



Engineering, Trades & Technical

Talent delivered with precision, powered by people.

Welcome to Manpower, Engineering, Trades & Technical

At Manpower Engineering, Trades & Technical we don't just fill roles. We forge futures.

We connect Australia's most capable trades, technical, and engineering talent with the organisations shaping the future of industry.

Backed by Manpower's global reach, and powered by deep local insight, we deliver permanent recruitment solutions that are precision-built for each organisation. Every placement is crafted to create long-term value, for the individual, the team, and the business.

Our mission goes beyond hiring. We're helping to strengthen Australia's industrial backbone by placing the right people in the right roles, where they can thrive, innovate, and make a difference.

Because the right hire changes everything.



Mission statement



To connect skilled people with meaningful work that strengthens Australia's industrial future.



We deliver permanent recruitment solutions that are precise, human-centred, and built to last, helping our clients grow capability and our candidates build careers that matter.

Vision statement



To be Australia's most trusted recruitment partner in the Engineering, Trades & Technical space, known for our integrity, insight, and impact.



We envision a future where every workplace is safer, stronger, and more sustainable because of the people we help place.



Confidence, trust, delivery.



Global reach. Local expertise.

We operate in every state and territory across Australia, with boots-on-the-ground consultants who know your market inside out.

And with ManpowerGroup's international network behind us, we can tap into global talent insights and best practice, fast.



Deep sector insight.

Our team isn't just experienced, we've lived and breathed the environments we recruit for. From trades and technical roles to complex engineering placements, we understand the pressures, standards, and skills that make or break a team.



Workforce solutions.

We don't just fill roles, we design workforce solutions.

Whether it's a permanent hire aligned with your long-term goals, or a contractor who hits the ground running, our focus is on cultural fit, capability, and impact.

From strategic appointments to urgent gaps, we help you build a workforce that works — for today and tomorrow.



Strategic solutions partner.

We work side-by-side with our clients to solve workforce challenges before they escalate, offering market intelligence, role design input, and proactive pipelines that support growth, safety, and compliance.

Local expertise. Global strength.

As part of ManpowerGroup, we combine deep local market knowledge with the global reach of a worldwide leader in workforce solutions.

Manpower Engineering, Trades & Technical is backed by over 75 years of workforce expertise and a talent network that spans 80 countries. Whether you're hiring regionally or scaling nationally, our connected ecosystem ensures you're supported every step of the way.

One team. Global reach. Local results.



Targeted industries. Specialist talent.

From specialist trades to high-impact engineering roles, we deliver talent that drives performance across Australia's critical industries.



Construction, mining,
and infrastructure



Renewables and
energy transition



FMCG, heavy industrial,
and advanced
manufacturing



Defence and
aerospace



Industrial automation
and robotics



Consulting and
government



Utilities, water,
and power



Built environment and
facilities management



Supply chain, transport,
and logistics



Environmental,
sustainability,
and safety

Great talent changes everything.






At Manpower Engineering, Trades & Technical, we help you find more than just a worker, we help you hire with purpose.

Whether you're building out a team or searching for that one high-impact hire, we deliver skilled, safety-conscious, and job-ready talent.

From single placements to full workforce solutions, we're ready when you are.








Trades

-  Electricians (industrial and commercial)
-  Fitters and turners/mechanical fitters
-  Boilermakers and welders
-  HVAC technicians and refrigeration mechanics
-  Heavy diesel mechanics








Technical

-  CAD/CAM designers
-  Maintenance planners
-  Controls and instrumentation technicians
-  Automation and PLC specialists
-  Reliability and condition monitoring technicians








Engineering

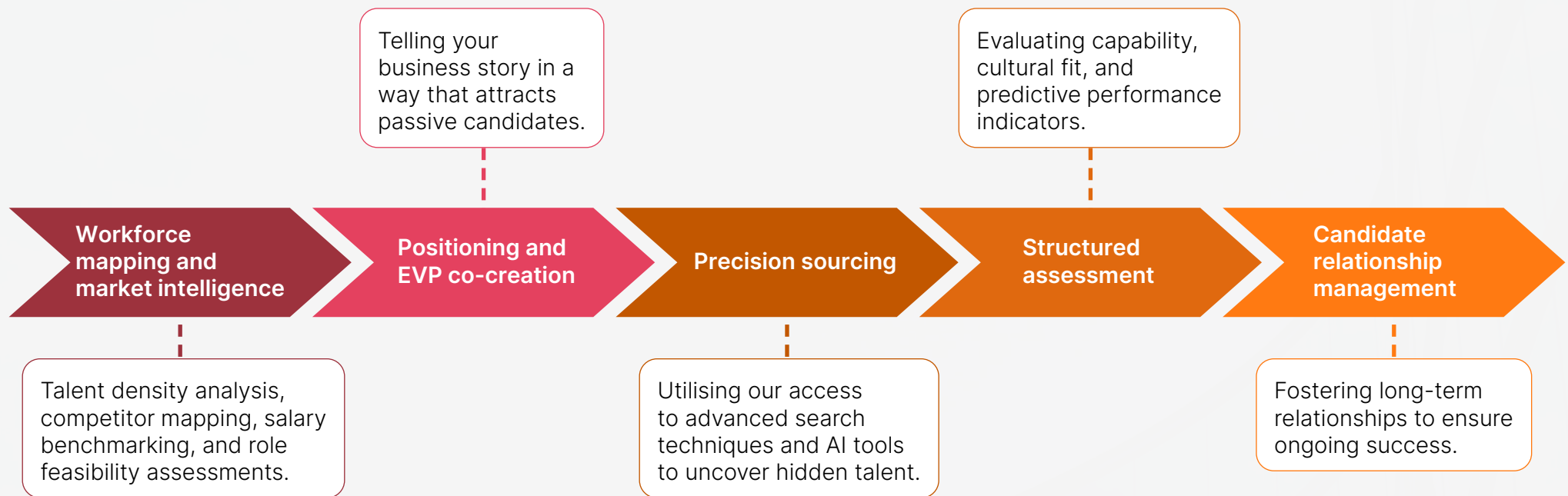
-  Project engineers
-  Mechanical engineers
-  Electrical and instrumentation engineers
-  Maintenance and reliability engineers
-  Process engineers



Operational

-  Project, site, and construction managers
-  Estimators and schedulers
-  Site supervisors and forepersons
-  HSEQ managers and coordinators
-  Operations managers

A strategic approach, always.



Hiring with precision.

Strategic. Measurable. Human-centred.

Our hiring process is built to identify, engage, and deliver high-performing permanent talent in engineering, trade, and technical environments. Every stage is designed to reduce risk, increase retention, and deliver value from day one.

Six stages of hiring with precision

1 Defining the role and success profile

We work with you to define what success in the role really looks like. This includes the worksite context, leadership expectations, team culture, and compliance requirements.

Our focus is on fit, not just function.

2 Mapping the talent landscape

We use market intelligence from ManpowerGroup's local and global networks to assess talent availability, salary benchmarks, competitor activity, and role feasibility. We provide practical recommendations if the role is unclear or misaligned.

Better hiring decisions start with better insight.

3 Personalising outreach and strategic sourcing

We apply modern sourcing techniques, including passive market engagement, tailored outreach, and strategic use of platforms. Our precise process connects with candidates who offer the right skills and cultural alignment.

We connect with the right people in the right way.

4 Validating skills, safety behaviour, and culture fit

We assess candidates for technical competence, workplace safety behaviours, and compatibility with your team and environment. We prioritise individuals who offer long-term value.

We screen for people who stay and succeed.

5 Managing offers and onboarding

We guide both clients and candidates through each step of the offer and onboarding process. This includes documentation, compliance checks, and first-day readiness to support a smooth start.

We help build confidence from day one.

6 Supporting retention and long-term outcomes

We stay involved after placement. We follow up with hiring managers and candidates, providing feedback and identifying opportunities to support retention.

We focus on long-term success, not short-term fixes.



Five ways we outperform in partnership and delivery

1

We ask smarter questions upfront

Before sourcing starts, we dig into the why, not just the what.

We explore role purpose, team dynamics, hidden blockers, and workforce implications so we can build out the right solution, not just respond to a vacancy.

2

We build talent pipelines before you need them

Proactive sourcing is baked into our delivery model.

We track emerging roles, monitor local supply shifts, and keep passive candidates engaged so you're not starting from zero when urgency strikes.

3

We translate operational pressure into hiring strategy

We understand how production schedules, compliance gaps, and site risks create people pressure.

Our recruitment aligns with your operational flow, whether that's scaling crews for a shutdown or stabilising a stretched maintenance team.

4

We represent candidates with integrity

Every candidate we put forward has been qualified with care, not just for skills, but for mindset, site fit, and long-term potential.

We don't flood inboxes, we deliver the right shortlist, first time.

5

We treat every brief like it's business critical

Because for you, it is.

We bring urgency, accuracy, and professionalism to every interaction, whether it's one hard-to-fill role or a national hiring strategy.

We believe

We believe that meaningful, sustainable employment has the power to change the world.
We believe this because he did.

Elmer Winter, Founder of ManpowerGroup.
Established in Milwaukee, United States, in 1948.



DEIB in action

We create career pathways that open real opportunities.

At Manpower Engineering, Trades & Technical, we work with clients and partners to turn inclusion and environmental, social, and governance (ESG) commitments into practical action.



Veterans and defence families

Veterans bring leadership, discipline, and a values-based approach to work. We build recruitment strategies that support their transition into civilian roles, such as:

- translating military experience into civilian career paths
- providing coaching before placement and support during onboarding
- educating employers on veteran-ready workplaces, role design, and retention
- working with Salute for Service and Helping Heroes.



Women in technical and trade roles

We're helping more women step into, and succeed in, male-dominated fields like engineering, trades and technical operations. We do this through:

- using inclusive job design and language from the start
- offering tailored coaching and mentoring for women entering or returning to technical careers
- supporting clients with advice on flexible work, personal protective equipment (PPE), and inclusive workplace design.



ESG and reconciliation

Our Reflect RAP forms part of our broader ESG commitment. It shapes how we recruit, who we partner with, and how we deliver:

- partnering with Indigenous-owned suppliers like Muru Office Supplies and Asquith Workforce
- delivering cultural capability training to recruiters and leaders
- participating in NAIDOC Week and Reconciliation Week at a national level.



We bring our best every time we connect.

With deep market expertise and a people-first approach, we simplify hiring and deliver outcomes that last. Whether you need one key hire or a full team, we'll work with you to solve workforce challenges with care, urgency, and precision.

Real people. Real solutions. Real impact.



manpower.com.au

