



Graham Wynn

DIRECTOR OF SUPERIOR PEOPLE RECRUITMENT.
AUSTRALIAN RECRUITMENT SPECIALIST.
REGULAR RADIO COMMENTATOR.

Biography

In 2008, the world was hit with the devastation of the Global Financial Crisis, wiping out the financial lives of millions of people across the globe. For Graham Wynn, this was the second week of operating his business, Superior People Recruitment in Australia.

Born 1961 in Melbourne, Graham Wynn had a traditional Australian upbringing, until his English born parents relocated to London when he was 14 years old.

Struggling with the lifestyle change and schooling in the UK, Graham's father, an Engineer, equipped him with the advice "simply make sure you are qualified in Maths and English, they are the most important skills you will always need."

Taking his father's advice onboard, Graham succeeded in English, Maths and English Literature, and through his strong academic abilities, Graham began his first business venture – helping other school kids with their homework in exchange for their lunch money!

Graduating with stellar academic transcripts, Graham moved between jobs, until at the age of 20 he was able to afford to put himself through night school, where he graduated with a degree in Maths, Statistics, and an Accounting qualification.

After graduating, Graham was tasked with trying to find a job. He found himself reading a newspaper ad, "seeking female aged 40 for Payroll Officer Job." Taking a chance, he applied anyway. Graham not only got the job but was promoted after 12 months to being in charge of the payroll office, overseeing a team of 10 staff members.

Relocating to Melbourne in 1990, Graham soon came to learn that his accounting qualifications were not fully recognised in Australia and was advised to go back to study; this was not an option. He ended up taking a temporary role in Caulfield which was to be for 6 weeks, but with his talent, this was extended to almost 12 months.

At the time, Graham was living on the other side of Melbourne, leaving the house at 5am to walk 40 minutes to the station, catch a train then walk another 20 minutes every day to get to the office. This taught him one valuable lesson: "You have to stretch yourself; nothing was going to come easy. Ever!"



Biography

With his knack for numbers, Graham's professional career started to flourish. He began moving into companies that were losing money, turning them around. He attributes part of these companies' reversal of fortunes to having the right people, and will often say, "it does not matter how good your service or product is; if you have the wrong people, you have nothing."

Graham then moved to a training company, taking up position as General Manager. He again revitalised the business, and helped it to turn a profit after only 2 years. Soon after, the Directors of the company decided to retire and offered him the company. Feeling the need for something different, Graham declined.

In August 2008, Graham decided to launch his own recruitment agency, and Superior People Recruitment was born.

Two weeks later, the global financial crisis struck Australian shores, devastating the international economy. But for Graham, he remembered leaving the house at 5am, spending two hours a day walking to and from work which gave him the sheer grit and determination to push forward. Failure for him was certainly not an option.

Since then, Graham has also become a media commentator, which has seen him appear as a regular on many radio stations, from 3AW to Triple M, as well as community stations such as Southern FM and others.

Graham also regularly presents keynotes on recruitment and employment to a range of clients including RMIT, Monash University and more. He also joined the Biomedical Science Program Advisory Committee in 2019.

Today, Superior People Recruitment has offices in Melbourne, Sydney and Brisbane, as well as an office in New Zealand, with plans on expanding to London.



Certifications

- Degree in Accounting, Statistics and Mathematics

Speaking Topics

- Becoming work ready
- How to lead, manage, engage and cultivate teams
- Managing culture and building morale
- Presentation and interview styles
- How to ask for a pay rise
- Employment trends and traits
- Recruitment industry
- Discrimination in the workplace
- Resume writing

Available For

- Brand Collaborations
- Media Interviews
- Panel Sessions
- Keynote Speaking

Graham travels from Melbourne and is available both within Australia and abroad



Media Coverage

news.com.au
National | Local | Lifestyle | Travel | Entertainment | Technology | Finance | Sport

Careers

Bosses reveal job interview horror stories

Naked photos, "jinx test" results and threats of broken legs are just some of the bizarre things Aussie companies have to deal with when trying to hire staff.

Frank Chung @frankchung

THE GOOD GUYS
NEW IN-STORE
Designed in Italy, crafted by you.

Authorized by Dave Palmer for the United Australia Party, Division 1.

Click to enlarge

11:40 1/27/19

Naked photos, "jinx test" results and threats of broken legs are just some of the bizarre things Aussie companies have to deal with when trying to hire staff.

After Melbourne recruiter Graham Wynne was left reeling by a female candidate's very relevant personal life work, we asked five local bosses and HR experts for their job interview and resume horror stories.

"One that always comes to mind is the guy who had his resume for me as a Bull's Eye in a male (my resume), said Andy Sakaj, founder of digital marketing agency Core4 Media Group.

"I happened to have a Bull's Eye color on my shirt so I asked him to do it. The result's. After 10 minutes I stepped back because he was sweating, my time. He was embarrassed. He knew he'd walked up at that point."

Ms Sakaj said it wasn't about whether he could solve the color. "We were testing strength," she said. "I just wanted to know if he was someone who would fit."

In another case, a candidate claimed he had resume she could speak German. "I speak German, but when I started speaking to German she had [google translate](#) helping."

Herald Sun | Paper Cuts PODCAST | Officeworks

IT boss slams lazy Aussies who would rather work at Bunnings than do unpaid internships to gain skills

Frank Chung @frankchung

EXCLUSIVE

This boss of an IT firm accused of using a small army of unpaid interns to build his website has pulled the plug on the scheme and let back at lazy Aussies who would rather work at Bunnings than put to the hard yards to advance their career.

Suzanne Hahls, founder of DFSM Consulting, rebuked those who were working after interns were raised by intern Anastasia Tymay, who believed work sponsored by the group should come with a salary.

Tymay, who found people were part-way through a three-month placement with the web-development company, which has offices in Sydney, Melbourne, Brisbane, San Francisco and Pakistan, when it was cancelled late last month.

According to Ms Tymay, they were tasked with building website and doing other computerized work. "I'm the leader of my team, helping, repairing everything," the 19-year-old Melbourne woman said prior to the program being cancelled.

RELATED CONTENT

- How Australia could lose out as trade war intensifies
- Worker sacked after first day makes \$11k

"What we're doing should be paid. We're not really assisting an employee, we're doing an entire project, pretty much starting a new business. It's a bit of website design work, we have to do things like whole website redesigns, do all the market research, it's just as much work."

Herald Sun
GET OUR DAILY WRAP AND BREAKING NEWS ALERTS

WHAT'S NEW

- Big cut in interest rates
- I thought she was the only... but she's not

news.com.au | National | World | Lifestyle | Travel | Entertainment | Technology

WHEN SHOULD INTERNS BE PAID?

Graham Wynne, the recruiter who interviewed Ms Tymay last month, argued that under the rules of internships, what DFSM Consulting was doing was wrong.

"If you can get away with it, it's brilliant," he said.

The founder of boutique HR firm Superior People Recruitment was chatting to Ms Tymay and "she was outlining what her current role was." "It transpired she was doing an unpaid internship," he said.

"I grilled her on what she was doing there to see what sort of exposure she was having in IT and marketing. She was doing a proper, stand-alone job, building websites, and there are about 25 to 30 people there doing the same."

While the Fair Work Ombudsman assesses such relationships on a case-by-case basis, it outlines a number of indicators to help determine whether an unpaid internship was unlawful.

"The person who's doing the work should get the main benefit from the arrangement," the watchdog says. "If a business or organisation is getting the main benefit, from engaging the person and their work, it's more likely the person is an employee."

Earlier this year, Brisbane labour hire company Workforce Solutions was taken to court by Fair Work for allegedly charging clients \$15 an hour for work performed by young people on unpaid "work experience".

In 2015, Melbourne media firm CoreMedia was fined \$24,000 by the Federal Circuit Court over an illegal unpaid work arrangement involving two employees.

Ms Wynne said the "simple rule" was that if the intern was assisting somebody in the task they were performing had "no immediate benefit to the employee", it could be unpaid.

"But if what you're doing is of direct benefit to the employer you should be paid," he said. "That's where the line is grey. Unfortunately a lot of young people don't know the rules. This goes on quite a lot. I just get frustrated when I see people being abused."

Herald Sun | "We completely rushed into it" | Officeworks

Is there anything I can do, specifically to you?: Candidate's offer to recruiter

Frank Chung @frankchung

A Melbourne recruiter has revealed the "shocking" moment a female candidate sent him a text message offering a sexual favour in exchange for a job.

Graham Wynne, founder of HR firm Superior People Recruitment, says the highly suggestive offer came this week placed late in a delicate situation "with all the harassment and #MeToo campaigns."

The woman had sent in her resume to apply for a receptionist job.

Mr Wynne texted her on Wednesday afternoon to arrange an interview, asking her to advise a convenient time later this week.

"Hi Graham, is there anything I can do specifically to you, that would help me get the job?" she wrote, adding a "winking" emoji.

RELATED CONTENT

- Worker sacked after first day makes \$11k
- All-out war threat becoming real

"Just to come and meet me and will we can do for you," he replied. She wrote back, "Blow job?"

Mr Wynne said at first he was "not quite sure what she was getting at" after the first message. "Then she sent lol -- oh OK," he said. "That's not appropriate."

He said he reacted with "shock initially."

Herald Sun
GET OUR DAILY WRAP AND BREAKING NEWS ALERTS

MOST VIEWED

- Big cut in interest rates
- I thought she was the only... but she's not

news.com.au

'Is there anything I can do, specifically to you?: Candidate's offer to recruiter

A Melbourne recruiter has revealed the "shocking" moment a female candidate sent him a text message offering a sexual favour.

Frank Chung

@franks_chung

2 min read February 14, 2019 - 3:18PM

news.com.au | 2 comments

'Is there anything I can do, specifically to you?' Picture: iStock

A Melbourne recruiter has revealed the

ENVIROTECH EDUCATION

Envirotech Blog

The No-Nonsense Guide to Finding a Great Aussie Job in 2021

05/11/2020 2:22:11 PM | by Andrei Kurtzy

Down | Like | Share

This article was originally published at [Invoresum website](#). We're grateful for this collaboration

OK, real talk.

It's hardly heaps of fun out there in jobs land right now. Many of you legends have either lost jobs, had hours reduced, or become a bit wobbly about your prospects hanging on to the [work you've found so far](#).

Aon

Home | SME Talk | Small Business | Hiring after COVID-19

Hiring or Re-hiring Staff after COVID-19

A few things to consider when hiring staff in a post-pandemic world

Last updated 10 Mar 2021

Share: Facebook | LinkedIn | Twitter

It's hardly heaps of fun out there in jobs land right now. Many of you legends have either lost jobs, had hours reduced, or become a bit wobbly about your prospects hanging on to the [work you've found so far](#).

Media Coverage

From Oldham to Australia

Former student shares experience with students

Businessman Graham Wynn left The Redclyffe School in 1978 with only a few qualifications. Back in this country to visit family, this week he returned to the school to talk to Year 11 students about reaching your goals, the world of work, and the expectations of modern school leavers from the eyes of the employer.

Mr Wynn now runs his own successful Recruitment business, Superior People, based in Melbourne, Australia. Describing his experience of employment in the UK and, since 1990 in Australia, he advised the final-year students to discover what works for them and not assume there is only one path. Alternatives to higher education exist, which might lead to greater success.



Born in Australia, Graham moved to Oldham in 1974. At school, he loved Maths and after leaving, he completed work with three -nights-a-week study for an accountancy qualification. Finding he didn't enjoy accountancy, he eventually took the decision to move back to Australia.

As Graham shared stories of finding a job, keeping it by making himself indispensable to his employer, but also of coping with redundancy, students got an insight into how to respond to both success and failure. Working in the travel industry and in training, Graham helped to turn failing businesses around.

He said, "Any business needs to focus on having the right people working for them, who fit into the company's culture. Employees need to always believe they can do more than they are doing."

With an interest in people, and finding entry into the recruitment industry difficult, Graham took a decision to establish his own company. He has built this up into a successful business, and now enjoys a slot on national radio as an expert voice in his field.

Speaking to the students and answering questions, Graham said, about interviews, "Employers often make their minds up about a candidate in the first 20 seconds, so it is important to make a great first impression." He also told students applying for jobs to research the employer and always have questions to ask.

Get Out of Teaching Podcast Season 4, Episode 5, Graham Wynn (Employment...)
August 11, 2021 • 39 min

Graham Wynn – Employment expert and recruiter has regular talkback radio spots nationally on Triple M nationally and SouthernFM Community Radio, discussing all things around employment, careers, training and education

Before Superior People Recruitment, Graham's career was diverse and extensive. Highly regarded in Management consulting & financial roles ranging from Travel, Training, Manufacturing and Service related companies, he has worked with small businesses through to international corporations.

Graham has recruited many talented people for a broad range of industries and sectors. He's committed to fully understanding the needs of the company and is the authority when it comes to sourcing the right candidate for the job. His process not only

What are the Revolutionary Upcoming Trends in the Recruitment Sector? | Expert Talk Mr. Graham Wynn

by Kalkine Media

Published: 16 Aug 2021

***** Disclaimer: Applicable on the Above Video*****

The content, including but not limited to any articles, news, quotes, information, data, text, reports, ratings, opinions, images, photos, graphics, graphs, charts, animations and video (Content) is a service of Kalkine Media Pty Ltd (Kalkine Media, we or us), ACN 629 651 672 and is available for personal and non-commercial use only. The principal purpose of the Content is to educate and inform. The Content does not contain or imply any recommendation or opinion intended to influence your financial decisions and must not be relied upon by you as such. Some of the Content on this website may be sponsored/non-sponsored, as applicable, but is NOT a solicitation or recommendation to buy, sell or hold the stocks of the company(s) or engage in any investment activity under discussion. Kalkine Media is neither licensed nor qualified to provide investment advice through this platform. Users should make their own enquiries about any investments and Kalkine Media strongly suggests the users to seek advice from a financial adviser, stockbroker or other professional (including taxation and legal advice), as necessary. Kalkine Media hereby disclaims any and all liabilities to any user for any direct, indirect, implied, punitive, special, incidental or other consequential damages arising from any use of the Content on this website, which

Struggling Melbourne café owner who claimed people would rather get Centrelink than work has been hit with DEATH THREATS for 'speaking honestly'

By Zoe Zaczek For Daily Mail Australia
22:20 AEDT 05 Mar 2021, updated 22:29 AEDT 05 Mar 2021

606 shares

- Adrian Rigotto said he can't find workers as they would rather receive the dole
- The Melbourne café owner offered a \$5,000 reward for workers in a job ad

HRD
HUMAN RESOURCES DIRECTOR
All HR2, HR3, HR4, HR5

Specialisation: Workplace health and safety

Avoid an HR headache: The dos and do nots of office holiday parties

It's time to celebrate – just don't end up with a disciplinary

By Louise White | 11 Dec 2021

Share: f t in

It is that time of the year when festivities take priority over office work. Given the prolonged lockdowns over the past two years; Christmas parties will be in full swing as people look to

seek
Career Advice

E.g. nurse, resume, interview, sales...

Explore careers | Job hunting | Working life

< Job hunting < Applying for jobs

Applying for jobs 4 min read

Left a job when things went bad? Here's how to explain it

Have you ever had a bad experience leaving a job?

Sometimes, leaving a job can happen in a really negative way – you might have been fired, or felt so frustrated you quit on the spot

bsale
Get's Business

Vaccine economy and employment trends: What is in store for 2022?

21st of January, 2022

The 'Great Resignation', also known as 'The Big Quit', was coined in late 2020 in response to increasing rates in America of people quitting their jobs, due in part to workers being expected to go back to unsatisfactory pre-covid working conditions



For more information, images or interviews please contact:
Graham Wynn @ Superior People Recruitment

Level 2/420 Collins St, Melbourne VIC 3000

graham@superiorpeople.com.au

M: 03 9028 4992 S: 02 8005 7698 B: 07 3102 3934 P: 08 6102 4852 Shepparton: 03 5832 1135

www.superiorpeople.com.au

<https://www.linkedin.com/in/superiorpeople/>

"There is no future in any job, the future lies in the person who does the job"

Contact