

We read every applicant. *You meet the few worth hiring.*

We read every applicant against your requirements and send you a shortlist with the reasoning beside each name: why each one is worth meeting. One fixed fee, set by the package and agreed before we start.

100%

of applicants read

72^{hrs}

target first shortlist

120^{days}

replacement guarantee

Fixed fee

never a percentage

WHAT WE RECRUIT

Engineering & Technical

Electrical & Power Engineers, Automation & Control, Maintenance & Reliability

Accounting & Finance

Accountants, Business Services & Tax, Bookkeepers & Payroll

Operations & Management

Operations & Production Managers, Warehouse & Logistics, Procurement

Sales & Marketing

Business Development, Account & Sales Managers, Marketing & Communications

Corporate Services

HR & People, Executive Assistants, Medical & Office Administration

Information Technology

Systems & Network Administrators, Infrastructure & Cloud, Developers

HOW WE WORK

01

Brief

The role, the team and what success looks like.

02

Screen everyone

Every applicant read against the brief, not just the first few.

03

Meet the few

A curated shortlist, and the reasoning behind each name.

04

Hired

Interviews, references and the offer, through to day one.

WHO YOU'RE DEALING WITH

Nathan Kotorac DIRECTOR

Fifteen years in commercial roles across Australia and Europe, with recruitment through **ManpowerGroup**, **Hays** and **Chandler Macleod**. That combination is the point: an application is read against the business the role sits in, not just the words on the CV. Talyn is a Melbourne firm, and you deal with Nate directly.



WHAT IT COSTS

One fixed fee, set by the package. *Never a percentage of salary.*

FIXED FEE, BY TOTAL PACKAGE

\$60,000 - \$75,000	\$7,500
\$75,001 - \$95,000	\$9,500
\$95,001 - \$110,000	\$11,500
\$110,001 - \$130,000	\$13,500
\$130,001 - \$150,000	\$15,500
\$150,001 and above	By agreement

Total package: base salary, super, guaranteed extras and sign-on

WHAT EVERY FEE INCLUDES

- Advertisement written and posted
- Every applicant read and assessed
- Shortlist with reasoning per name
- Interviews and references managed
- Replacement guarantee
- No lock-in, no retainers

An \$800 engagement fee begins the search, plus the fixed fee on your hire's starting date

20% off the fixed fee

When you hire again within six months

TALYN vs THE % FEE MODEL

TOTAL PACKAGE	TALYN TOTAL	% FEE MODEL
\$95,000	\$10,300	\$14k-\$19k
\$110,000	\$12,300	\$17k-\$22k
\$130,000	\$14,300	\$20k-\$26k

Includes the \$800 engagement fee. Example: 15-20% of package

One number: fixed and transparent

OUR WORK, GUARANTEED

The risk is ours, *not yours.*

Shortlist Guarantee

If we haven't delivered a shortlist worth interviewing **within 30 days**, end the search and we'll refund your \$800 engagement fee in full.

Replacement Guarantee

If your hire **resigns within 120 days**, or you part ways within 90, we re-run the search and find a replacement at **no further fixed fee**.

All prices exclude GST. Terms of business at talyn.com.au/terms.

Have a role to fill? Talk to Nate

+61 451 854 889 | hello@talyn.com.au | talyn.com.au