

**Talent Management
specialists for the
procurement and
supply chain industry**



JigsawSEARCH

Introducing Jigsaw Search

Jigsaw Search is a specialist procurement and supply chain talent management consultancy, introducing high-calibre professionals from around the world to clients in the Asia-Pacific region.

Drawing on real-time information from the professional talent pool, an in-depth understanding of the specific needs of hiring organisations and extensive operational experience, Jigsaw Search offers rapid solutions to our client's talent needs.

Jigsaw Search proactively engages with the global talent pool, constantly meeting, vetting and categorising new procurement and supply chain professionals. These are added to the thousands of professionals already identified, classified and stored in the company's highly customised and unique database. This hard won technical and behavioral knowledge is diligently managed and maintained by the most experienced consultants in the procurement and supply chain industry.

This knowledge means Jigsaw Search can deliver the relationships and hiring solutions our clients require within hours and days, as opposed to weeks and months.

The combination of our proactive process and patented proprietary technologies bring our clients and registered professionals closer together.

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What Jigsaw Search provides to clients:

- A proven track record of reducing the total cost of filling positions
- An unrivalled knowledge and genuine relationships with the global procurement and supply chain talent pool
- An ability to rapidly deliver appropriate talent to a client, minimising the 'time to fill' period
- Years of proven ability in sourcing the right talent for a role on the first attempt
- An understanding of the challenges and needs of clients and practitioners working within the procurement and supply chain industry.

What we offer procurement and supply chain professionals throughout their careers:

- Market presentation advice to assist in the development of CV design and interview techniques
- Skills gap analysis, along with training and improvement advice
- Ongoing career guidance and mentoring
- Access to live industry information and real-time salary data
- Access to a wide network of peers, employers and mentors
- Transparent identification and promotion to employers of choice
- Regular post-placement checks to ensure professionals and employers continue to meet the others expectations
- Pro-active presentation of suitable opportunities, negating the need for practitioners to search for their next role themselves
- Access to both national and international opportunities.



Our people

We are not like other recruiters. Our consultants are true talent managers as opposed to recruitment administrators, managing the entire process for our registered professionals and clients alike. We know exactly what stage our registered professionals are at in their careers, what their goals are and where they would like to be working both now and in the future.

We speak your language. Jigsaw Search consultants have extensive experience of sourcing and vetting procurement and supply chain talent throughout Europe, Asia-Pacific and Australia. This unrivalled experience results in clients and registered professionals alike having their specific requirements understood first time.

Our process

Jigsaw Search's 10-step process has been developed and refined over many years. It has been proven to deliver rapid talent solutions to our clients. This unique process, when combined with our unique technologies, is the key driver of our success.

- 1 Identify relevant practitioners in the market
- 2 Meet, vet and qualify their skills and achievements
- 3 Categorise practitioners according to capability and competence
- 4 Receive and understand a client's need and categorise their technical and cultural requirements
- 5 Align client need with practitioner's pre-vetted technical and cultural skills and requirements.
- 6 Broker client/practitioner introduction
- 7 Facilitate the interview, qualification and placement process
- 8 Monitor and review the success of the placement
- 9 Provide clients and practitioners with market and salary reporting, succession planning and talent matching tools
- 10 Monitor, review and update - client, industry and practitioner information



Our knowledge

Our extensive knowledge has been gained through many years of operating solely in the procurement and supply chain industry and a history of delivering consistent and effective outcomes for our clients. Comprehensive and granular management of our database is a non-optional, mandated operational process for all of our consultants.

Our database

The foundation of Jigsaw Search's knowledge is our database of over 7,000 comprehensively vetted professionals. Constantly updated, the database provides real-time market information that greatly reduces time to fill as well as the total-cost and risk of hiring.

The information contained within the database is gathered through:

- Detailed practitioner registration
- Technical skills assessments including case studies
- Networking, referrals and references
- The Jigsaw Search interview process
- Ongoing contact and updating with practitioners

Our technology



Micro sites

Via the Jigsaw Search website, client partners can advertise their brand directly to the procurement and supply chain community. With hundreds of unique daily visits to the Jigsaw Search website; this can be a highly effective strategy to promote an organisation's vacant roles and employee value propositions specifically and solely to the procurement and supply chain industry.

Salary Survey

Our Real Time Salary facility is the only live and online salary data source for Procurement and Supply Chain professionals in Australia.
[Learn more >](#)



Live salary data

We offer access to Australia's only real time salary information guide for the procurement and supply chain professions. Through an online search facility clients and registered professionals can engage directly with Jigsaw Search's database and see current total remuneration packages based on skills, job titles, industry and location.

Search for Candidates

The Candidate Search facility gives you live access to Jigsaw Search's database, enabling you to search & select candidates of interest.
[Learn more >](#)



Online client access

Clients can access Jigsaw Search's extensive database of pre-vetted professionals using our online search function. The database is real time and details Jigsaw Search's summary of the practitioner's professional experience, technical capability, core exposure and availability.

Live Client Console

Big Picture is the first online and real-time succession planning tool for the Procurement and Supply Chain industries.
[Learn more >](#)



Big Picture

Jigsaw Search's Big Picture client console is a unique and patented product and the first web based real-time recruitment console that matches talent to a client's organisational chart and their own recruitment processes. Via Big Picture clients can view how their business' procurement and supply chain positions compare to the wider talent pool. It also shows which external professionals are ideally suited to and interested in these roles. Users can request and receive pre-vetted shortlists of ideally matched and interested practitioners for any role within their organisational chart as soon as it becomes available.



Our performance

Through our real-time market knowledge and vetting processes, Jigsaw Search provides expedient and relevant information to its clients. This reduces the associated risk and total cost of filling vacant positions. Because of the vetting process we are able to quickly identify and submit high-quality shortlists for any role.

Client partners enjoy on-going recruitment success through utilising Jigsaw Search's full capability suite – our people, process and technologies. Jigsaw Search is highly capable, with a proven track record in winning and undertaking large transformation or new departmental set up projects.

Some examples include:

- **Listed utilities and energy organisation**
Transformation project – 9 business critical roles all filled within 4 months
- **Major public sector organisation**
Transformation project – 18 key roles filled in 5 months
- **Global IT services giant**
Transformation project – 9 roles filled in 3 months
- **Global financial services firm**
42 roles filled over 3 years average time to fill 9 days
- **Regional financial services firm**
14 roles filled over 12 months with only 20 interviews
- **ASX listed manufacturing business**
16 roles filled in 12 months
- **Global FMCG**
Transformation project – 9 roles filled in 3 months



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“I recently decided to hire both a Strategic Sourcing Manager and Strategic Procurement Manager. Our objective was to acquire the top tier talent in the market within the Procurement space. Jigsaw has excellent reach within the ‘inactive’ market as all of the candidates they provided were not actively looking for work. This strategy, along with their honest appraisal and consultative approach, definitely sets Jigsaw apart from the other Procurement & Supply Chain agencies.”

Head of Procurement – ASX listed financial services business

“My experience with Jigsaw Search has been a very positive one and very different to the other recruitment firms where you are simply a resume number and not a real person. The personalised professional service is greatly appreciated and I will not hesitate to refer Jigsaw Search to my peer group.”

Procurement Leader – Listed Global Resources organisation

“I wanted to pass on my thanks, now that all of the permanent roles in our restructured Procurement function have been filled. I think we have managed to attract (and retain) some outstanding candidates. It has been an enormous exercise! Thank you for all the time and thought Jigsaw has put in.”

Procurement Leader – Energy and utilities organisation

“I very much appreciate your persistence in obtaining the right candidate with our needs. Due to time constraints it was important that only those candidates who “fitted” were sent. Excellent outcome.”

Head of Supply Chain – Top 5 Australian manufacturing organisation

Contact us

Call us on 1300 655 633 to discuss your needs or email us at info@jigsawsearch.com.

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