

ABOUT SPECTRA

Spectra Recruitment connects businesses with qualified, professional and skilled talent across Australia. We recruit blue-collar and white-collar roles across manufacturing, logistics, engineering, construction, oil and gas, and mining.

With more than 20 years of industry knowledge across Australia and the UK, we combine practical industry understanding with a structured, responsive recruitment approach. We take the time to understand each role, workplace and candidate before making a recommendation. From individual appointments to ongoing workforce requirements, we connect the right talent with the right clients Australia wide.

OUR CAPABILITY

From a single specialist appointment to ongoing workforce support, we recruit across trades, technical, operational and professional roles.

We support day-to-day operations, maintenance, shutdowns and project delivery, tailoring each search to the skills, qualifications, experience and availability required.

Our approach combines industry understanding, targeted sourcing, thorough screening and placement support. This enables us to deliver reliable recruitment solutions aligned with each client's operational requirements, workplace culture and workforce needs.

OUR RECRUITMENT SOLUTIONS



PERMANENT RECRUITMENT

Placing skilled professionals in permanent roles aligned with their experience, career goals and the employer's culture and long-term workforce needs.



FIXED-TERM CONTRACTS

Connecting experienced professionals with fixed-term roles for defined projects, contract periods and operational requirements.



LABOUR HIRE

Providing responsive workforce support for peak demand, leave coverage, shutdowns, projects and ongoing operations.

SPECIALIST WORKFORCE SOLUTIONS YOU CAN RELY ON

RECRUITING AUSTRALIA WIDE

Permanent Recruitment | Fixed-Term Contracts | Labour Hire

THE SPECTRA APPROACH

01 UNDERSTAND THE REQUIREMENT

Clarify the role, required skills, working conditions, site requirements and workplace culture.

02 SOURCE & SCREEN

Identify candidates and assess relevant experience, availability and interest.

03 VERIFY CREDENTIALS

Check relevant qualifications, licences and supporting documentation against role requirements.

04 INTERVIEW & ASSESS

Explore technical experience, suitability and expectations through detailed interviews.

05 CHECK REFERENCES

Seek feedback on previous performance, reliability and relevant work experience.

06 COORDINATE ASSESSMENTS

Arrange role-specific medicals, drug and alcohol screening and other pre-employment assessments where required.

07 ONBOARD & FOLLOW UP

Coordinate employment documentation and required inductions, then provide ongoing support to clients and candidates throughout the placement.

LICENCES & INSURANCE

- ✓ Labour Hire Licence – QLD
- ✓ Labour Hire Licence – VIC
- ✓ Labour Hire Licence – NSW
- ✓ Public Liability & Professional Indemnity Insurance
- ✓ Workers' Compensation Insurance
- ✓ Rehabilitation and Return to Work Certificate

OUR SIX SPECIALISMS

Blue-collar and white-collar recruitment across six specialist industries.
Your industry. Our expertise. The right people.



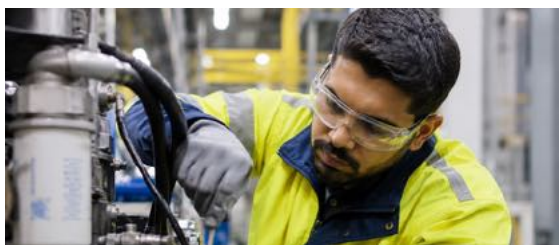
MANUFACTURING

Food and beverage, industrial production, engineering, pharmaceutical operations, maintenance and office support.



LOGISTICS

Warehousing, distribution, forklift operations, transport, freight, supply chain, operational leadership and office support.



ENGINEERING

Mechanical, electrical, civil, structural and design roles, complemented by project administration and office support.



CONSTRUCTION

Residential, commercial, industrial, civil and infrastructure projects, supported by skilled trades, labour and office support.



OIL & GAS

Onshore and offshore operations, LNG and gas processing, pipelines, infrastructure, maintenance, shutdowns and office support.



MINING

Maintenance, shutdowns, capital works, projects, mining and processing operations, site administration and office support.

CONTACT US

Looking for the right people or your next career opportunity?

Let's discuss how we can help.

Scan to explore opportunities or connect with our team.



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