joinery firm specialising in commercial and high-end residential projects needed skilled trades fast. They'd had enough of subcontractors disappearing mid-job and generalist recruitment agencies sending in guys who just didn't fit. They needed people who could show up, get the job done, and match their standards.

#### How we helped:

We sent them fully trade-qualified, pre-screened workers who got stuck in straight away. We set up a simple two-week trial with easy conversion terms if it was a good match.

#### The result:

- Two solid placements within a week.
- One worker was converted to permanent.
- The client finally felt confident bringing more staff on.
- The business gained a reliable long-term team member, and the candidate stepped into a stable role with better pay.



**Want to turn hiring from a headache into a smooth process?**  
These Sydney businesses did and they're not looking back.

## CLIENT STORY 3

### Commercial Fitout Company. Constant No-Shows, Always Behind

A fast moving Sydney commercial fitout company was under constant pressure delivering projects with tight deadlines and no room for error.

They were trying to source labour through Gumtree and Facebook. It was costing time and money.

Workers would not show up. Jobs were falling behind. Stress levels were rising.

They needed reliable people who could turn up and get stuck in from day one.



#### How we helped:

We placed reliable labourers and shopfitters from our trusted casual pool. People we knew would show up and perform.

Our team handled payroll, insurance and compliance, giving the client one point of contact and zero admin headaches.

#### The result:

- Zero no shows since starting with us.
- Deadlines now hit consistently.
- One labourer earned a full time role.
- Asked us for more staff as projects increased.
- The team now works with confidence, not chaos.

## Request A Quote

[Click Here to Request a Quote](#)

#### Why Request a Quote?

- Upfront pricing, no hidden fees.
- Tailored to your role type, volume, and timeframe.
- Options for temporary, permanent, or trial-to-perm hires.