

## Annex A: Public AIC Plan

### Adecco Public AIC Plan – Defence Force Recruiting

Company Name	Adecco Australia Pty Ltd (ABN 91 006 253 336)
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Location	Level 4, 123 Pitt Street, Sydney, NSW 2000
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Website Address	adecco.com.au
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#### Executive Summary

The Commonwealth of Australia represented by the Department of Defence (Defence) remains committed to modernising the entire approach to the Australian Defence Force (ADF) Recruiting System, from attraction, through to the point of Enlistment or Appointment.

It is critical that Defence can sustainably surge the rate of recruiting and manage applicants into and through the ADF Recruiting System without delay, and without compromising the candidate experience or Defence values of service, courage, respect, integrity, and excellence.

Adecco has been contracted as the Capability Partner for the Recruiting Services Contract 2022 as of 1 November 2022 for an initial term of 6 years from Operative Date with a maximum term of 10 years from Operative Date.

The Services include end-to-end recruitment of ADF personnel from attraction through to the point of Enlistment or Appointment, including but not limited to:

- (a) providing strategic level recruitment information, analysis, guidance, and advice.
- (b) candidate attraction, sourcing, selection, deployment, and overall candidate experience.
- (c) screening of candidates, including performing psychometric, psychological, and medical assessments.
- (d) human resources and training.
- (e) information communication and technology support for the Services.
- (f) business intelligence and data management for the Services; and
- (g) management of facilities and assets associated with the Services.

The overall value of Defence Force Recruiting Services Contract 2022 is AUD\$1,286,098,000.00

## Subcontracted Work

**Table 1: Australian Industry Participation in the Recruiting Services Contract 2022**

Australian Company	ABN/ACN	Services to be Subcontracted (including technical significance)	Location
Acendre Pty Ltd	26 079 099 282	Recruitment technology provider	National
Criteria Australia Pty Ltd	58 089 022 202	Psychometric assessment provider	Richmond, VIC 3121
DLG Shape Pty Ltd	35 614 247 228	Commercial fit-out company	Stafford, QLD 4053
Kinetic IT Pty Ltd	97 072 941 943	ICT infrastructure/ networks architecture Cybersecurity operations ICT service management/ ICT service desk	National
Akkodis Consulting Pty Ltd	25 076 517 354	ICT services Recruitment provider specialising in IT Candidates	Perth, WA 6000
My Occ Health Record Pty Ltd	72 627 619 701	Medical records technology provider	National
R/GA Media Group Pty Ltd	66 061 404 957	DCDC	National
Service Works Global (Asia Pacific) Pty Ltd	49 144 482 995	QFM software	National
Sonic Healthplus Pty Ltd	39 100 261 265	pre-employment medical services pre-employment psychological services	National
Unispace Global Pty Ltd	69 145 608 537	Commercial fit-out company	Sydney, NSW 2000
Willyama Services Pty Ltd	21 611 623 575	Cyber security advisor/auditor (CSA)/DISP support Independent (IRAP) support System certification and accreditation support penetration testing	Fyshwick, ACT 2609

### Key Offerings for Australian Industry

Adecco is committed to establishing and maintaining an in-country capability for the end-to-end recruitment activities for the ADF. Future opportunities may arise in the areas of:

Category	Area	Description	Likely timing
Capital Works	Design and Constructions	Adecco/DFR will need to undertake the following design and construct activities for ADFCCs: <i>ADFCC Refresh</i> <i>Pop Up Design and Construction</i> <i>Satellite Design and Construction</i>	Next 24 months
Fitness Services	Fitness Assessments	Adecco is seeking to extend this distributed approach to exploring new models for how Personal Fitness Assessments (PFAs) will be undertaken in the future.	Next 12 months
Apparel	Staff Uniforms	Staff uniforms for candidate facing staff .	Next 12 months
Miscellaneous	Catering, maintenance, assets, equipment, office amenities	As requirements dertermined on a case by case and procured from relevant location	Current and ongoing

In addition to the above, future opportunities may arise through capability gaps assessments and through continuous improvement activities. Given the capabilities of Adecco, Australian industry work opportunities that are most likely to arise include recruitment services specialising in Science, Technology, Engineering and Mathematics (STEM) and Culturally and Linguistically Diverse (CALD) candidates.

It is expected that this work will be carried out across Australia.

### Industry Engagement

Australian Industry may register their interest in future opportunities by contacting the Adecco Group Procurement Manager for Defence:

Contact Name	Mark Wells
Position	Procurement Manager
Email Address	mark.wells@adeccogroup.com

Interested parties will be required to complete a DFR Supplier Expression of Interest Form issued by Adecco to provide details of service capabilities. Please note registraiton of interest does not guarantee the allocation/award of any contracts.

Nicholas Lee  
SVP & Country Head  
Adecco Australia & New Zealand