

# Partnering with the **Not-for-Profit** sector

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# Contents

- 3 Introduction
- 4-5 Our values
- 6-7 What we offer our clients
- 8-9 Some examples of our partnerships
- 10 Key stats about the NFP sector
- 11 Contracting solutions
- 12-13 Advice for job seekers
- 14-15 Your NFP specialists
- 16-17 NFP industry salary breakdown 2022
- 18 Method Recruitment - Giving back to the NFP sector

## Introduction

### Types of roles we recruit

- Accounting and finance
- Payroll
- IT
- Marketing
- Health and Human Services
- Business support
- Leadership and C-suite

### Who we partner with

We have a solid track record of partnering with a range of organisations including:

- Not-for-Profits specialising in disability services / NDIS, mental health, homelessness, children and family services, family violence, migrant and refugee support, childcare, medical research, sport, arts, the environment and trade unions.
- The education sector including universities, colleges, TAFEs and schools.
- Health sector including public and private hospitals, community health and aged care organisations.
- The public sector including local, state and federal government.

### Some of our partners



## Our values

We understand that NFP have fantastic Employee Value Propositions and also some unique challenges when it comes to recruitment. Our team has first-hand experience of working in NFPs and are passionate about working closely with mission-driven organisations to prioritise cultural alignment as well as technical expertise. We feel you get the best results when we're working as an extension to your brand, so we aim to have a collaborative approach and work with you in true partnership to understand your requirements.



**SPECIALISM**



**CONSULTATIVE**



**GROWTH**



**TRANSPARENCY**



**PASSION**



**PEOPLE FOCUS**





## What we offer our clients - Perm and contract recruitment



### A transparent recruitment process

As priority, we will want to meet with you to obtain a thorough understanding of your organisation and culture, and the role you're looking to fill. We can offer insights and guidance on the market, talk about our experience with similar clients, and offer you bespoke advice on the role and how we best manage the recruitment process. This is all geared towards finding you the best person to fit your team, in a timeframe and budget that matches your expectations.

We understand the compliance requirements that are often needed to onboard staff within your organisation, e.g. Police Check, Working with Children Check. We like to get a grasp on this at the start of the process so we're managing expectations effectively.



### An effective candidate attraction strategy

We want to run a successful process for you, and that means getting your job opportunity in front of the right people. We focus most of our energy on a specialist approach, that includes talent mapping candidates through our database, using our networks to drive candidate referrals and utilising technology like LinkedIn Recruiter. We will represent your brand with utmost integrity and do all we can to promote your culture and benefits to attract the right people.



### Insights and feedback

We know that you want to make the right decision who you're hiring for your team, and part of that is being informed and guided by us. We can provide bespoke information based on candidate responses and benchmark against similar organisations to yours. What insights do we provide? We are very open to understand your areas for concern, whether it be around salaries, benefits, or anything else!



### A true partnership

Having trust and mutual respect with our clients is our number one priority and is the foundation of our long-term client relationships. Being an extension of your brand is something we take really seriously, and we want to build sustainable partnerships (not just one transaction). We have lots of examples where we've built out full teams and are the sole recruitment partner with our clients – we truly believe this provides the best results for everyone involved.



## What our trusted clients say about our service

### Role recruited: CEO in Not-for-Profit

Kirsten would have to be one of the best recruiters I've worked with. She prioritises relationships over and above everything regardless if she is actively working on a role for you or not. Kirsten is committed to working with you to find the best candidate for the role and won't rest until she does. In the roles I've worked with her on it really felt like a partnership and she took the time to understand intimately what we wanted. In addition she is also focussed on ensuring candidates have an equally positive experience which is just as important. I would highly recommend Kirsten to help support you with any of your recruitment needs.

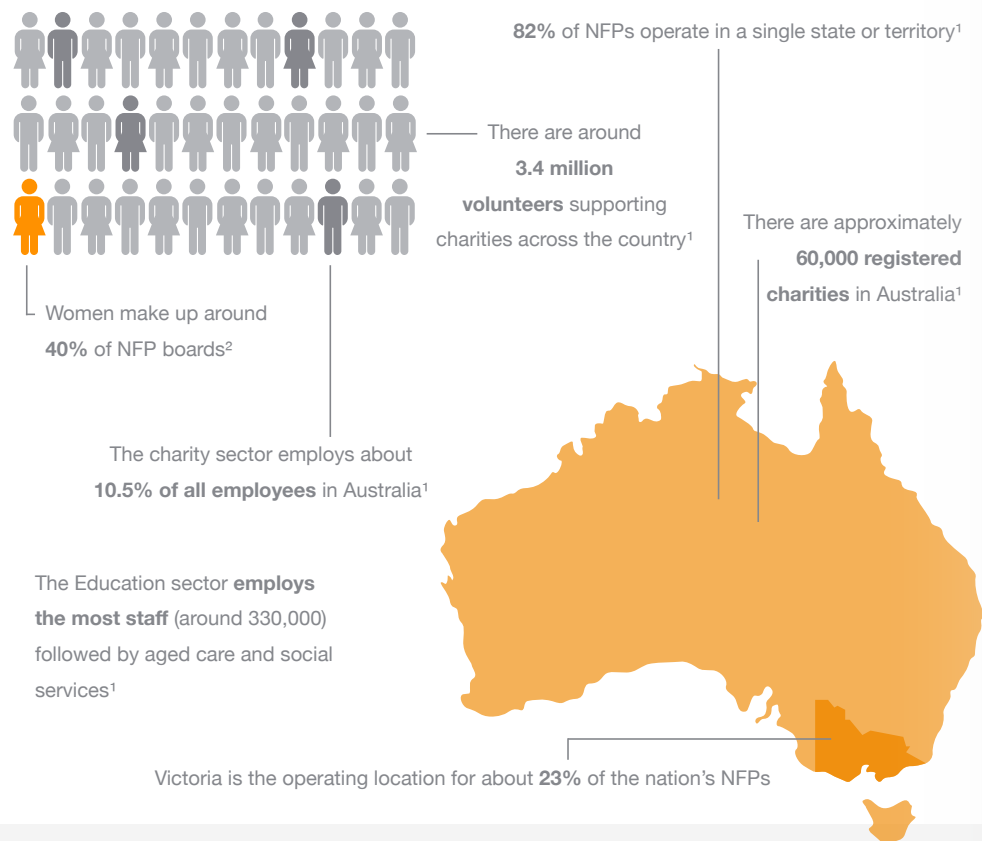
### Role recruited: Psychologist in Education sector

We approached Marley and Method to work with them on a 12-month maternity leave School Psychologist role that needed to be filled urgently. We ran an advertising campaign to recruit the role ourselves for a period of 4 weeks and had had no responses. From the initial meeting, we were impressed with Marley's knowledge of the market and her understanding of the healthcare sector.

Marley was honest and realistic on her view of the market. Within hours of taking the job in, Marley was on the case and within two days of taking in the job, Marley had presented us with an exceptional and suitable candidate who was successful in obtaining the position. Marley's process was thorough, and efficient, I could not recommend working with Marley more!



## Key stats about the NFP sector



### What about Method?

Our consultants in our NFP Practice have **over 20 years** experience working with the NFP sector

Between the beginning of 2020 and June 2022, Method Recruitment has raised and donated **over \$16,000** to charities

#### Sources

<sup>1</sup>The Australian Charities Report 2020 (published by the ACNC)

<sup>2</sup>A Snapshot of Australian Giving (released by Koda Capital)

## Contracting solutions

Need extra staff on board for a specific project, covering long-service leave or an unexpected absence? We have you covered! We aim to have candidates presented to you within **48 hours of a job brief** for a contract role and are well set up to manage all the compliance requirements needed to bring someone on board quickly.

Some of the top benefits of employing contract staff:

- Experienced contract (temporary) staff can bring a lot of value to your workforce. They are generally adaptable, used to hitting the ground running, and can bring a fresh pair of eyes to key issues or problems. Often with a range of industry experience, you can tap into their expertise and knowledge quickly and easily.
- The world we live in is ever-changing and that naturally impacts how businesses are structured and what roles are needed. Bringing a contractor in to a new position, whether full- or part-time, can allow you time to assess business requirements and on-going headcount. It's a savvy way to support future planning.
- Have an unexpected resignation from your team? Bringing a contractor in to bridge the gap is a common and sensible solution. You can take your time assessing the permanent position before going to market, knowing the contractor is keeping things ticking over.
- You have us managing the payroll, covering all the required insurances, through a simple and easy to use electronic timesheet system. If your organisation is Payroll Tax exempt, we'll ensure we're removing that from our charges.

### Advice on having contract staff in your team

- Contract staff are generally goals focused. They want a solid definition of what they're being brought on to achieve. Having that defined from the outset is important for their engagement. Your recruitment consultant can help with this, ensuring it's in line with the expectations in the market.
- Include them in the team as much as possible! Some of the best experiences our contractors have had is when they're invited for lunch, included in the Christmas party, or even given a gift at the end of their assignment. These gestures go a long way to ensure they are engaged and committed in the role.

## Advice for job seekers

### Aligning values

There are lots of fantastic reasons to work in the Not-for-Profit sector, but first and foremost it should be about aligning your personal values with the organisation you are going to work for. Why is this our number one piece of advice?

If you align your personal values with the business, you are much more likely to find the right long-term fit, motivation and sense of satisfaction. It's a win-win situation for both you and your employer!



### Find your passion

With that in mind, if you haven't worked in a Not-for-Profit before, you should start out by doing some research in to organisations you are interested in. Think about where you exert your energy in your free time and go from there, e.g. coaching a sports team, volunteering at a local hospital. If it's not something you're doing

now, perhaps reflect on some causes you have supported throughout your life that have stuck in your mind – follow that thread and research organisations in that same area.

### Understand it's a different work environment

You will be working alongside equally passionate and motivated people (a big plus!) but probably working with less resources than in the commercial sector. 'Wearing many hats' is a good metaphor for the NFP environment as you often have to be hands-on with duties outside your job description, chipping in

to help others, and working outside of your comfort zone to make sure deadlines are met. It can be a hugely satisfying environment, but not often one for those that are used to structure and completely defined duties!

### Key advantages of working in a Not-for-Profit

- Working with equally passionate and motivated colleagues, stakeholders and volunteers
- Often more variety and scope in your role
- Work-life balance, part-time arrangements and flexibility are usually on the cards
- Salary-packaging is a common benefit to boost your income
- Job satisfaction and feeling you are contributing to a valuable cause!



## Your NFP specialists

### Kirsten Dugan

Practice Lead

I am a Practice Lead at Method Recruitment Group and manage our partnerships with Not-for-Profit, Health and Education clients, as well as recruiting key roles within corporate services – primarily within accounting and finance and leadership positions (up to CEO level). I am skilled at providing contract and temporary solutions to my clients, as well as partnering with them on permanent positions and providing strategic support through retained partnership campaigns. I have built a strong track record in Melbourne as a recruiter who works with honesty and integrity and I'm always aiming to provide the best possible service to both my client and candidate community.

Prior to working in recruitment, I worked in the NFP sector for nine years in Scotland within social housing, cancer research, and a children's hospice and palliative care service. I have maintained a strong passion and interest in the NFP sector since migrating to Australia in 2015 and have built my career in recruitment around partnering with organisations with a social purpose.



Having previously worked in the NFP sector, I feel I bring a unique point of view and understanding in terms of cultural and values fit.

Outside of work, I love cooking, keeping fit (especially running and spin classes) and I'm very passionate about the food scene in Melbourne. I really enjoy eating out whenever I can! Some of the causes I support in my free time include Food for Thought (a health and education organisation that helps underprivileged children in Buenos Aires) and the Asylum Seeker Resource Centre.

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### Marley Hornstra

Principal Consultant

I am a Principal Consultant at Method Recruitment Group and specialise in the recruitment of permanent and contract social care, mental health and community services professionals in the Not-for-Profit, Health and Education sectors.

I have been working in recruitment across health, human services and business support since 2018. I began my recruitment career in the Netherlands, recruiting multilingual talent to the Dutch market.

I have a strong track record of sourcing quality talent for specialist positions across children and family services, family violence, mental health and community services and have successfully partnered with organisations on large scale recruitment projects to source talent for roles that are integral to providing services to the most vulnerable members of our community.

I believe in partnering with and forming long-term relationships with my clients and candidates, offering a transparent, personal



process and a refreshingly sincere approach.

I have built strong and long-lasting relationships with both candidate and clients by using a consultative approach and utilising my market expertise and passion for the human services sector to ensure the right match is made.

In my free time, I enjoy cooking, road trips, camping and spend too much time watching true crime documentaries and hanging out with my cat, Gavin.

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## Not-for-Profit industry salary breakdown 2022

Job opportunities in the Not-for-Profit sector continue to attract candidates with both existing industry experience and those looking to move from the commercial sector who wish to align their personal values to their future employer. Salaries have been challenging with a tight candidate market and the skills shortage felt across the sector in 2021 and early 2022, so other benefits have been critical in attracting the right talent (e.g. offering flexibility and working from home, company culture, salary packaging benefits, learning and development).

Please read on for an assessment of some of the key roles managed by Method Recruitment in the last six months. The salaries provided here come from research of various advertisements, knowledge of what our clients are offering and, most importantly, speaking to candidates about what they are looking for and what it would take for them to consider new opportunities.

*\*Estimated base salaries, not including super or any other benefits like salary packaging.*



Job Type	Revenue <\$10 mil	Revenue <\$10-\$50 mil	Revenue <\$50-\$150 mil	Revenue \$150 mil +
ACCOUNTING & FINANCE ROLES*				
Financial Controller	\$120k - 130k	\$140 - 150k	\$150 - 170k	\$170 - 180k
Finance Manager	\$100k - 120k	\$120 - 140k	\$140 - 150k	\$150 - 160k
Systems Accountant	N/A	\$120 - 130k	\$120 - 140k	\$130 - 150k
Financial Accountant	\$75k - 80k	\$85 - 90k	\$80 - 100k	\$110 - 120k
Management Accountant	\$75k - 80k	\$85 - 90k	\$80 - 120k	\$120 - 130k
Finance Business Partner	N/A	\$90 - 110k	\$120 - 140k	\$140 - 160k
Assistant Accountant	\$50k - 60k	\$60 - 70k	\$70 - 80k	\$75 - 85k
Bookkeeper	\$50k - 60k	\$60 - 70k	\$70 - 90k	N/A
Accounts Payable Officer	\$45k - 55k	\$55 - 65k	\$65 - 75k	\$70 - 90k
Accounts Receivable Officer	\$50 - 60k	\$60 - 70k	\$70 - 80k	\$80 - 90k
OTHER ROLES*				
CEO	\$180 - 250k	Technical Solution Architect		\$75 - 95k
Board Secretary	\$150 - 180k	Psychologist		\$75 - 100k
HR Manager	\$120 - 150k	Social Worker		\$65 - 90k
HR Business Partner / HR Generalist	\$100 - 120k	Case Manager		\$60 - 85k
		Nurse Unit Manager		\$100 - 140k
Executive Assistant / Business Support	\$85 - 110k	Allied Health Management		\$100 - 140k

## Method Recruitment - Giving back to the Not-for-Profit sector

At Method Recruitment, we have embedded working with Not-for-Profits into our business so we're not just recruiting for the sector, but also giving back where we can. Our commitment to Corporate Social Responsibility is at the core of our culture and we have a range of initiatives to back this up:

- Since the beginning of 2020, our staff have participated in and raised money for Dry July, Movember, Mother's Day Classic, and My Room Children's Cancer Charity. Our fundraising total is over \$16,000.
- Our employees have two half days per year to undertake some voluntary work.
- Twice a year we donate clothing to Groomed to Go, an awesome organisation that provides casual and work wear to people that need it (for example, people attending job interviews)
- Each Christmas, we encourage our employees to donate to a charity of choice to put on our "Giving Tree".
- In 2021 we hired a Diversity & Inclusion manager so we can realise our commitment to leave a positive impact on the workforce and create more opportunities for marginalised groups.

*\*Data was collected per June 2022*

### New!

As of July 2022, we are committing to making a quarterly donation to a charity nominated by the candidates we have placed in the NFP sector during that time period.





## **Not-for-Profit** **Contract & Permanent Recruitment**

Accounting and finance  
Payroll  
IT  
Marketing  
Health and Human Services  
Business support  
Leadership and C-suite



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