



PERDAMAN
GLOBAL SERVICES

CAPABILITY STATEMENT



- Immigration
- Recruitment
- Payrolling
- Translations
- Interpreting
- HR Outsourcing
- Psychometric Testing
- Internships
- Labour Hire
- Skills Assessments

CREATING A **BETTER** **TOMORROW**



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OVERVIEW

Perdaman Global Services is the local specialist with a global network and capabilities across immigration, recruitment, human resources and translators and interpreters.

A complementary, multi-disciplinary business, translations and interpreting company with a team of experienced Registered Migration Agents and qualified professionals with multi-lingual capabilities.

Our major point of difference in the marketplace is that we offer a genuinely integrated service for our clients, through a simple point of contact.

We do this by underpinning our core services of immigration and recruitment with a complete range of human resources, translators and interpreters. The broad

mix of skills and experience demonstrates that we have the flexibility to tailor solutions to meet the needs of a diverse range of industries, organisations and individuals.

Perdaman Global Services, with offices in China, Philippines, Australia, India and the United Kingdom, employs staff, the majority of whom are based at our headquarters in Perth, Western Australia; in addition to our alliance partners located across the globe.

The team includes qualified migration agents, recruitment and human resources professionals, training specialists and professional coaches.



DEPTH OF EXPERIENCE

More than 40 years of migration knowledge, 15 years of recruitment experience



DEDICATED CASE MANAGERS

Our multilingual Case Managers offer a personalised professional service



DIVERSITY OF PRODUCT

Immigration, recruitment, human resources and translation services



DELIVERY OF PRODUCT

On time and on budget



CUSTOMER SERVICE ORIENTATED

Willingness to respond and assist clients to meet their needs and provide solutions.



OVER 30 STAFF

Few, if any companies in Australia offer such a comprehensive and complementary mix of services



OUR PEOPLE

Perdaman Global Services has a team of professional staff who are amongst Australia's most experienced migration agents, recruitment practitioners and human resources consultants. Our members belong to the Migration Institute of Australia and Australian Institute of Management.

The key to our success is having staff who understand and can respond to the needs of different cultures where a majority of them have personally been through the immigration process, and are committed to make the whole process as smooth as possible for all stakeholders.

Perdaman Global Services staff possess multi-lingual capabilities and are able to speak and interpret English, French, Filipino (Tagalog & Cebuano), Chinese, Cantonese, Mandarin, Hindi, Croatian and Polish, allowing the organisations to operate effectively with global organisations.

OUR VISION

To be the local specialist in Australia with a global presence in immigration, recruitment, human resources, translators and interpreters.

To be the first choice within Australia for your workforce and immigration needs.

OUR VALUES

Accountability | Honesty | Integrity
Excellence | Diversity



IMMIGRATION



WIDE RANGE OF INDUSTRIES

- Oil and gas
- Subsea Construction
- Mining
- Engineering and resources
- Manufacturing
- Recruitment
- Finance
- Hospitality
- Property services

Perdaman Global Services has a strong and proven track record in providing visa and immigration solutions to businesses that need to recruit skilled overseas workers to fulfil work commitments.

WE ASSIST COMPANIES IN THE FOLLOWING AREAS:

- Establish and manage business sponsorship agreements
- Assist with compilation of skill assessments and competency demonstrated reports
- Prepare, lodge and monitor employer nominated applications
- Help overseas-based personnel and their families gain temporary and/or permanent residency in Australia
- Negotiate labour agreements with the Department of Home Affairs
- Provide advice and assistance to ensure businesses meet sponsorship and compliance obligations
- Prepare and lodge short stay business visas
- Monitoring and Compliance
- Citizenship/appeals

Perdaman Global Services supports businesses from a wide range of industries including oil and gas, subsea construction, mining, engineering and resources, manufacturing, recruitment, finance, hospitality, and property services.

Our clients range from small to medium enterprises to large public-listed companies. We provide visa solutions to overseas businesses relocating to or establishing a business in Australia, and to people looking to acquire a business in Australia.

We have worked with Perdaman Global Services for over 6 years and are very satisfied with the delivery of services and knowledge to myself and our crewing team. Perdaman Global Services provides solutions to meet the tight deadlines that we constantly encounter.

The project work needs to be of the highest quality, which is what we get from Perdaman Global Services. They are responsible for compiling subclass 400 and 457 visas and managing our Labour Agreement.

Perdaman Global Services understands the high standards that our company have and are most efficient in delivering well within the time limits. I would highly recommend working with them.

– Darren McCormick, General Manager, DOF Management

THE FUTURE OF RECRUITMENT



Perdaman Global Services is a leading employment agency offering a diverse range of workforce solutions to meet our clients every need.

With offices in Australia, the United Kingdom, Philippines, India and alliances with recruitment partners around the world, Perdaman Global Services has access to a global workforce and the ability to manage the end to end process from attraction through to international mobilisation.

Our recruitment division is focused on building bespoke strategies to assist in making your recruitment process

easier. By understanding your requirement in detail Perdaman Global Services will provide a strategy to allow you to concentrate on business growth whilst we source, select, and mobilise the candidates. From C Suite positions through to short term project labour hire requirements we have a plethora of services we can offer to support your business.

Our point of difference is we offer an unbundled service where you only pay for what you want. Working with you to save you time and money we can develop a solution that meets your needs.

OUR VISION FOR RECRUITMENT

Our vision is to become an extension of your organisation, and be the first choice for your workforce planning and recruitment needs. We offer a flexible approach at all stages and will tailor our process to meet your needs.

Our flexible approach and commitment to delivery and ability to deliver on time and with your budget is what sets Perdaman Global Services apart. **We stand by our quality, ethical, and relationship commitment.**

OUR SERVICES

- Local and international search and select assignments
- Permanent technical and trades recruitment locally and internationally
- Contract and temporary technical recruitment
- Labour hire
- Payrolling
- International mobilisation
- Offshore training
- Employer Sponsored International skilled workers
- Overseas deployment including visa and HR management
- Advertising locally and internationally
- Phone and Video Screening
- Shortlisting
- In depth competency based interview
- Overseas assessment centres
- Face to face interviews in other countries
- Interview management
- 360 reference checks (line manager, client, employee)
- Coordinate offer and contract negotiations
- Assist with relocation arrangement
- Arrange visa requirements for overseas candidates
- Manage client sponsorship requirements anywhere in the world

WORKFORCE PLANNING

Perdaman Global Services assists companies on large projects to meet their labour requirements by creating skilled labour pools of local and international candidates. We bring our combined immigration, recruitment, HR expertise and strategic partners together to create a proven cost-effective solution for any large-scale project.

We work with key stakeholders to obtain the necessary labour agreement approval by the Commonwealth Government to cover the local and international recruitment needs through all phases of the project.

Through our experience we have developed a proven process which enables us to attract and supply the best talent.

THIS PROCESS INCLUDES:

- Advertise and search existing database through our global network of recruitment agents
- Screen and short-list applications
- Conduct English language tests and skills to Australian Standards
- Facilitate and conduct training in accordance with Australian Licensing standards for specialised trade areas, and other inductions at overseas locations
- Conduct pre-employment medicals
- Arrange cultural, safety and workplace orientations and inductions off shore (for selected candidates only)
- Assist to mobilise and relocate the recruits to settle in Australia or New Zealand



“We would like to say a big thank you to Noelene, Jody, and Jec who have made the process of selection, recruitment and placement a seamless process. The professional networks, capability and communication all assisted with the process.”

— Melinda Deller, NDA Group LTD

OFFSHORE RECRUITMENT & TRAINING

Perdaman Global Services has infrastructure in place in Manila and India to source, train, and assess the skills of overseas candidates looking to relocate to Australia, New Zealand and the UK.

The training centre provides modern, spacious, and well equipped training facilities which allows both Perdaman Global Services and clients to meet, assess, and skills test candidates for a variety of technical positions.

SERVICES INCLUDED

- Interviews conducted in person with a Perdaman Representative and the opportunity for clients to conduct Skype interviews
- Skill testing of candidates to both the standards of the country the candidate will be based or the level required as per clients request
- Safety and work ready training to the standard of the country the candidates are going to be working
- Cultural awareness training
- English or other language testing
- Design your own assessment to be completed by the candidates both practical and theoretical
- Attend the centre to meet / asses the candidate for yourself or watch the testing live via Skype
- Once the candidates have been selected Perdaman Global Services will utilise our immigration team to prepare all visas and provide the candidates to you

POSITIONS WE RECRUIT FOR THE FUTURE

- HD Fitters
- Auto Electricians
- Boilermakers
- Tilers
- Carpenters
- Nurses
- Plasterers
- Brick Layers
- Sonographers
- Chefs
- Mechanical Engineers
- Chemical Engineers



“Piacentini’s have recruited highly skilled heavy duty diesel mechanics, welders, fabricators and auto electricians for many years. They also have an extensive apprenticeship program covering each of these areas, with approximately 45 apprentices training within the company at any one time. However, the ongoing shortage of these skill sets in Australia has forced Piacentini’s to seek highly skilled workers from overseas.

The overseas recruitment process has provided the company opportunities to expand the business, in part because of this stable, highly skilled workforce they have brought in. Not only has the recruitment of these employees enabled the business to grow, these highly skilled employees have been able to transfer their international skills to the Australians that has also provided benefit to the company.”

– Kelton Guy - Piacentini



HR & CONSULTANCY

Perdaman Global Services has an established human resource and consultancy service which combines many years of national and international human resources management and migration agent experience.

Our wealth of expertise comes from working within diverse industries, and our commitment to constantly updating our knowledge in relation to current legislation.

SERVICES INCLUDE:

- Strategic advice on setting up your HR function
- HR strategy and policy development designed for organisations
- Employment contracts detailing terms and conditions
- Employee negotiation and counselling
- Performance management and organization development
- Remuneration – salary packaging and payroll procedures
- Conflict management, performance improvement processes and facilitation
- Position descriptions and specific selection techniques
- Cultural integration

Whether you are setting up in Australia or have an established organisation, we ensure human resources practices are designed to meet your business needs, while complying with legislation and industry norms.

“Perdaman Global Services was recommended to me through a business associate, and I found them to be practical and easy to approach without being false.

It's an ongoing project, but its achieving the right results for us, and we're very happy with the partnership”.

– Simon Osenten, Project Manager, Allseas Construction Contractors



EDUCATION

At Perdaman Global Services, we believe that Education is the passport to your future. We are providing study tours to showcase education and investments in Australia for International students around the world. Perdaman Global Services has established relationships with leading education providers including UWA, Curtin University and Navitas, TAFE and Language Links International.

Perdaman Global Services also provides tours for parents, corporates and teachers, so all individuals can reap the benefits from education abroad. During our study tours students are given the opportunity to explore their interest in subjects such as English, Sports, Arts & Australian Culture and Music. They will be integrated into the local community where they will experience first-hand the Australian education system and way-of-life. Students will be showcased some of the most spectacular sites in the world including Kings Park, Wave Rock, and the opportunity to see some of Australia's finest wildlife including koalas and kangaroos.

In 2017, Perdaman Global Services organised a student exchange program with Santa Maria College for several international Chinese students from Liuzhou De Run Middle School. The program was implemented to allow the students to experience schooling in Australia and promote maturity, independence and flexibility among young people.

Following the students return to China, Mr. Cen, Principal of Liuzhou Derun Middle School, expressed positive feedback pertaining to all areas of the visit, including school experience, homestay experience, city experience and transport.

Perdaman Global Services offers concurrent tours to meet the potential investment interest of the parents. Whilst classes are in session, parents are offered the chance to view real estate products, business opportunities and investment packages which may lead to a platform for business migration.



TRANSLATING & INTERPRETING

Perdaman Global Services offers a comprehensive service of the highest quality, and work is completed quickly, accurately and confidentially by highly trained translators. We also have a team of legal, medical, engineering and technical experts who provide support for our translators in a range of specialist areas. This ensures the most accurate translation of highly specialised and technical terms and concepts.

We undertake all sizes of projects – from the translation of a one page document to large manuals and guides. We also co-ordinate the translation of large documents into various languages at one time.

We provide translating and interpreting services to individuals, the business sector and government agencies.

WE TRANSLATE A LARGE VARIETY OF DOCUMENTS, INCLUDING:

- Personal and immigration documents: i.e. education and work documents, birth, marriage and divorce certificates, police clearances etc.
- Court/legal documents
- Technical manuals
- Information brochures and pamphlets
- Travel and insurance reports and claims
- Tourism promotional materials
- Corporate Sales Agreements

WE PROVIDE INTERPRETING SERVICES FOR MANY SITUATIONS, INCLUDING THE FOLLOWING:

- Courts
- Wills and probates
- Hospital appointments
- Police / law enforcement agencies
- Insurance claims
- Cross-cultural marketing advice
- Education

CROSS-CULTURAL MARKETING ADVICE

We are able to provide marketing advice, content localisation, seminars and training for sales staff.

LANGUAGES

We are able to provide our services in over 100 languages. We provide all European, Asian, Middle Eastern and South American languages, as well as major languages from the African Continent. Some of the most commonly used languages are detailed below. We work with a number of these languages on a daily basis...

Top 50 most commonly used languages...

Afrikaans	Farsi	Indonesian	Nepalese	Spanish
Arabic	Finnish	Italian	Norwegian	Swahili
Armenian	French	Japanese	Persian	Swedish
Basara	German	Khmer	Polish	Tagalog (Filipino)
Bosnian	Greek	Korean	Portuguese (Brazilian)	Tamil
Burmese	Gujarati	Lithuanian	Portuguese (European)	Thai
Cantonese	Hazaragi	Macedonian	Punjabi	Tigrinya
Croatian	Hazari	Malay	Russian	Turkish
Danish	Hindi	Mandarin	Serbian	Ukrainian
Dutch	Hungarian	Mongolian	Somali	Vietnamese



LOCATIONS & FACILITIES



Perth, Western Australia

Perdaman Global Services headquarters is situated in the Alluvion Building, in the centre of Perth's CBD. Many of our employees, migration agents, recruitment consultants, human resources professionals and administrative staff are based here.



Manila, Philippines

Perdaman Global Services uses the facilities of IIM Skills Testing and Training Centre in Manila to assist in the recruitment process, including interviews and skills testing. The IIM centre is equipped to test candidates in heavy and light engineering trades, such as scaffolding, form work, carpentry and mechanical fitting.



Beijing, China

Perdaman Global Services China is situated in Beijing. We assist investors and business owners to pursue business opportunities in Australia. We work closely with strategic partners and tax advisory consultants to manage the entire visa application process from start to completion.



Hyderabad, India

Having established a strong presence in India, our leadership team are involved in various business investments relating to international growth. We can assist both individuals and businesses seeking advice in relation to migration, recruitment and exporting skilled talent.



LOCATIONS & FACILITIES

Increasingly, businesses are seeking a mix of cultural talent and are requiring skilled workers from many overseas markets. Through our alliances and partnerships, Perdaman Global Services gives businesses access to a global network.



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CLIENTELE & CORPORATE AFFILIATIONS

- Atlas Professionals
- Austal Ships Pty Ltd
- Australian China Business Council (ACBC)
- Australian Hotels Association (WA)
- Australian Institute of Management (AIM)
- Bunbury Chamber of Commerce & Industries
- Clough
- Co-Operative Bulk Handling
- Decmil Australia Pty Ltd
- Dnata Pty Ltd
- DOF Management
- Don's Tiles
- Maersk Drilling and Maersk Crewing
- Masterton Homes
- MCC Mining (WA) Pty Ltd
- McDonald's Licensee
- Migration Institute of Australia (MIA)
- Morris Corporation Pty Ltd
- NDA
- Piacentini and Son Pty Ltd
- Pindan Contracting Pty Ltd
- Score Perth Pty Ltd
- Subsea 7 Australia Contracting Pty Ltd
- Western Australian Chamber of Commerce and Industry (CCIWA)
- Western Power





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