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31/01/2026

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PACKAGE

2026

AUTO TALENT

FUELLED BY PASSION

About US

2026

WE KNOW AUTOMOTIVE.

WE KNOW TALENT.

AND WE ARE THE LINK, THAT BRING THE TWO TOGETHER!

At Auto Talent, we're passionate about matching the right people with the right opportunities, because in this fast-paced industry, people are everything. Whether you're a business searching for top-tier talent or a professional ready to take the next step in your career, you've landed in the right place.

LED BY AUSTRALIA'S #1 AUTOMOTIVE RECRUITER.

Founder and Director Brooke Marangos has reshaped automotive recruitment with her deep industry expertise, strategic insight, and unwavering drive. In 2025, she was officially named **"Recruiter of the Year, Automotive – Australia 2025"**, recognising her as the country's leading recruiter. Brooke is also a three-time winner of **"Best Recruiter, Automotive – Victoria" (2023, 2024 & 2025)** at the prestigious Sourcr Awards by Seek.

Under Brooke's leadership, Auto Talent was named **"Best Agency, Automotive – Victoria 2024"** awarded by Sourcr.

Her achievements extend beyond national recognition, earning global acclaim in 2025 with awards including **"Best Automotive Recruitment Agency - Australia 2025"**, **"Automotive Visionary of the Year - Australia 2024"**, **"Automotive Recruitment Consultant of the Year - Australia 2025"**, and **"Client Service Excellence - Australia 2025"**.

These accolades are more than titles, they reflect the strong relationships we've built, the careers we've elevated, and the businesses we've helped grow.

We don't just fill roles. We take the time to understand the heartbeat of your business or the direction of your career. Our approach is personalised, strategic, and proven, ensuring that every placement is the right fit, not just a quick fix.

You'll benefit from a recruitment partner who speaks your language, understands your challenges, and has deep networks across OEMs, aftermarket brands, trade and performance sectors, and retail networks. We don't just send resumes, we deliver candidates who are genuinely ready to add value and align with your business.

We don't just match skills to job descriptions. We align values, culture, and ambition to create placements that last and careers that thrive. Whether you're hiring or job-hunting, Auto Talent is here to support your journey every step of the way.

POSITION PROPOSAL

Brooke Marangos

FOUNDER & DIRECTOR

2026

LET'S DRIVE YOUR SUCCESS TOGETHER!

I'm Brooke Marangos, Founder and Director of Auto Talent, and I'm passionate about reshaping automotive recruitment. In 2025, I was honoured to be named **"Recruiter of the Year, Automotive – Australia"**, and I've also been recognised as a three-time winner of **"Best Recruiter, Automotive – Victoria" (2023, 2024 & 2025)** at the prestigious Sourcr Awards by Seek.

Under my leadership, Auto Talent was named **"Best Agency, Automotive – Victoria 2024"** – Sourcr Awards by Seek.

In 2025 we also received global recognition from Corporate Vision, including:

- **Best Automotive Recruitment Agency – Australia 2025**
- **Automotive Visionary of the Year – Australia 2025**
- **Automotive Recruitment Consultant of the Year – Australia 2025**
- **Client Service Excellence – Australia 2025**

These awards are more than titles – they reflect the strong relationships we've built, careers we've elevated, and businesses we've helped grow across the automotive sector.

Before recruitment, I spent many years working within the automotive industry itself, in sales and leadership roles with some of the biggest and most respected names, both locally and globally. That firsthand experience gave me a deep understanding of the industry and the people who power it.

My career in recruitment began as a Consultant, before stepping into Account Management and later being promoted to a Talent Acquisition & Sales Executive role. These years taught me not only the mechanics of recruitment but also the importance of building trust, understanding people, and delivering real value.

With that foundation, I took the leap and launched Auto Talent, a business fuelled by passion, industry knowledge, and a commitment to reshaping how automotive recruitment is done in Australia.

With Auto Talent, I've created a platform that offers tailored, specialised recruitment services designed to help individuals and businesses achieve their goals. What sets me apart is my deep connection to and understanding of the automotive sector. Having worked with suppliers, distributors, and OEMs, I bring first-hand knowledge and insights into the unique demands of this industry.

I understand the distinct skills and expectations required for each role, whether it's the technical expertise of a mechanic, the communication skills of customer-facing professionals, or the strategic acumen of national and global sales leaders.

Whether you're looking to advance your career or strengthen your business with exceptional talent, I am dedicated to supporting your aspirations every step of the way.

POSITION PROPOSAL



Our PROCESS

2026

STEP ONE – PHONE CONSULTATION

We'll arrange a phone consultation to discuss the role in detail, ensuring we fully understand your requirements. This includes your must-have criteria, salary brackets, bonus structures, car allowances, and preferred time frame for hiring.

STEP TWO – INITIAL PAYMENT

An invoice for the first 50% of the recruitment fee will be issued. Once payment is received, you can decide whether your company name will remain confidential or be disclosed in the advertising (with logos provided).

We'll also confirm if you'd like the salary to be displayed in the job advertisement.

STEP THREE – JOB ADVERTISEMENT

Our team will draft the job ad and send it to you for review. You'll have the opportunity to make any amendments before it goes live across selected job boards.

STEP FOUR – CANDIDATE SCREENING

We will review all applications and conduct phone interviews with candidates who meet your criteria. A shortlist of suitable candidates, along with their resumes, will then be provided for your consideration.

STEP FIVE – INTERVIEWS

Our team will coordinate and schedule face-to-face interviews on your behalf. You will then meet with the shortlisted candidates and conduct your own interviews with those you choose to progress.

STEP SIX – OFFER & REFERENCE CHECKS

Once you have selected your preferred candidate, we will conduct two professional reference checks and provide you with the results.

If you are satisfied, we will extend a verbal offer to the candidate. You will then prepare and send their formal employment contract.

STEP SEVEN – FINAL PAYMENT

The remaining 50% of the recruitment fee will be invoiced on the date the candidate signs and accepts their contract.

Terms & CONDITIONS

2026

TERMS AND CONDITIONS THAT APPLY AFTER NON REFUNDABLE DEPOSIT. LOCK IN PRICE VALID 6 MONTHS

1. DEFINITIONS

In these Terms & Conditions:

- "Agency" means Auto Talent & Consulting.
- "Client" means the individual or entity engaging the Agency.
- "Candidate" means any person introduced to the Client by the Agency.
- "Placement" means the engagement of a Candidate by the Client in any capacity, including employment or contract.
- "Hire Date" means the date on which the Candidate formally accepts an offer of employment or engagement, whether verbally or in writing.
- "Commencement Date" means the date the Candidate actually commences employment or engagement with the Client.

2. INITIAL PAYMENT

A non-refundable payment of fifty percent (50%) of the total placement fee plus GST is payable upfront for each role prior to the Agency advertising or commencing recruitment activities.

Where suitable Candidates are presented and the Client delays review, interviews, or feedback, resulting in the need to re-advertise a role, an additional fee of \$750 + GST per advertisement will be invoiced and must be paid prior to reposting.

3. REMAINING PAYMENT

The remaining fifty percent (50%) of the placement fee plus GST is payable within fourteen (14) days of the Hire Date, being the date on which the Candidate accepts an offer of employment or engagement, whether verbally or in writing, regardless of the actual Commencement Date.

4. MINIMUM FEE FOR UNFILLED ROLES

If the Agency is unable to provide a suitable Placement for a role, a minimum service fee of \$1,000 + GST per role will apply.

This fee represents work performed, including but not limited to:

- Role briefing and consultation
- Advertisement preparation
- Resume screening
- Candidate pre-screening
- Interviewing and shortlisting

Terms & CONDITIONS

2026

5. GUARANTEE PERIOD

Subject to these Terms & Conditions, should a Candidate placed by the Agency resign or have their employment terminated (excluding circumstances set out in clause 9) within ninety (90) days from the Commencement Date ("Guarantee Period"), the Agency will provide one (1) replacement Candidate at no additional placement fee.

The Agency will have ninety (90) days from the date the Client notifies the Agency in writing of the termination to source and present a suitable replacement Candidate.

The Guarantee applies once only and does not reset or extend following the placement of a replacement Candidate.

6. CONDITIONS OF GUARANTEE

The Guarantee is strictly conditional upon:

- a) The full placement fee (including GST) being paid in full within fourteen (14) days of the Hire Date;
- b) The Client providing reasonable cooperation, timely feedback, and access necessary for the Agency to source a replacement; and
- c) The role, remuneration, duties, location, and reporting structure remaining materially the same as those agreed at the time of hire.

Failure to meet any of the above conditions will render the Guarantee null and void.

7. REPLACEMENT GUARANTEE LIMITATION

If the Agency is unable to provide a suitable replacement Candidate under the Guarantee, the Agency will issue a credit note equal to fifty percent (50%) of the original placement fee.

This credit:

- Is valid for twelve (12) months from the date of issue
- Is non-refundable
- May only be applied to future placements with the Agency

8. CANCELLATION OF ROLE

Should the Client cancel, suspend, or no longer require a role after engaging the Agency's services, a cancellation fee equal to fifty percent (50%) of the agreed placement fee will apply and become immediately payable.

Terms & CONDITIONS

2026

9. EXCLUSIONS TO GUARANTEE

No refund, replacement, or credit will be provided where termination occurs due to:

- a) Redundancy, retrenchment, or business restructure;
- b) Misrepresentation by the Client regarding the role, remuneration, or conditions;
- c) Changes to duties, reporting lines, location, or remuneration after the Hire Date;
- d) Workplace culture, management issues, or internal disputes;
- e) Failure by the Client to provide adequate onboarding, training, or support.

10. INTRODUCTION & FEE PROTECTION

Where a Candidate introduced by the Agency is employed or engaged by the Client, or a related entity, within twelve (12) months of introduction, the full placement fee will be payable in accordance with these Terms & Conditions.

11. CONFIDENTIALITY

All Candidate information provided by the Agency is confidential and must not be disclosed to any third party without the Agency's prior written consent.

12. LIMITATION OF LIABILITY

To the maximum extent permitted by law, the Agency's liability is limited to the value of the placement fee paid for the relevant Placement. The Agency will not be liable for any indirect, consequential, or economic loss.

13. GST

All fees are exclusive of GST unless stated otherwise. GST will be added in accordance with Australian taxation law.

14. GOVERNING LAW

These Terms & Conditions are governed by the laws of the State of Victoria, Australia.

The parties agree that any dispute arising under these Terms & Conditions may be dealt with in the courts of Victoria or, at the Agency's option, in the courts of the state or territory in which the Client is located.

Auto Talent is placement-fee only (no salary % cut) and is known for its personalised approach, award-winning results, and long-term partnerships that deliver far beyond the hire date.