



## Our Vision

*"To establish new benchmarks in the provision of quality and holistic human resource management services and to bring purposeful employment to individuals across all organisational levels."*

## Contact Us

We welcome the opportunity to hear from you.  
Please direct all enquiries to our Head Office below:

Credence International Pty. Ltd.  
Level 14, 309 Kent St  
Sydney, NSW 2000  
AUSTRALIA.

Email : [info@credenceintl.com](mailto:info@credenceintl.com)  
Tel : + 61 2 9948 0444  
Fax : + 61 2 9872 4545  
[www.credenceintl.com](http://www.credenceintl.com)



## Client Profile

Samples of our client engagements both local and offshore include placements in the following industries and roles:

### Government Financial Services

Senior Accounting Manager  
Senior Analysts  
Team Leaders of business units  
Financial Business Manager

### Global Financial Services

Senior Programmer  
Network Manager  
Chief Financial Officer  
Human Resource Manager  
Senior Project Consultant

### Fortune 500 Engineering Company

Director of Engineering  
Vice President Materials

### National Publishing Company

National Director  
Finance Manager

### Healthcare

Directors of Nursing/Managers  
Group HR Manager

### Funds Management

Director of Sales & Marketing  
General Manager - Retail  
Senior Portfolio Manager  
Manager - Back Office team  
Portfolio Accountants

### Global US Software Organisation

Country Manager  
HR Manager - Australia/NZ  
Professional Services Manager  
Project Managers  
Client Services



*We believe your best resource is your people....*



## About Credence

### *People and Relationships*

From its inception in 1999, Credence International strives to embrace an end-to-end approach to its Human Capital Management. We work tirelessly with Clients and Candidates alike to build a reputation as a valued business partner. Our collaborative approach, tailored offerings and extensive domain knowledge help differentiate us in an increasingly mass-marketed and crowded field. We have the appetite to be unique - as our growing list of satisfied customers testifies:

We endeavour to perceive subtleties within organisations and individuals which often distinguishes a great result from a mediocre offering. In addition, we consciously extend our global reach by partnering with seasoned executive search professionals with a proven track record and a shared system of values and beliefs. This allows us to provide boundary-less opportunities for engagement in a truly flattened world.

Credence is a member of the Australian Institute of Management (AIM) and The Australian Human Resource Institute (AHRI).

## Our Vision

Our aim is to establish new benchmarks in the provision of quality and holistic human resource management services and to bring purposeful employment to individuals across organisational levels.

## Our Approach

In understanding our client organisation's vision, culture and growth, we adopt an integrated approach that enhances our clients' value through their people and better drive performance to achieve the organisation's objectives. A top-down approach in building robust teams including project and contractual staff who can add value to deliverables. A rigorous, systematic and exhaustive due diligence undergirds the entire engagement process to completion.

## Our Services

### *Recruit*

We are constantly researching and reviewing the labour market to anticipate opportunities, trends and challenges. One major initiative Credence participates in and sponsors, is our Executive Round Table forums whereby we facilitate interactive workshops and provide a platform for discussion among our client groups

### *Retain*

Our approach to any assignment includes providing our Clients with an end-to-end placement commitment. We regularly listen to and solicit feedback from both Clients and our placed Candidates alike to ensure consistent alignment of goals, metrics and expectations. Through this process, we look to uncover subtle nuances and continuously seek to strengthen mutual trust and partnership that extends well beyond the placement.

### *Ripen*

Organisations can further mitigate challenges in retention through the use of effective coaching and mentoring strategies. This encourages smooth succession planning and transitions, aids in minimising the loss of corporate memory for long serving employees, and provides opportunities for the development of Gen Y talent coming through into mid-management and above. Identifying and nurturing bench strength is a key competitive must-have in any organisation's arsenal to attract and retain top talent.

## Testimonials

### *What Our Clients and Candidates Say About Us...*

*Testimonials can be verified and authenticated.*

*"We have worked closely with Credence International over the past 4 years on a number of senior executive assignments; CEO, HR and Finance Directors.*

*We were impressed with the way CI's experienced consultants worked closely with us to first deeply understand the core strategic issues facing the business and then helped us to better define and sharpen the critical characteristics for the roles before commencing the search.*

*Recruiting is a demanding high stakes undertaking which requires a very thorough, professional, insightful and personable approach for successful appointments. Credence provided quality candidates for appointment to our senior roles which in turn helped us turn around the performance of the group. "*

*Executive Director – Healthcare Group, 2008*

*"Judy Wong-See (Principal) and her team at Credence International are exceptionally dedicated and driven to meet client requirements. I first met Judy as a candidate and found her to be incredibly insightful and demonstrated a real understanding of the job role, company and cultural fit. She made such an impression on me that I engaged her to help me build my HR team and other teams within my organisation. She worked tirelessly to find the right people for the work that needed to be done, both on a permanent and contract basis. Without any doubt, Judy goes the 'extra mile', she constantly searches for candidates who are looking for continuous improvement in their careers and can add value to their future employers - added to this, she does it with such a dose of humour and partnership.*

*I highly recommend Credence to any employer looking for a Partner who can quickly understand the organisational culture, leadership styles and strategic direction to ensure candidate 'fit' for the organisation.*

*Human Resource Manager – Aust/NZ  
US Software Organisation based in Sydney*

*"For some 6 months prior to leaving a senior executive role in the corporate sector to move to the not for profit sector, CI maintained close dialogue with me in order to fully acquaint me on the pros and cons of the new role that operates in a very different environment to the corporate world I'd known for two decades. The detailed knowledge and understanding of not for profits and clear explanation of the quantum of personal adjustment that was required to make an effective transition has proven to be invaluable assistance in completing the transition..."*

*Executive Manager, previously from Commonwealth Bank of Australia*