



# Finding your next superstars

August 2022

# About Us

## We

- are passionate about tourism, it is what we know and it's all we do
- are the only dedicated tourism executive search agency in New Zealand
- have over 100 years combined tourism and recruitment experience
- have an extensive network across the tourism industry in New Zealand and Australia
- prioritise headhunting over advertising to get the best results
- use a cloud based candidate management system



# Our clients



NGĀI TAHU Tourism



\*List includes some of our past and current clients

# Team New Zealand



**Jason  
Hill**

Managing Director

Auckland

25 years in tourism marketing in NZ and Asia

Senior management and governance experience

[LinkedIn](#)



**Dylan  
Rushbrook**

Director

Central Otago

20 years in hotels and destination marketing in NZ

Senior management and governance experience

[LinkedIn](#)



**Nuwanthie  
Samarakone**

Director

Auckland

12 years in recruitment

Talent development expert in NZ and Asia

[LinkedIn](#)



**Anna  
Hayward**

Senior Associate  
Business Events

New Plymouth

25 years in business events and hospitality

Senior management and governance experience

[LinkedIn](#)



**Natalie  
Rushbrook**

Talent Engagement  
Lead

Central Otago

15 years in recruitment, sales, & event management

Management and HR expertise

[LinkedIn](#)

# Team Australia



**Karen  
Priest**

Managing Director

Perth

25 years in tourism  
marketing and  
recruitment

Worked in Australia,  
U.K., NZ and South  
Africa

[LinkedIn](#)



**Chris  
Flynn**

Director

Sydney

30 years in global  
tourism

Popular keynote  
speaker across  
Australasia and Asia

[LinkedIn](#)



**Mark  
Taylor**

GM New South Wales

Sydney

30 years in  
attractions, inbound,  
sales, and hospitality

Strong governance  
experience and  
senior network

[LinkedIn](#)



**Dave  
Atherton**

Senior Associate SA & NT

Melbourne

35 years in senior sales,  
marketing, and general  
management

Governance experience  
and a senior network

[LinkedIn](#)

## Services we can provide

- Input to job descriptions and job ads
- Advertising of roles on Seek, Tourism Ticker, and LinkedIn as required
- Headhunting across New Zealand and Australia
- Handling of applicants from job ads and headhunting activity
- Prepare a long short-list of applicants for discussion
- Arrange all interviews with shortlisted candidates
- Conduct reference checks on preferred candidates if required
- Input and advice on final candidate choice if required



# Our Fees

We offer a **No Find – No Fee** policy. If we don't find the right person there is no charge\*, and no risk.

Our standard placement fee is 15% for senior executive roles.

We appreciate these are difficult times for all in the tourism industry, and therefore we are pleased to offer a limited time discounted fee structure as follows until September 30<sup>th</sup> 2022:

Annual Salary	Fee
<\$75k	Fixed fee \$5,000 + GST
<\$100k	Fixed fee \$7,500 + GST
<\$125k	Fixed fee \$10,000 + GST
\$125k+	12.5% + GST placement fee of first year full salary

We offer a stepped refund policy if things don't work out up to 13 weeks from the candidate start date and will provide our standard Terms of Business agreement with this proposal that outlines this policy.

Thank you

[www.tourism-talent.com](http://www.tourism-talent.com)

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