



# Capability Statement

Specialist Recruitment  
& Strategic Talent  
Acquisition

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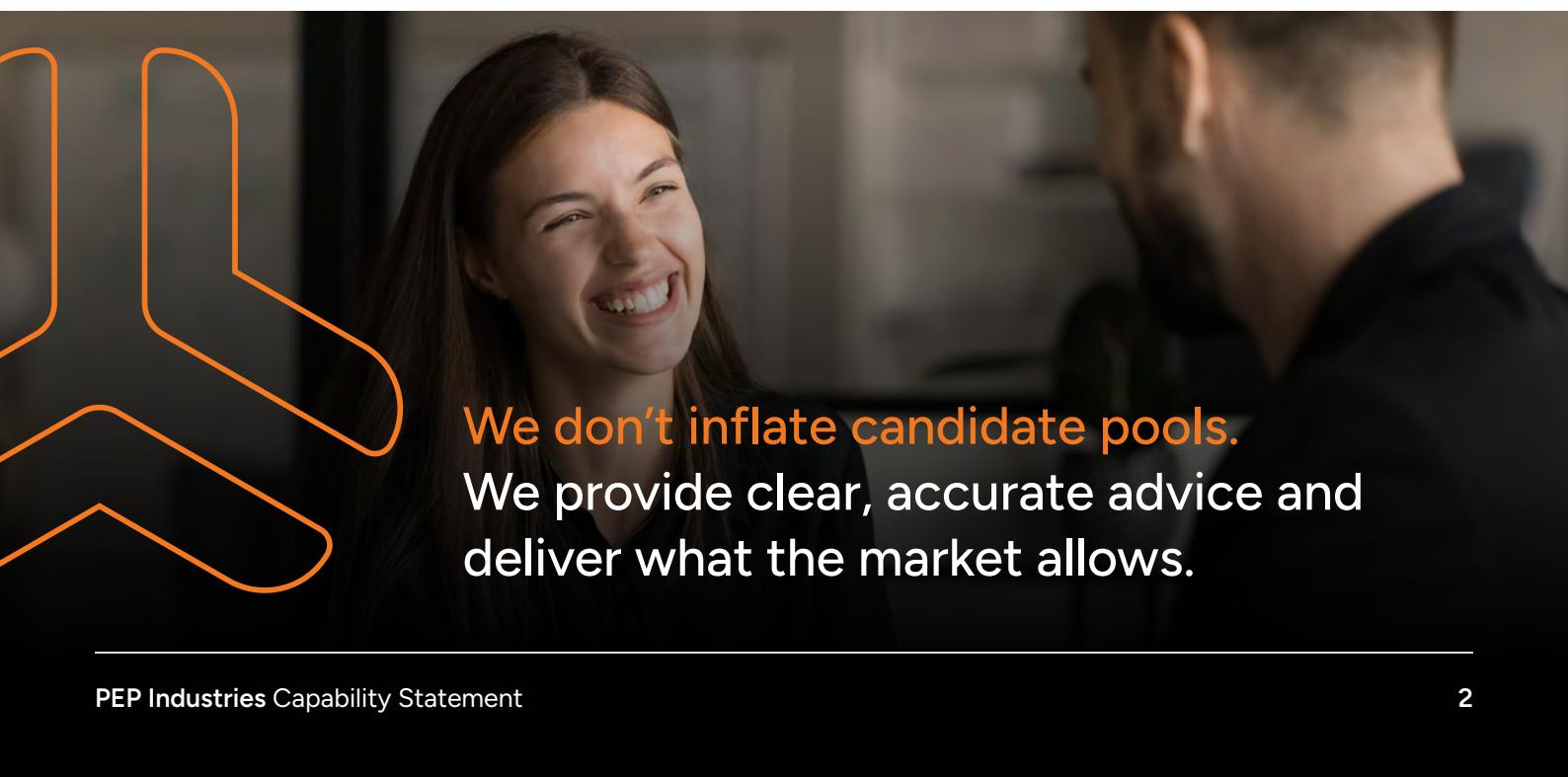
# Our Mission

PEP Industries is a specialist recruitment and executive search firm focused on one thing: finding capable, skilled professionals who drive results in the roles required.

We are engaged when roles are difficult to fill, skills are scarce and traditional recruitment channels will not be able to deliver the right outcomes.

Our work spans technical specialists, professional practitioners, operational experts and senior leaders. While executive appointments form part of our offering, the majority of our work sits in niche, hard-to-source skillsets where accuracy, discretion and market access are critical.

PEP Industries operates exclusively through targeted search. We do not rely on job advertising, applicant flow or volume-based recruitment. Our speciality is identifying and engaging talent directly, delivering candidates aligned to the role and the client's needs.



We don't inflate candidate pools.  
We provide clear, accurate advice and  
deliver what the market allows.



# Overview

We partner with organisations that understand the value of strategic talent acquisition and understand the impact that misaligned talent can have on a business.

We deliver when;

- Capabilities are limited in supply
- Roles are business-critical
- A role requires bespoke capability or specialist skills and experience

Our work is search-led and research-driven. By directly engaging professionals who are not actively job seeking, we have access to talent that can't be reached through standard recruitment methods.

# About Us

PEP Industries was established to deliver recruitment outcomes grounded in market reality.

Led by our founder Peter Tsokelenis, the business brings more than two decades of experience operating within complex hiring environments, competitive talent markets and niche skillsets.

While leadership and executive search form part of our work, PEP Industries is primarily engaged to source specialist and hard-to-find skillsets across technical, professional and operational roles.

We work closely with our clients to define what capability is genuinely required, assess where it exists in the market and determine the most effective way to secure it.



# What we do

PEP Industries delivers targeted recruitment and executive search services for roles that can't be filled through standard recruitment approaches.

We specialise in:

- Niche and technical recruitment
- Professional and specialist roles
- Operational and management capability
- Executive and leadership appointments

Our focus is not on filling vacancies. Our focus is on delivering capability.

## Our Values

The principles that shape our approach and define the way we partner with organisations.



### Performance

We work with intention and discipline, delivering results that strengthen your organisation.



### Expertise

Our experience informs every decision, every recommendation, and every candidate we present.



### Precision

Nothing is left to chance, every search is executed with method, accuracy, and strategic insight.

# Our Approach

Our approach is search-led by design.

Every engagement begins with a clear definition of role requirements, constraints and success measures. From there, we build a targeted search strategy informed by market research, industry intelligence and talent mapping.

Approximately 95% of our work involves directly approaching passive candidates; individuals who are not actively seeking new roles and would not respond to job advertising.

This approach provides access to a significantly broader and higher-quality talent pool while removing speculation from the hiring process.

Every candidate presented is capable of performing the role.



# Our Difference

## Niche Capability Focus

PEP Industries operates in markets where capability is scarce and competition for talent is high.

We specialise in roles that are difficult to fill, highly specialised or business-critical, where precision and market access matter.

## Tailored Search Solutions

Every engagement is structured around the specific role, industry and operating environment. We do not apply templated recruitment processes. Each search is designed to deliver the most effective outcome for that role.

## Search-Led, Not Advertising-Driven

We do not rely on job boards or applicant flow. Our work is built on targeted search and direct market engagement, allowing us to identify and secure talent others cannot reach.

## Candidate Confidence

We present concise, considered shortlists. Every candidate put forward is capable of performing the role. This removes speculation, reduces hiring risk and enables confident decision-making.

## Market Reality, Not Market Noise

We provide clear, honest insight into talent availability, constraints and expectations. We do not oversell the market or inflate candidate pools. Our advice is grounded in real market conditions.

## Long-Term Hiring Outcomes

Our focus extends beyond placement. We consider capability, alignment and longevity to ensure each hire strengthens the business over time, not just in the short term.

## High Quality Talent

One of our core strategies is engaging passive candidates, professionals who are not actively job seeking but are open to the right opportunity. This unlocks a significantly broader and higher-quality talent pool as well as the opportunity to tap into our vast talent bank.

## Trusted, Senior-Led Delivery

All engagements are overseen and led by our founder with the support of senior recruiters bringing deep market knowledge and hands-on search experience. Clients deal directly with decision-makers, ensuring accountability, discretion and consistency throughout the process.



## Permanent Recruitment

End-to-end recruitment for permanent roles across technical, professional and leadership functions, including:

- Hard-to-find and skill-scarce positions
- Technical, specialist and professional roles
- Leadership and executive appointments
- Full recruitment lifecycle management from brief through to placement

## Specialist Search & Headhunting

Targeted search and headhunting for roles where talent is limited, niche or not actively on the market, including:

- Identification of passive and specialist candidates
- Direct outreach and discreet engagement
- Executive search as part of broader specialist search capability
- Structured search methodologies tailored to role complexity and scarcity

## Market Mapping & Analysis

Research-led insight into talent availability, market dynamics and competitive landscapes, including:

- Targeted market mapping by role, skillset or sector
- Talent pool and competitor analysis
- Insight into skill scarcity, supply and demand
- Data-driven intelligence to inform recruitment strategy and decision-making

## Recruitment Advisory & Assessment

Strategic advisory and assessment support to strengthen hiring outcomes, including:

- Role definition, scoping and alignment to business needs
- Market insight to guide realistic hiring strategies
- Psychometric assessment and candidate profiling
- Support to ensure skills, experience and cultural alignment

## Trusted across key industries

Proven recruitment capability across a diverse range of key industries and market environments.



Professional Services



Operations, Management & Executives



Finance & Accounting



Aviation



Legal & Compliance



Manufacturing & Logistics



Technology, Digital & Cyber Security



Sales



Mining, Construction & Engineering



Admin Support

# Our Process

## 1. Introduction & Brief

A clear understanding of the client, the role, and the broader business context is established before the search begins.

- Initial introduction call and meeting
- Role brief, objectives and expectations
- Agreement on scope, process, and timelines



## 2. Search Strategy & Market Mapping

A tailored search strategy is developed based on role requirements, skill scarcity, and current market conditions.

- Search strategy development
- Targeted market mapping and research
- Identification of active and passive talent pools



## 3. Internal Candidate Assessment

Candidates are engaged directly and assessed internally before being presented to the client.

- Candidate attraction and direct outreach
- Initial screening and qualification
- Internal consultant interviews and suitability assessment

# Our Process

## 4. Shortlist Delivery

A considered shortlist is presented, supporting a structured and efficient interview process.

- Shortlist presentation
- Candidate profiles and recommendations
- Client first-round interviews
- Feedback and refinement



## 5. Evaluation & Due Diligence

Further evaluation is conducted to support confident decision-making and role alignment.

- Psychometric assessment
- Reference and background checks
- Additional assessments as required
- Review and comparison of shortlisted candidates

## 6. Final Interviews & Selection

Final-stage interviews are supported to confirm suitability and alignment prior to offer.

- Coordination of final interviews
- Ongoing feedback and consultation
- Final candidate selection support



## 7. Offer & Follow-ups

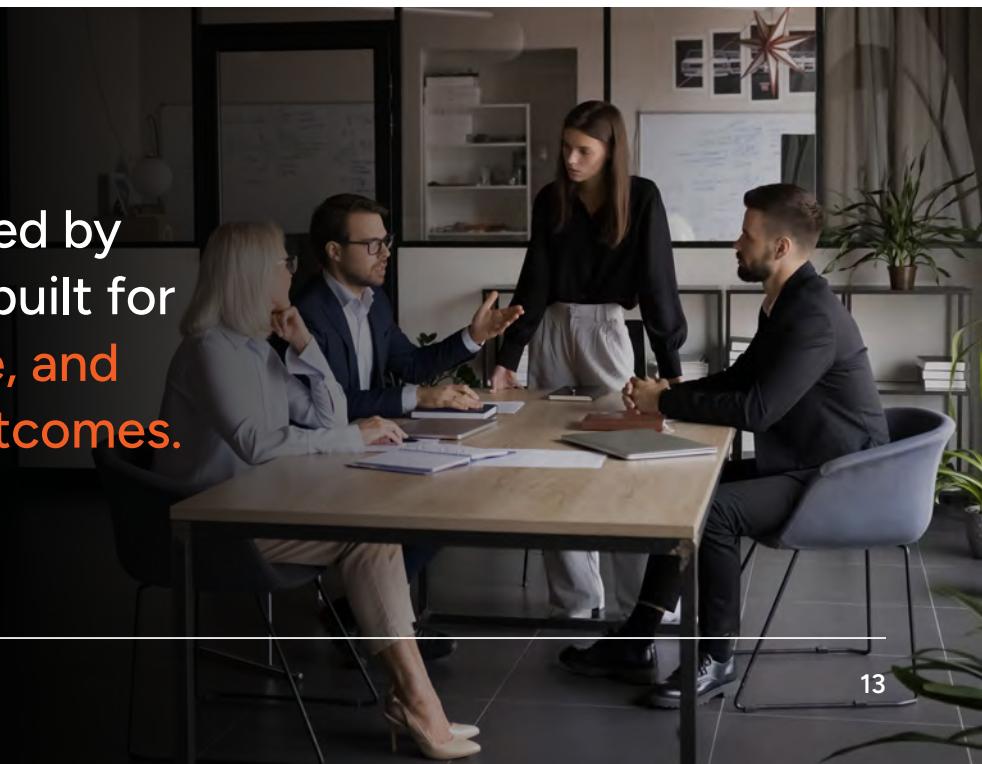
Once a candidate is selected, we manage the offer process and remain engaged through onboarding and beyond.

- Offer structuring and negotiation
- Acceptance and onboarding support
- Post-placement follow-ups and check-ins

# Our Search Methodology



A methodology shaped by years of refinement, built for accuracy, confidence, and exceptional hiring outcomes.



# Our Value to Clients

PEP Industries partners with organisations that require certainty, discretion and accountability when hiring critical roles.



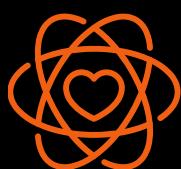
Our clients value:

- Access to talent they can't reach themselves
- Honest insight into market conditions and availability
- A disciplined search process that reduces hiring risk
- Clear communication and search governance
- Alignment to commercial and operational priorities



### True Capabilities

We assess technical skill, industry knowledge, and demonstrated performance to ensure candidates bring the experience needed to excel in their role from day one. Our goal is to present professionals who can contribute immediately and evolve with the demands of the position.



### Value Alignment

Long-term success depends on more than capability, it requires someone who resonates with your organisation's values, communication style, and working environment. We take the time to understand your culture deeply so we can identify candidates who integrate seamlessly and strengthen team cohesion.



### Growth Potential

We look beyond the role today and consider how a candidate will grow with your business. Through behavioural assessment and forward-focused evaluation, we identify individuals who show commitment, adaptability, and a mindset aligned with long-term organisational progress.



## Specialist Recruitment Enquiries

For specialist recruitment, search services or confidential advisory discussions, please contact PEP Industries.

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 PEP Industries Australia