



## COMPANY PROFILE



### *AVI Pacific People ....*

We combine deep *local knowledge* with a *broad international reach* ensuring the best candidate pool and the most effective HR solutions for your business.

## **OUR COMPANY**

AVI Pacific People Pty Ltd is an Australian recruitment and consulting company with our Head Office located at Level 2, BSPL Central Street Building, Suva, Fiji. The company was established in 2018 as a wholly owned subsidiary of Australian Volunteers International (AVI), to utilise and build on AVI's fifty years of recruitment expertise and experience in Australia and the Pacific Islands, capitalising on AVI's offices and relationships in Fiji, Samoa, Tonga, Kiribati, Solomon Islands, Papua New Guinea, Tuvalu, Vanuatu and FSM (also for RMI and Palau). We have a long history of supporting the sustainable development of Pacific Islands People.

AVI Pacific People is the first Pacific-wide specialised end-to-end recruitment service headquartered in Suva, Fiji. We also work with clients across all sectors to review current practices and processes and analyse the issues before we provide our professional advice. Furthermore, we work with clients to develop practical solutions that will deliver business results in a sustainable manner.

We offer our clients the following HR and business solutions:

### **1. TALENT ACQUISITION**

We have a broad range of recruitment solutions to suit your workplace needs. From advertised recruitment, executive and board search to recruitment process outsourcing, we have the skills, networks, technology, and expertise to deliver high quality support. We are here to meet your recruitment needs sourcing local, regional, and international talent at middle/senior/executive management and specialist levels across all sectors.

### **2. ORGANISATIONAL DEVELOPMENT**

We will advise and assist our clients to focus and improve on the effectiveness and productivity of their people, systems, and processes, to make their workplace more results oriented. Our approach will be to undertake an assessment of your organisation's needs and recommend interventions to improve organisational effectiveness.

### **3. REWARDS**

Our experienced consultants will work with clients to design and implement highly effective rewards strategies that support business strategy and will help to attract and retain quality talent. We believe in leveraging financial as well as non-financial rewards to engage and motivate your people.

### **4. LEADERSHIP DEVELOPMENT**

We believe that strong and effective leaders are critical to an organisation's long-term success. To this end, we will help our clients to develop and implement a strategic as well as personal leadership agenda, to empower their leaders to lead their organizations into the future with confidence.

## 5. BUSINESS ADVISORY SUPPORT

The right advisory support can help your business rise to the challenges and leverage the opportunities presented by today’s complex business environment. We will provide expertise to help clients address their business issues and opportunities by assisting with strategic planning, risk management and corporate governance.

### OUR EXPERIENCE

In the Pacific Islands, AVI has recruited over 300 professional roles, including Board Directors, chief executives and managers in education, finance, operations, human resources, procurement, project management and infrastructure. They also recruited hundreds of technical specialists into the region as part of the PACTAM program.

The Team at Pacific People also bring a wealth of experience in human resources and business management and will work with clients to find effective solutions to address their business needs.

Since we started the business in February 2019, we have worked with several clients across the South Pacific region – including Australia and New Zealand. Our client list to date include:

International Clients	Local (Fiji-based) Clients
<ul style="list-style-type: none"> <li>• Australian Centre for International Agricultural Research (ACIAR)</li> <li>• Samoa Breweries (Paradise Beverages Ltd)</li> <li>• Oceanic Communications (Samoa) Limited</li> <li>• Pacific Re Limited (Port Moresby)</li> <li>• Doherty Institute (Australia)</li> <li>• Australian Humanitarian Programme (AHP)</li> <li>• New Zealand High Commission Fiji</li> <li>• Think Pacific – Fiji</li> </ul>	<ul style="list-style-type: none"> <li>• Fiji Red Cross Society</li> <li>• Fiji Bureau of Statistics</li> <li>• Ministry of Economy</li> <li>• Pacific Tourism Organisation (SPTO)</li> <li>• Fiji Gas Limited</li> <li>• Fiji Public Service Commission</li> <li>• Yaqara Pastoral Company Limited</li> <li>• Civil Aviation Authority of Fiji (CAAF)</li> <li>• Fijian Holdings Limited Group</li> <li>• Fiji Higher Education Commission</li> <li>• Universal Electronics Fiji</li> <li>• Oceania Hospitals Pte Ltd.</li> </ul>

### OUR APPROACH

#### Recruitment

From our experience, we believe that most specialised technical consultancy and senior/executive leadership roles are best filled by a combination of advertising combined with executive search. This provides a degree of

transparency while ensuring that our clients get successful placements, which advertising on its own does not guarantee.

We believe that AVI Pacific People is in a unique position to offer strong local networks and a Pacific wide reach complemented by extensive expertise in developing tailored recruitment solutions for our clients.

### **Consultancy & Business Advisory**

We will meet with our clients to assess their business needs as well as understand their expectations. We will work with the Client to analyse their issues before we provide professional advice to the client on possible solutions and the way forward. If required, we will assist in developing and implementing the desired interventions and assist with the change management process.

## **OUR FEES**

AVI Pacific People operates on a set fee basis. All fees are discussed and agreed at the outset and typically includes our professional fees plus a fixed percentage (%) for admin costs.

The fee structure varies for local and international recruitment given the varying degree of complexity involved with managing international assignments. Advertising and travel costs are additional.

Should our clients wish to sign an exclusive agreement or include AVI Pacific People on its panel of recruitment agencies, we will be happy to discuss and negotiate our fees and provide a discount for multiple appointments conducted simultaneously.

The fee is typically paid in **two tranches**: the first 50% on our appointment and the second (50%) at the completion of the assignment and on submission of our final report.

## **WHY CHOOSE US?**

- Our consultants understand workplaces. We have real life business experience across a wide range of industry sectors.
- We know the Pacific. Our knowledge of local issues and our networks across the region have been built over many years.
- We draw upon the combined expertise and experience of our local consultants with our international reach through Australian Volunteers International (AVI), to provide the best people solutions for your workplace needs.
- We utilise world's best recruitment practices and technology to underpin our expertise and experience to maximise our ability to identify, select and validate the right people for you.

## OUR TEAM



**THELMA TARIA-SAVUA**  
**General Manager**

Thelma is the General Manager of AVI Pacific People and started with the business in February 2019. She is a Certified Member of the Australian HR Institute (CAHRI) and Certified Professional of the Fiji HR Institute (CFHRI).

Prior to her appointment as General Manager for Pacific People, Thelma served in senior leadership roles in Fiji, New Zealand, and Papua New Guinea, and was General Manager for BAT Samoa.

Thelma possesses more than 20 years' experience in senior HRM roles across statutory and private sector organizations. She has a proven track record for delivering business results, driving organizational change and has a great passion for developing and nurturing strong leaders and teams.

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**BHAWIKA NAICKER**  
**Human Capital Consultant**

Bhawika joined the Pacific People Team in January 2020.

She has over 6 years of HR advisory experience and has previously held consultant roles with PricewaterhouseCoopers and the Fiji National University.

Bhawika has conducted full end to end recruitments for all levels of positions; undertaken reviews of human resource policies, and also conducted external surveys for clients across various sectors and industries. She holds both Bachelors and Post Graduate Degree from the University of the South Pacific.

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**STEPHANIE SMITH**  
**Administration Officer**

Stephanie joined AVI Pacific People in October 2020. She possesses over 7 years experience in administrative and finance support roles for the various organisations she has worked with.

Prior to her appointment, she was the Administration and Human Resources Manager for Rustic Pathways (Fiji) based in Momi, Nadi.

Stephanie also has prior experience in the education and creative & design sectors.

**Contact Us:**

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