

DRAKE
— IT & DIGITAL —

DRAKE IT & DIGITAL

CAPABILITY STATEMENT

Drake Australia
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Melbourne, Victoria, 3000
au.drakeintl.com

OUR VISION:

Remaining true to our original vision as efficiency experts, we believe organisations perform at their best when they're staffed with the right people, driven by the right processes, and supported with the right technology.

From talent attraction to outplacement programs, our team are dedicated to your long-term success, combining specialist capability, a tailored Recruit-To-Fit methodology, and a commitment to service excellence.

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Table of Contents

03	Our Story
03	Our Coverage
04	Introducing Drake IT & Digital
04	Our IT & Digital Industry Team Offer
05	Our Team of Specialists
06	Our Recruitment Capabilities
06	How We Find Talent
07	Testimonials
08	Why Choose Us?
09	Our Behavioural Assessments
10	Diversity, Equity and Inclusion



Our Story

As one of Australia's most trusted and enduring recruitment companies for over 70 years, we are a premier human resource and talent management firm. We recruit on a permanent, contract and temporary basis for a number of key industries and offer a full suite of services to help you attract, develop, and retain a high-performing workforce.

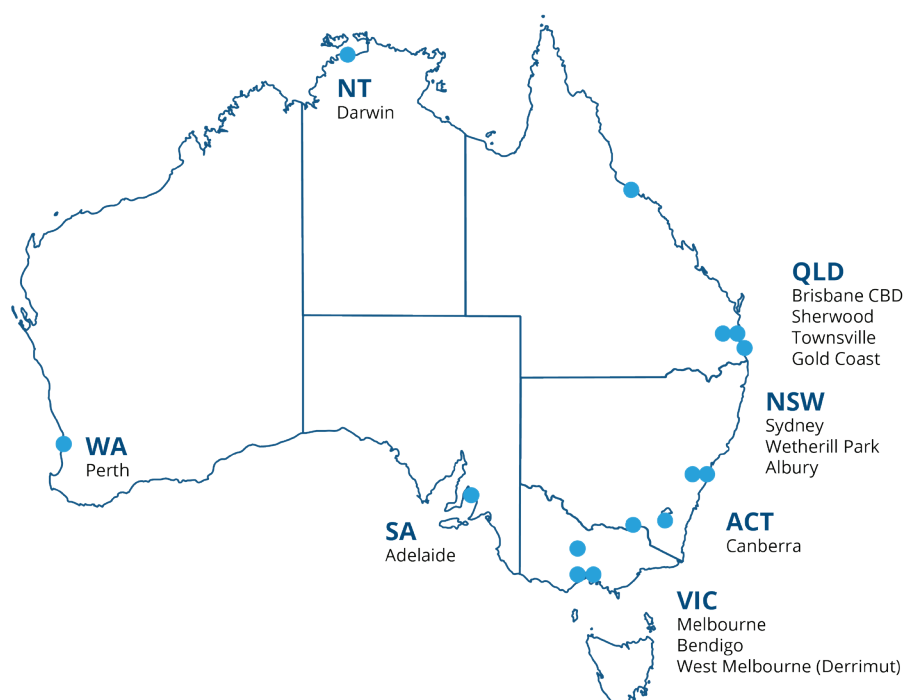
Drake International's IT & Digital team has over 25 years of experience; offering invaluable industry insight, an extensive candidate network as well as a comprehensive understanding of the requirements and intricacies of IT & Digital recruitment.

Our Coverage

A local fixture and global leader in human resource management, Drake International offers a full suite of services to help you attract, develop, and retain a high-performing workforce.

Our Presence

We have 14 offices across each mainland State and Territory, Drake International are strongly embedded within communities throughout Australia.



Introducing Drake IT & Digital

Operating throughout Australia, Drake IT & Digital have developed extensive networks across every major population centre, demonstrating a proven track record of attracting hard-to-find talent in both Metropolitan and Regional locations.

Working with a select group of clients, our specialists assist in defining, developing, and growing our clients' brand position in the human capital sphere, enabling them to identify the best available talent.

Each assignment undertaken by our team is completed in conjunction with our clients' key stakeholders, working to understand strategic selection criteria, cultural requirements, and outlining existing market trends.

Our approach to the market is targeted, selective, and disciplined. With the ability to assess key talent before making formal approaches, we look beyond candidates' resumes to analyse their capability and organisational fit.

Founded on a collaborative approach, our methodology is centred on traditional search and selection techniques, influenced by global best practice, and utilising a combination of traditional and technology-based assessment tools.

Our IT & Digital Industry Team Offer



Access to an extensive candidate pool



Up-to-the-minute market insights



Specialist in IT & Digital talent



Recruitment in Programming and Software Development, ICT Engineers, Project Management and Business Analysis



Collaborative and strategic approach with key stakeholders



Proven recruitment methodology based on traditional search and selection



Our Team of Specialists

With proven experience in IT & Digital recruitment, our specialist team comprises:



MISCHELL ARISTO
Recruitment Resourcer- IT and Digital

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Mischell Aristo is a recruitment employment services specialist with 15 years IT recruitment experience. Mischell enjoys supporting IT candidates find and secure their next permanent or contract role. Mischell is a firm believer in doing what you love, and employs an extensive recruitment methodology as she “recruits to fit” – where technical skills and values align with the role.

Mischell has a “client for life” approach, and thrives on successfully sourcing talent using her extensive network, existing IT talent database and Drake’s national and international footprint. Mischell brings a robust knowledge of different programming languages, databases, application software, and other IT technical terminologies. As Mischelle likes to say, “it takes a tech person to know a tech person”.

Mischell has extensive experience recruiting across the following areas:

- Software Development and Programming – Solution Architect, Full Stack, Java, .Net, C,PHP, Python, Oracle , SAP Consultant, SQL and others
- Project Management, Business Analysis – Project Managers, Project Delivery Lead, Technical BA, Business Analyst and Systems Analyst
- Network and Systems Engineers – AWS and Azure Cloud Engineers, Systems Engineer, Cybersecurity Engineers, Service Desks, Technical Support

If you are looking for IT talent, contact Mischell for a up-to-date market consult.



PAUL MARSHALL
National Client Relationship Manager

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A proven track record of sourcing key talent for clients, with a genuine passion for people and over twenty years of experience coaching and mentoring successful teams, I provide Talent Management Solutions for clients and hold an in-depth understanding of the unique challenges and nuances associated with sourcing and selecting talent.

With competition for leading talent intensifying the immense financial and reputational consequences associated with poor hiring decision, render attracting and selecting the right talent crucial. Using best practice ‘recruit to fit’ recruitment methodologies and a partnership approach, I deliver an unmatched customer service experience to both clients and candidates alike.

With an innate ability to make any difficult situation or challenge feel achievable, I will bring energy and a positive attitude to you and your team and keep you well informed throughout the entire process.



KELLIE HAYLEY
Recruitment Consultant

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With Human Resources insight that spans an array of industries, Kellie possesses over 20 years’ experience working collaboratively alongside the c-suite and senior management, Kellie’s role as a key communication link between external and internal stakeholders has primed her for success in the recruitment realm.

Her network is expansive and she is a true career partner to her network connections. Kellie follows their career journey closely to determine when they may be open to new opportunities.

Our Recruitment Capabilities

Our team has the capability to deliver our talent acquisition services across the following areas:



IT & Digital Specialists



IT Infrastructure



IT Sales



Testing & QA



Mobility & Mobile Device Management (MDM)



PMO / Project Services

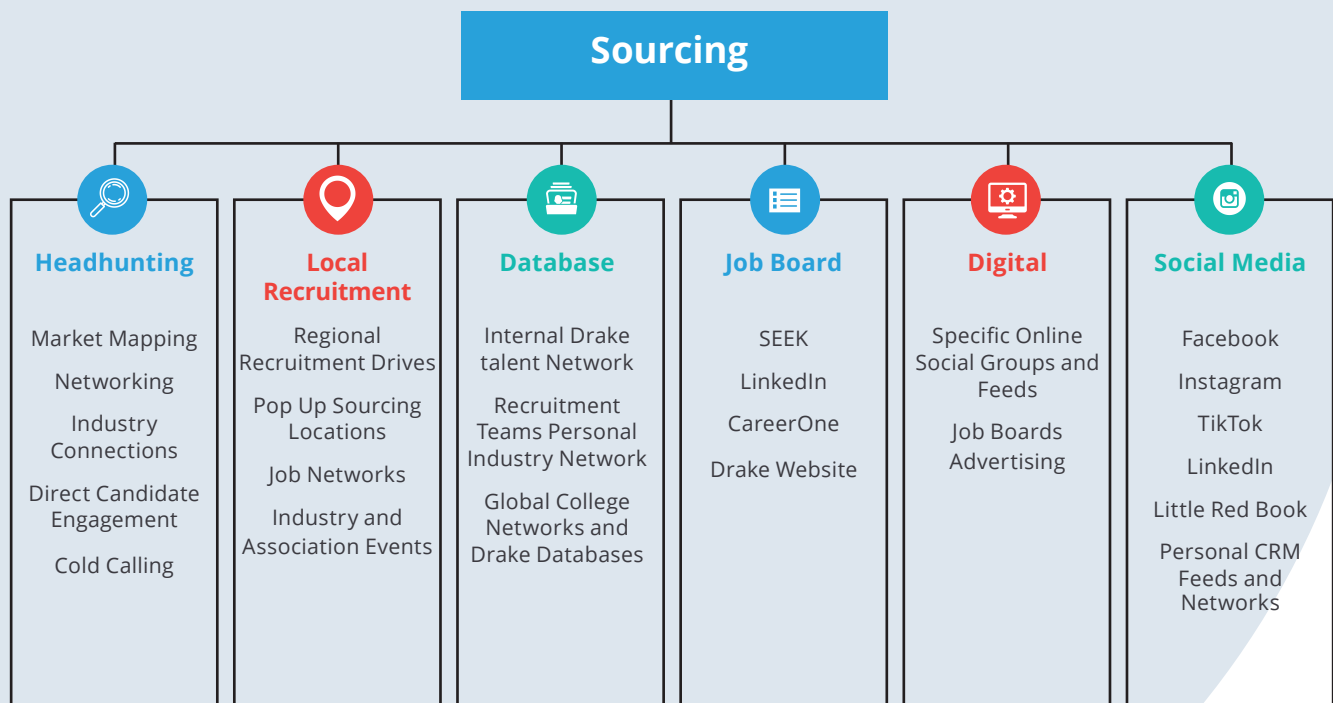


IT Executives & Contractors



Digital, UI/UX & Marketing

How We Find Talent?



Testimonials



One of the most tenacious consultants I've had the opportunity to work with, truly understands the markets and acts as an effective and knowledgeable expert on behalf of clients and candidates alike.

- Revolution IT



My consultant has a detailed and deep knowledge of the market and is familiar with the performance and structure of procurement business units within several types of organisations in the Australian market. I have found them to be extremely insightful, honest, and trustworthy.

- TabCorp



The quality of service has been first-class. It is a pleasure to work with such a professional company to deliver our recruitment needs.

- BET365



The decision to partner with Drake has been a positive one. BlueScope has specific requirements and Drake collaborates closely with us to ensure they can consistently provide quality candidates and solutions that meet our requirements.

- Bluescope

Why Choose Us?



Specialist Consultants

Each specialist IT & Digital recruitment consultant has in-depth experience within the sector. Other key skills include a professional demeanour, consultative approach, excellent interpersonal skills, strong networks, and a commitment to ethical service.



Taking the Brief

Our approach seeks not only to match applicants with an agreed position description but understand the strategic objectives of our client's business to determine the skills, competencies, and experience necessary to achieve them.



Building Strong Talent Networks

Our team strive to become true career partners to their network connections, following career journeys closely to determine when talent may be open to new opportunities.



Approaching High-Quality Candidates

Our approach to sourcing high quality applicants focuses directly on prospects within the passive candidate market, rather than solely relying on inbound applications.



Multiple Candidate Sourcing Channels

There are multiple mediums and platforms that we use to source and attract candidates. Our specialist's attraction strategies comprise of several thousand connections in the IT & Digital industry.



In-Depth Evaluation Process

Each step of the evaluation process is carefully planned and executed to ensure a comprehensive assessment of each applicant in line with key evaluation criteria.



Managing Employer Brand

Confidentiality and brand management are critical and our consultants take all precautions to ensure that the employer brand is represented in the best possible manner, and sensitive information is not divulged.



Offer Negotiation

Our experienced Consultants help determine a realistic salary band and will actively participate in salary negotiations with shortlisted candidates.

Our Behavioural Assessments

We offer best practice Pre-Employment Evaluation and Psychometric Assessments, to improve both organisational outcomes and candidate retention.

We utilise valid and reliable tools including the proprietary T4 and P3, to assess personality traits, cognitive abilities, and behavioural tendencies.

All candidates in our recruitment process are assessed using either the P3 or T4 tool, which produces a well-rounded, highly accurate candidate profile. Adding behaviour assessments to your recruitment process can be the missing element that helps differentiate between two candidates that might appear very similar on paper.

***Our vision is to
be consistent,
accountable, and
compassionate***



Diversity, Equity and Inclusion

At Drake, we are committed to fostering diversity, equity, & inclusion. While our journey is ongoing, our shared goal is to create an environment where every individual is respected and valued. We are a community that recognises the strength of diversity.

Our approach is underpinned by robust corporate policies that formalise our attitudes, commitments, and responsibilities towards Diversity, Equity and Inclusion which include the following:

- **Our Corporate Values**

Diversity and inclusion is a key corporate value our teams embrace and align their actions and decisions with each and every day.

- **Diversity & Inclusion Committee**

We have an in-house Diversity & Inclusion Committee which plays a pivotal role in promoting equitable practices, fostering a diverse workforce, and creating an inclusive workplace culture within Drake.

- **Reconciliation Action Plan**

Our 2023 Reflect Reconciliation Action Plan guides our team in building meaningful relationships with Indigenous communities, fostering respect, understanding, and advancing reconciliation in social, economic, and cultural aspects.

- **Diversity Survey**

We undertake an annual diversity survey to assess our current demographic composition, and tailor inclusion efforts, leading to a more equitable and representative workplace.

- **Indigenous Procurement**

We are members of Kinaway, the peak body representing certified Aboriginal and Torres Strait Islander businesses. This partnership helps us engage, create relationships, and conduct business with First Nation suppliers nationally.



- **Cultural Awareness & Unconscious Bias Training**

Our team undertakes a range of DE&I training to help employees navigate diverse environments with empathy and create inclusive practices for those we work with.

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