

Representation Policy

David Christie and Associates has a commitment to the development and well-being of its candidates, clients, and other relevant parties, integrity in its business dealings and success and prosperity in the Information Technology industry.

This policy is designed to ensure that appropriate recruitment standards are maintained throughout the organisation, and to inform appropriate individuals and organisations in order to maximise the opportunity for successful hiring decisions.

David Christie and Associates are aware of the current legislation, which governs all aspects of recruitment in Australia and undertakes to comply with it.

This recruitment policy will be reviewed regularly and modified as required, to reflect changes in organisation policy, best practice in recruitment processes and compliance with relevant legislation.

Representation of Candidates

Recruitment of David Christie and Associates, on behalf of clients, will be based on merit in fair and open competition without patronage, favouritism or discrimination. The most appropriate candidates will be selected, according to but not exclusively, the following factors; knowledge, skills, experience, values, and attitude. Candidates will not, under any circumstance, be represented without their prior knowledge and approval. Candidates have the responsibility to inform David Christie and Associates if they have previously been represented by another agency or directly for the stated position. If candidates have already been represented, then David Christie and Associates will not represent them to the stated client. If dual representation does occur, the agency which first represented the candidate shall be the candidate's agent, unless the agency and candidate mutually decide against said representation.

David Christie and Associates undertakes such a policy in order to be fair, competitive, and to demonstrate best practice standards in the recruitment industry. David Christie and Associates is an active member of the RCSA, Recruitment & Consultants Services Association, and adheres and advocates the RCSA's Professional Code of Ethics.