

Case Study

Recruiting a Legal Officer for a Commonwealth government client

Recruiting a Legal Officer for a Commonwealth government client

The problem: A Commonwealth government client needed extra resourcing for their Legal Group and was referred to flxbl by a colleague of theirs. They were looking for Canberra-based lawyers, ideally with experience in migration litigation.

Our solution: Immediately after receiving the client's brief, we initiated discussions with a two-year PQE lawyer who had come onto our books just a few weeks prior. This lawyer had knowledge and experience with administrative appeals, particularly in the migration and refugee space. Within a week, we set up an interview between the candidate and the client and organised referee checks to be undertaken. Our client confirmed that the candidate would be a great fit for their team and offered them a 12-month non-ongoing APS contract as a Legal Officer.

The outcome: Our candidate settled into the new role quickly and continues to make a positive contribution to the team. Because of our proven ability to source high-performing candidates with specific skills and experience, this client has since reached out to flxbl several more times to fill other vacancies within their team.

Case Study

Providing Legal Policy Officers and Policy Officers to a growing team over a number of years

Providing Legal Policy Officers and Policy Officers to a growing team over a number of years

The problem: The States and Territories section within a Commonwealth government agency was seeking to engage Legal Policy Officers to grow their workforce, which at the time comprised only two employees.

Our solution: Shortly after receiving the initial request from the client, we were able to source a Senior Legal Policy Officer at the EL1 level and a Legal Policy Officer at the APS4 level, both via section 26 transfers from other Commonwealth government agencies. Both commenced their engagement with the client in November 2021. In addition to these two permanent candidates, flxbl also provided Legal Policy Officers and Policy Officers at the APS5, APS6 and EL1 levels under labour hire arrangements.

The outcome: Since flxbl's initial engagement with the section, they have grown into a Branch with over 40 employees. flxbl has fostered a close relationship with the team over the past two years, most recently sourcing a Senior Legal Officer at the EL1 level for them in January 2023.

Case Study

Placing a Senior Lawyer with a client after an unsuccessful recruitment round

Placing a Senior Lawyer with a client after an unsuccessful recruitment round

The problem: In October 2022, a Commonwealth government agency engaged flxbl to provide scribing services to assist with a recruitment round for Government Lawyers. Although there were multiple positions available, only one candidate was deemed suitable following interviews. This left the client with very few options and a number of gaps to fill across their division.

Our solution: Our team suggested that we could source some potential candidates and provide them to the department either through non-ongoing arrangements or section 26 transfers. At the time, we had recently been in contract with an experienced litigator who was seeking to move away from the private sector. We were able to facilitate interviews and reference checks between the candidate and the client, after which an offer was made for a 12-month non-ongoing position at the EL1 level in January 2023.

The outcome: As a result of this successful placement, flxbl was able to fill a vacancy for the client and strengthen the relationship with them further, as well as assisting the candidate with a smooth transition into the public sector. In May 2023, this candidate applied for and won a permanent role with the client.

Let's talk.



Need labour hire or non-ongoing APS staff to complement your workforce?

If so, let's get in touch:

Deedee Allison

Client Solutions Manager | flxbl

deedee.allison@flxbl.com.au

+61 459 985 117

(02) 6103 8095

Felix Krecak

Senior Recruitment Consultant | flxbl

felix.krecak@flxbl.com.au

+61 497 711 249

(02) 6103 8095