

THE PERFECT RECRUIT

Capability Statement



About Us

Founded by Sophia Lafkas in 2021, The Perfect Recruit connects skilled, job-ready workers with companies across transport, logistics, landscaping, and construction. With over 30 years of combined industry experience, our team manages the entire process: sourcing, engaging, coordinating, and paying independent workers so you don't have to. Built on trust and industry expertise, we've been recognised for rapid growth, named a finalist in the 2024 CUB Awards for 'Fastest Growing Business', with Sophia also a finalist for 'Young Member of the Year'.

Our Mission

To connect businesses with skilled independent workers and solve workforce challenges, including labour shortages, fluctuating demand, tight deadlines, and compliance pressures. Through reliable, compliant, and efficient labour hire solutions, our goal is to keep operations moving with the right people in place, exactly when they're needed.

SAFETY IS OUR #1 PRIORITY	We prioritise safety in every placement, process, and partnership.
INTEGRITY AND TRANSPARENCY	We operate with honesty and clarity, building trust through open communication.
STRONG PARTNERSHIPS	We build lasting relationships with clients and workers, based on mutual respect and reliability.
CLIENT FOCUSED	We are responsive, proactive, and focused on making labour hire simple and stress-free.
COMMITMENT TO QUALITY	We uphold high standards across every part of our service - from worker selection to support - ensuring consistency, compliance, and high performance on the job.

Our Services

TRANSPORT

We supply skilled independent workers to the transport and logistics industry, with a strong focus on driver and warehouse roles. Our nationwide network allows us to fill placements at short notice, with workers available for short-term, long-term, or ongoing work. We supply:

- Drivers across all licence classes (LR, MR, HR, HC, MC)
- Forklift operators (LF and LO licence holders)
- Container forklift operators (reach stacker drivers)
- Warehouse and logistics staff

Workers are available with or without their own trucks, trailers, or equipment. All workers are vetted for licence validity, job-readiness, and relevant compliance requirements—including medical testing, load handling, and other role-specific checks. With broad coverage across metro, regional, and remote areas, we help clients maintain service levels, meet demand peaks, and respond quickly to operational changes.

CONSTRUCTION & LANSDSCAPING

At The Perfect Recruit, we connect construction and landscaping businesses with skilled, site-ready workers — exactly when you need them. Whether you're tackling a tight deadline, scaling up for a major project, or covering a last minute gap, we've got your back. Our workforce includes:

- General and Skilled Labourers — concreters, plumbers, electricians, and more.
- Plant and Machinery Operators — licensed and ready to go.
- Landscape Crews and Grounds Maintenance Teams — for projects big or small.

We move fast, deliver quality, and make staffing simple. Short-term, long-term, or urgent call-outs — we provide flexible, reliable support to keep your projects running on time and on budget. We get you the right people, right when you need them.

COMPLIANCE

We understand the complexities involved in meeting compliance obligations across various industries. From the National Heavy Vehicle Regulator (NHVR) to the Work Health and Safety Act and modern awards, staying compliant across multiple frameworks can be challenging.
We support clients with:

- NHVR accreditation (Mass, Maintenance, Fatigue)
- Interpretation of modern awards and state-specific regulations
- Work Health and Safety Act considerations
- Drugs and Alcohol Policies, Chain of Responsibility, Environmental Compliance and Privacy Policies.

Our team brings deep industry knowledge to simplify compliance and reduce risk. We prepare policies and procedures as well as provide clear guidance and practical solutions that help keep businesses audit-ready and protected from uncertainty.



Why Choose Us?

We're not just here to fill a role. We're here to solve your workforce problems — in a compliant, quick manner, and with minimal effort on your end. At The Perfect Recruit, we specialise in sourcing and engaging skilled workers and permanent staff across the transport, logistics, landscaping, and construction sectors. Whether you need one forklift driver tomorrow or a crew of operators next week, we make it happen — without shortcuts and without surprises.

WE UNDERSTAND YOUR INDUSTRY

We work in the industries we know — transport, logistics, landscaping, and construction. We understand fatigue rules, site conditions, peak periods, and what makes a good operator on the ground. That means less time explaining, and better-fit workers from day one.

WE PLACE HIRES EVERY WEEK

Forklift drivers, truck drivers, warehouse staff, landscapers, crew leaders, labourers, traffic controllers, and civil operators — we place them every week. Whether you're scaling for a contract, covering peak demand, or building a reliable crew from scratch, we make sure you have the right people at the right time.

ADMIN? WE'VE GOT IT COVERED

You approve the hours. We handle the rest. From documentation and communication to payments and reporting – it's all managed by us. You receive one weekly invoice, and your time stays focused on operations.



WE DELIVER FAST

You'll get qualified, job-ready people who show up on time, understand the job, and meet your safety and licence requirements. We move quickly without compromising on quality.

WE SOURCE AND ENGAGE SKILLED CONTRACTORS

We take full responsibility for sourcing, screening, and engaging workers on your behalf. From verifying licences to drafting compliant contracts and managing onboarding — it's all handled.

WE PLACE FOR FIT, NOT JUST SKILL

It's not just about ticking boxes. We take the time to understand your team, culture, and working environment so that every worker we send is a good fit — not just on paper, but in practice.

CLEAR COMMUNICATION

You won't be chasing us for updates. We're responsive, proactive, and clear. You'll always know what's happening, where things are up to, and what to expect next.

Our Approach

We source and engage skilled independent workers for businesses across Australia. Whether you need one person or a full crew, we handle everything — sourcing, onboarding, compliance, and contractor management — so you don't have to.

Our model is simple:

- You brief us
- We supply compliant workers
- You trial them on the job
- We manage everything ongoing
- You receive one weekly invoice — no admin on your side

UNDERSTANDING THE ROLE

We begin with a clear understanding of your needs — the scope of work, licensing requirements, working environment, and the type of worker that suits your site and team. This ensures we find the right fit the first time.

SOURCING & MATCHING

We draw from a national pool of vetted independent workers, each operating under their own ABN or ACN. These workers bring proven experience, up-to-date certifications, and the flexibility to adapt to your project needs.

TRIAL-TO-START

You get to trial the worker directly in your workplace to see if they're the right fit. If they're not the right fit, we'll replace them quickly with someone who better suits your needs. There's no lock-in contracts, no long-term commitment, just fast, flexible staffing that works on your terms.

CONTRACTOR ENGAGEMENT & MANAGEMENT

You stay focused on running your operations— we take care of the workforce. We engage each worker directly, managing all the admin, communication, and coordination from start to finish. From onboarding to ongoing support, we handle the details so you don't have to.

ONE WEEK INVOICE

You approve hours. We handle the rest. You'll receive a single weekly invoice based on the actual hours worked at the agreed rate. There's no payroll, no onboarding admin, and no employment responsibility on your side.

NATIONAL REACH. FLEXIBLE SUPPORT.

We operate across metro, regional and remote areas in all states. Whether you're scaling up for a project, filling a last-minute gap, or expanding into a new site — we supply reliable, skilled workers fast and adjust as your needs change.

Our Valued Clients & Partnerships

We take pride in partnering with clients across the transport, logistics, and related industries. Our focus is on building strong, lasting relationships with both our clients and industry stakeholders. Through strategic alliances and deep industry connections, we offer more than just a workforce—we provide valuable insights and solutions to help your business thrive in a competitive market.

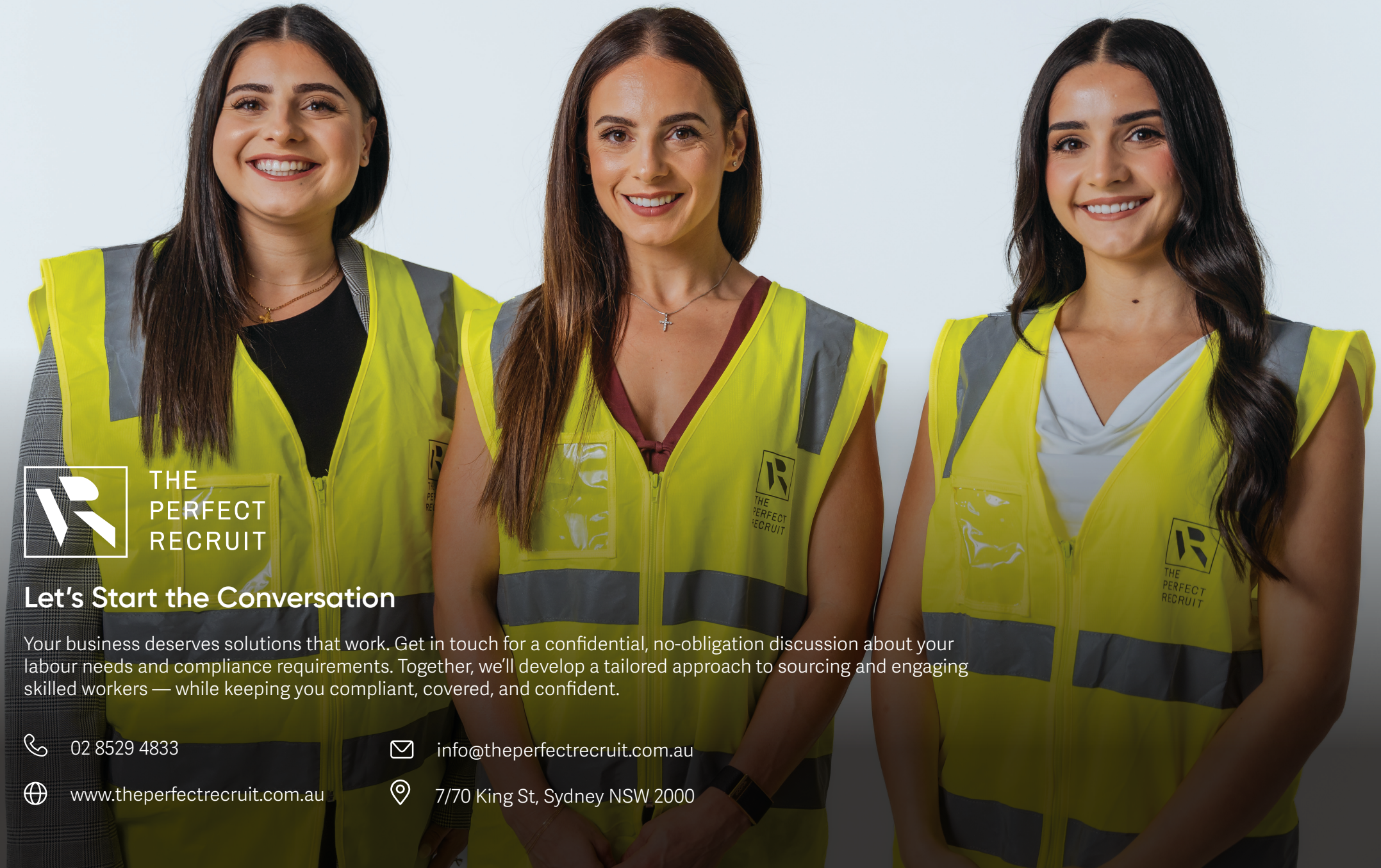
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Let's Start the Conversation

Your business deserves solutions that work. Get in touch for a confidential, no-obligation discussion about your labour needs and compliance requirements. Together, we'll develop a tailored approach to sourcing and engaging skilled workers — while keeping you compliant, covered, and confident.

02 8529 4833

info@theperfectrecruit.com.au

www.theperfectrecruit.com.au

7/70 King St, Sydney NSW 2000