



CAPABILITY STATEMENT

ChapterSix Professional Services

Pty Ltd

Boutique by design. Senior-led by default.

THE FOUNDER

Juanique Liebenberg

MANAGING PARTNER, CHAPTERSIX PROFESSIONAL SERVICES

ChapterSix exists because recruitment can and should be done better.

After more than 30 years working across some of the world's most demanding recruitment markets, from Melbourne to Singapore, South Africa to the Middle East, Juanique Liebenberg founded ChapterSix with a clear purpose: to offer clients something the large corporate recruitment world rarely could.

Working inside big firms, she saw first-hand how bureaucracy got in the way of brilliant outcomes. Layers of approvals. Rigid fee structures. Volume KPIs that rewarded placements over quality. Recruiters measured on activity rather than outcomes. Clients treated as accounts rather than partnerships. She knew there was a better way.

ChapterSix was founded on the belief that every client deserves a tailor-made solution, not a template. That quality matters more than quantity. And that 30 years of hard-won relationships, built continent by continent, is the kind of pipeline that cannot be manufactured. Only earned.

This is Juanique's next chapter, on her own terms, in her own right.

<p>1994 South Africa Selective Recruits</p>	<p>2000s Melbourne Hudson Global</p>	<p>2008 Singapore Faststream</p>	<p>2012 Africa Exec Search</p>	<p>2017 Australia Senior Roles</p>	<p>2026 ChapterSix Founded</p>
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Every search is personally led from brief to placement. One person accountable. One standard of work.

No CV submitted without purpose. Every placement backed by a three-month guarantee.

<p>30+ YEARS EXPERIENCE</p>	<p>Global REACH & NETWORKS</p>	<p>3 mo GUARANTEE</p>	<p>100% SENIOR-LED</p>
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PROCESS

What You Can Expect

- ▮ Dedicated role briefing and agreed recruitment strategy
- ▮ Interview coordination and stakeholder support
- ▮ Market insights and role calibration to align expectations
- ▮ Reference checking and verification
- ▮ Targeted attraction and direct-to-market candidate sourcing
- ▮ Offer management and negotiation
- ▮ Proactive talent mapping and engagement of passive candidates
- ▮ Right to work and compliance checks
- ▮ Thorough screening, assessment and due diligence
- ▮ Onboarding support and structured post-placement follow-up
- ▮ Professional candidate experience aligned to your employer brand

HOW WE WORK

Core Capabilities

Access to Talent Nobody Else Can Reach

Through years of direct outreach and ongoing relationship-building, I maintain live pipelines of passive talent. Professionals not on the market, not responding to job ads, and not visible to competitors. Your business is not competing with the market for the same candidates. They will move for the right opportunity.

Sector-Specific Expertise

Deep, hands-on understanding of hiring environments across mining, construction, engineering, industrial, transport, logistics, and corporate sectors, nationally and internationally.

Senior-Led, End-to-End Delivery

From initial brief to final placement, every stage is managed directly by Juanique. Experienced, senior-level engagement with nothing lost in translation.

Targeted, High-Impact Search

A blend of technology and direct headhunting to uncover top performers, especially those not visible via ads or job boards. Every search is bespoke and designed to reach talent others cannot access.

Brand-Aligned Candidate Engagement

Operating as an extension of your employment brand, representing your organisation with professionalism and clarity at every candidate touchpoint.

No CV Without Purpose

Every submission is considered, deliberate, and commercially reasoned. Your time is not wasted on candidates who don't fit. That means something here.

COMMERCIAL

Engagement Models

01

Contingent

A success-based model where fees are payable only upon successful placement. No upfront commitment required. Used for roles with broader talent availability or time-sensitive hiring needs.

BEST SUITED FOR

Volume or repeat hiring, strong talent availability, fast-turnaround requirements

02

Exclusive

ChapterSix manages the process exclusively, enabling a proactive and streamlined search without competing agencies and ensuring consistent alignment and communication throughout.

BEST SUITED FOR

Mid to senior roles, headhunting assignments, roles requiring a dedicated search approach

03

Retained

A premium, partnership approach for critical or senior hires. An upfront commitment allows significant time and resources dedicated to market mapping, direct headhunting, and a highly tailored process.

BEST SUITED FOR

Executive and hard-to-fill roles, confidential searches, strategic or business-critical hires

04

Embedded Partnership

ChapterSix operates as your dedicated embedded recruitment partner, managing attraction, pipeline development, candidate engagement, and employer branding on an ongoing retainer basis.

BEST SUITED FOR

Businesses with ongoing or high-volume workforce needs, shutdown and project surge environments, or organisations seeking to replace internal recruitment overhead with a senior external partner

COVERAGE

Sectors & Industries

Mining & Resources

Construction & Infrastructure

Engineering & Manufacturing

Industrial & Heavy Industry

Transport, Logistics & Supply Chain

Government & NFP

Corporate, HR, Finance & Legal

Executive & Senior Leadership

TRACK RECORD

Selected Recruitment Successes

GEOGRAPHIES

Asia Pacific

Middle East

Africa

Trades & Field Service Technicians

Field Service Technicians x6, Wastech Engineering
 Boilermakers x4, Senet
 Welder x2, Belco Custom Trailers
 Production Assemblers and Supervisor, Excalibur
 Auto Electricians and HD Fitters, Site Fleet Services (International)

Engineering, Mechanical, Electrical, Process & Civil

Principal Engineer, Berakas Power Company, Brunei
 Electrical Engineer CHPP, Bengalla Mining
 Senior Structural Engineer, M+W Group, Life Sciences
 Civil Engineer, St Helena Connect

Mining & Resources

Mining Deputies x28, South 32
 Open Cut Examiner, Whitehaven Coal
 Geologist, BHP Olympic Dam
 Diesel Mechanic and Auto Electricians, Auscon Mining

Project, Construction & Quantity Management

Project Director, Leighton Contractors and Leighton International
 Senior Project Manager, McConnell Dowell
 Senior Estimators and Quantity Surveyors, Leighton and Basil Read
 Procurement Manager, Leighton International, Singapore and Australia

Senior Operations, General Management & Executive

Managing Director, OEM Mining, Kopex Africa
 General Manager Operations, Coliban Water
 COO APAC, Shawkwe Partners
 Chief Executive Officer, Oakleigh Centre, Healthcare NFP
 CFO, Oceltip Mining and Argent Industries

Human Resources, People & Culture

Human Resource Director, Barclays Investment Bank
 Senior HR Manager, Alstom Rail
 HR Business Partners, DHL and VPA, State Government VIC
 Talent Acquisition Specialist, Indeed

Finance, Legal & Corporate Services

Financial Managers, National Asphalt and Reinforcing Mesh Solutions
 Payroll Specialist, Hitachi Energy
 Legal Counsel and Company Secretary, Mota-Engil Africa

Logistics, Supply Chain & Health & Safety

Senior Safety Manager, Mota-Engil Africa
 WHS Officer, Department of Education NT
 Logistics Manager, Cedar Paints
 Storeperson x2, Wastech Engineering

APPROACH

How I Work

01

Deep Role Understanding

Before a search begins, I invest time to understand your workforce challenges, operational context, and future direction, ensuring precision from day one.

02

Direct to Market

Rather than relying on job ads or applicant flow, I go directly to market, identifying and approaching high-calibre individuals aligned to your technical brief and culture.

03

Passive Candidate Pipeline

I maintain live pipelines of passive talent built over years of direct outreach and relationship-building. Your candidates are not visible to your competitors and are not competing on the open market.

04

Purposeful Submissions Only

Every candidate is assessed for long-term fit, intent, and commercial value. No CV submitted without purpose. Every submission is considered, deliberate, and commercially reasoned.

CLIENT VOICE

What Clients Say

“
Juanique is an outstanding recruitment professional, a true expert in her field, and an invaluable asset to any organisation.
REBECCA PERRONE

“
Juanique produced several well-qualified candidates in under a month for roles we had struggled to fill for months.
ROBERT FANNON

“
She takes time to understand your strategy. A wonderful resource in a talent-short market.
ELISE MOTEE

“
Exceptionally professional, quickly understands the business, and delivers with global reach and insight.
LIZELLE ILLINGWORTH

“
Very thorough in analysing role requirements. Every placement has been successful.
FRED LITSCHKA

“
An absolute pleasure to work with, a dedicated expert who finds the best candidates.
SCOTT MUIR

Fee Structure & Guarantee I don't believe in one-size-fits-all pricing. Once we've discussed your roles and scope, a tailored solution will be provided, aligned to your hiring goals and commercial reality. Every placement is backed by a three-month guarantee.

Let's Work Together

Ready to stop competing for the same candidates everyone else is chasing? Let's talk.

PHONE EMAIL LINKEDIN

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LOCATION

Melbourne, nationally and internationally