



**Is this your problem?** You want to hire staff for a development project or your AEC business but it's a deluge of CV's and you don't really have the time and energy to go through each one. So, you hire a recruiter, but their expertise is limited to looking at the industry from the outside. And you could still end up having to review several candidates that are simply not fit for the job. Further, your own experience at assessing development team members is limited, so you really are taking a risk.

**Xpect 2 Connect solves** this recruitment hassle and brings prequalified prospective employees and employers together. Having interviewed, employed, trained and worked with hundreds of staff in the property development and construction business over many years Andrew Crosby, Director Xpect Property, brings a unique and valuable independent assessment of what it takes to do these roles. And how much you should pay in the current market. Plus, many in the industry are already in his network.

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#### **Employers this is how Xpect 2 Connect works**

1. You call Andrew Crosby 021982444 to discuss the role.
2. You approve the Xpect 2 Connect terms:
  - a. \$1,000 initiation fee.
  - b. Seek Advert reimbursement
  - c. One month exclusivity
  - d. \$9,000 success pay payable on job offer acceptance by candidate.
3. You send Xpect 2 Connect your draft job description. Xpect 2 Connect will clarify and help you with the job description, providing advice as to the ideal target candidates title, experience, technical skills and personality requirements. If required, Xpect can craft your job description for \$1,000.
4. Once confirmed Xpect 2 Connect will post the job in the LinkedIn network, minus your name and confidential details - so you are not contacted directly. In some cases, the job will not require posting, as there will be suitable candidates known to us. Dependent on the role and our existing network success we will post on Seek.
5. Prospective employees (or contractors) will be invited to submit their interest and Curriculum Vitae confidentially direct to Xpect 2 Connect.
6. Xpect 2 Connect will prequalify those candidates in a structured/prioritised questioning and interview process developed over 16 years suitable to finding the best employee available for your needs.
7. Shortlisted candidates are summarised and interview recommendations made. Stand-out prospects are fast-tracked and may be forwarded just-in-time where they deserve immediate attention.
8. Throughout the process Xpect 2 Connect will touch base with the employer on candidate quality, volume and recruitment strategy. Different markets and different roles require modified approaches. Often this is clear in advance. Sometimes we will need to pivot our approach during the process.



*I want to extend my heartfelt thanks to XPECT for their outstanding assistance throughout the hiring process for Senior Development Manager for 850 units development in Auckland. Andrew demonstrated exceptional professionalism and expertise in drafting a clear and compelling position description, ensuring it captured all the critical aspects of the role. He meticulously filtered applications and conducted thorough initial interviews, saving us significant time and effort.*

*Andrew's dedication, efficiency, and attention to detail made the process seamless and stress-free and the cost were very reasonable. I highly recommend XPECT for their excellent recruiting services and look forward to working with them again in the future.*

**Auckland Developer. Jan 2025.**

*Dear Andrew, I hope this message finds you well. I wanted to take a moment to express my heartfelt gratitude for the outstanding service you provided in helping us find the right employee for our team. Your professionalism, attention to detail, and deep understanding of our needs were evident throughout the entire recruitment process. You took the time to listen to our requirements and ensured that the candidates you presented were not only qualified but also a great cultural fit for our organization. We are thrilled with our new hire, and we are confident that they will make a significant contribution to our team. It's clear that your expertise in the recruitment field played a vital role in this successful placement. Thank you once again for your support and dedication. We look forward to working with you again in the future.*

*Warm regards*

**Steve Palmer**

**Managing Director**

**Hi-Tec Property Developments**

*We decided to work with Andrew given his extensive network and experience in the industry working with consultants. He was highly proactive, provided regular updates, and requested detailed work examples to ensure a thorough selection process. He efficiently screened numerous applicants, presenting us with a well-curated shortlist, which significantly reduced our time spent reviewing CVs. Andrew took the time to understand our company and the role in detail, allowing him to recommend well-qualified candidates. His ability to effectively communicate and promote the role to potential candidates was invaluable. We will definitely work with him again.*

**Kevin Crowe**

**Managing Director**

*I recently had the pleasure of being coached by Andrew to prepare for a pivotal job interview at a blue-chip listed property investment company, and I cannot recommend his services highly enough. From our initial consultation, it was clear that he truly understands the challenges faced by job seekers particularly those with unconventional backgrounds. One of the most significant ways Andrew supported me was by helping me overcome my feelings of self-doubt. He was reassuring but also honest in providing the feedback I needed to adequately prepare within a very short space of time. Unknowingly he also helped me combat Imposter Syndrome, transforming my mindset and replacing negative thoughts with a voice of encouragement. During the interview itself, this internal encouragement proved invaluable, boosting my confidence and enabling me to present my best self. He also created a tailored roadmap for approaching the interview, outlining key points to focus on and how to articulate my experiences effectively. This preparation was instrumental in helping me connect with the panel authentically. I felt empowered to highlight my core skills and values, facilitating a genuine dialogue that resonated with the interviewers. Thanks to Andrew's guidance, I walked into the interview more confident and capable than I ever thought possible. His support not only equipped me with the tools I needed but also instilled a sense of belief in myself that I'll carry into future opportunities. If you're looking for a career coach who will elevate your interview skills and build your confidence, I wholeheartedly recommend Andrew and Xpect Property.*

**P.W.**

*I had the pleasure of working with Andrew Crosby from Xpect Property, and I can confidently say that his expertise in the construction industry is unmatched. Andrew is a well-respected name in the field, and his deep understanding of the market, industry trends, and recruitment process made a significant difference in my job search. Thanks to his guidance, insights, and strategic advice, I was able to secure a Senior Quantity Surveyor role that aligns perfectly with my skills and career goals. His professionalism, attention to detail, and genuine commitment to helping candidates succeed set him apart from others in the industry. I highly recommend Andrew Crosby and Xpect Property to anyone in the construction sector looking for career opportunities or expert advice. His knowledge and support are invaluable!*

**Surajpal Singh Channa**

*Hi Andrew. Thank you for taking the time to give me the feedback. Now and before. It's really surprising how rare this is currently. Most of the companies don't actually think of who is behind the table applying. All the best.*

Cheers

**CR**

*Sorry to hear I missed out but thank you Andrew for your response. It's becoming increasingly rare to have someone provide advice on the outcome of an application these days. A professional courtesy and practice that seems to have been lost in recent times. Maybe we can catch up over a coffee sometime soon.*

**DR**

*Thanks Andrew, I value the speed with which you approached the recruitment process during a very busy time of the year. Communication was very prompt and timely and you made sure to provide all the background information I required.*

Regards,

**Sergio**