giide

HIRING GUIDE 2026





FOR QUEENSLAND MANUFACTURING, INDUSTRIAL AND CONSTRUCTION

Built around the hire you need.

The role, your business and what's in the way: we shape every search around all three, and stay with you after the start.

4.96/5
from 134 SEEK reviews, November 2026

96%
of roles we took on filled, last 12 months

12 months
replacement cover and Giide Care available

giide.com.au

1300 160 867 · hello@giide.com.au

OUR APPROACH

No two hires are the same, so no two searches are either

Most recruiters start with a job description and an ad. We start with three questions, and the answers shape everything: where we search, how we assess, the support after day one and your fee.

01 · The role

What does it have to deliver?

The results a year from now, the skills and experience that matter, how senior it is, and how many people can genuinely do it.

02 · Your business

What does it need?

Where the business is heading, how your team works, your sites and locations, and what a great fit looks like for you.

03 · The challenge

What's in the way?

A regional location, a rare skill set, a search that must stay quiet, an internal candidate, salary pressure, or a seat earlier searches left empty.

Challenges we've solved this year

THE CHALLENGE	THE RESULT
A seat earlier searches left empty Technical sales, Brisbane and South East Queensland	Accepted offer in **41 days**. All 5 people we presented were asked to interview
A regional role, and a late withdrawal Electrical design engineer, Wide Bay region	Accepted offer in **42 days**, from an alternate candidate who relocated from Victoria
Replacing a 20-year engineering leader National engineering manager	Accepted offer in **53 days**, after mapping 97 engineering leaders across 73 employers
A sales team that didn't exist yet A manufacturer's first salesperson	Accepted offer in **35 days**, hired from outside the industry, after mapping 186 people across 153 employers
Three sites moving into one Building products business, Brisbane (Partner)	**12 of 12** roles filled, in about 3 weeks on average, for 40% less than the year before

Days from brief to accepted offer. Source: Giide searches in 2026. Full stories: giide.com.au/hiring/client-stories

WAYS TO WORK WITH US

Matched to your role and business

Three search options, plus Partner for businesses that hire all year. Search, assessment, cover and support rise with what's riding on the hire, and we recommend the right option for each role.

What we match on

The market
How many people can do the role

The stakes
How senior or critical the hire is

Discretion
Whether it must stay confidential

Your team
Who runs interviews and onboarding

Your year
Roles planned in the next 12 months

YOU RUN THE INTERVIEWS

Foundation

Best for roles with plenty of candidates: supervisors, coordinators, dispatch leads, trade sales.

- Full search and a vetted shortlist
- A scheduled update call every week
- Our onboarding playbook

Cover to Month 3

RECOMMENDED FOR MOST HIRES

Assured

Best for engineers, account managers, BDMs, and production and operations roles.

- Everything in Foundation
- Interview templates built for the role
- A weekly call plus a written report
- Giide Care to Month 3, with a 30-60-90 day plan

Cover to Month 6

CAN'T AFFORD TO GET IT WRONG

Precision

Best for senior leaders, key managers and specialists in business-critical roles.

- Everything in Assured
- The whole market mapped, including people who aren't looking
- Interview guides from your brief, and we chair first-round interviews for up to 5, internal candidates included
- Giide Care to Month 12

Cover up to Month 12

HIRING ALL YEAR

Partner

A recruitment team on call, planning your hiring around where the business is going.

- A 12-month plan, reviewed quarterly
- Priority on every role
- A lower cost per hire
- Giide Care for every new starter

Planning two or more roles?
Plan the next 12 months with us and pay less on the roles that follow.

Need more reach?
Add an optional marketing boost for urgent or hard-to-fill roles.

Someone inside already?
Internal candidates go through the same process, on the same criteria.

HOW A SEARCH WORKS

A full search, not just a better ad

The right person for your role is often employed, doing well and not reading job ads. So every search works four ways at once, and everyone it finds is assessed against the same brief.

Talent communities
People we know across Queensland, long before your role opens

Targeted mapping
The businesses that build the skills you need, neighbouring industries included

Direct approach
We contact the strongest people ourselves, confidentially

Recruitment marketing
Your role positioned for the people you want, where they'll see it

1 Tell us what you need
A 15-minute discovery call: your business, the role, and what a great hire looks like a year from now.

2 Get your proposal
Within 2 business days, walked through with you: the approach, fee, cover, support and target date for your role.

3 We search the whole market
Starting with people we already know, then mapping and approaching the best, with an update every week.

4 Only people who pass our vetting
We interview the strongest ourselves and present only those who meet your brief. No CV padding.

5 You choose
We prepare every candidate to interview honestly, then check references, confirm work rights and help with the offer.

6 We stay with you
Giide Care: a structured plan, reviewed with you and your new starter at set milestones.

"We've had a very positive experience working with Giide. They have always taken the time to understand our business, the roles we were recruiting for, and the type of candidates who would be the right fit for our organisation."

Lisa, Employer · 5.0 on SEEK, October 2026

COVER AND GIIDE CARE

Placements that last, backed for up to 12 months

The real test of a hire is month six, not day one. So every placement comes with replacement cover and support after the start, matched to the role and how much is riding on it.

1 in 8
new hires leave during probation

38%
know within a month if the job is right for them

35 days
on average to reach full productivity

$20,000
average cost of a new hire

Australian figures. Source: ELMO, 2024 HR Industry Benchmark Report and Employee Sentiment Index.

Replacement cover

If your new starter leaves, we run a replacement search. Tell us within 5 business days.



Giide Care

A structured onboarding program, not a courtesy call. We agree a plan with you, then review progress with you and your new starter at set milestones, so issues are solved before they cost you the hire.

- **Foundation:** our onboarding playbook for you and your new starter
- **Assured:** Giide Care from Day 1 to Month 3, built on a 30-60-90 day plan
- **Precision:** Giide Care milestones at Day 1, Day 30, Day 90, Month 6 and Month 12, with a plan built from your brief

Cover and Giide Care come with every option, at the level that suits the role; Partner adds a quarterly Giide Care review of every new starter. Your proposal confirms what's included.

"Great business partner for finding, onboarding and supporting key positions in our business, their transition and integration into the company continues to be managed with great care and dedication. I highly recommend Giide for their professionalism, attention to detail and ongoing support."

Daniel, Employer · 5.0 on SEEK, November 2026

FEES

One fee, built around your role

Every hire is priced as a project, once we understand the role. One fee covers the whole search, from the first approach to support after the start.

Fees from

16%

of the role's annual gross remuneration: base salary plus super

Partner fees are tailored to your 12-month hiring plan, with a lower cost per hire.

What your fee covers

- A full search, four ways at once
- One dedicated team accountable for your role
- References, work rights checks and help with the offer
- Replacement cover and Giide Care after the start

Nothing before we've met

No charge until we've understood the role and agreed the plan with you.

A smaller first payment

Launches your search, and comes off the final fee in full.

The balance on acceptance

Precision searches are paid in three stages.

Your proposal, within 2 business days of the call

- ✓ The approach we recommend for your role
- ✓ Your replacement cover and Giide Care plan
- ✓ A target date for your first shortlist
- ✓ Your exact fee and payment stages
- ✓ Where the people are, and the salary range
- ✓ Our Terms of Business, agreed before we start

Hiring more than one role? Ask us about planning them together, and about extended payment options.

Book your 15-minute discovery call

hello@giide.com.au · giide.com.au/hiring

1300 160 867

Fees are plus GST. Exact fees, payment stages, cover and Giide Care are confirmed in your proposal and Terms of Business before any work begins. Figures current at November 2026.