

About White Bay

whitebay.

Our sole mission is to make the search for great tech talent easier for all who partner with us.

White Bay was born from the simple idea of who better to understand and deliver upon tech recruitment requirements than techies themselves.

We use our intimate knowledge of the tech sector to dial in to more passive candidate pools.

This incites greater trust in the Candidate–Recruiter–Client relationship and delivers better outcomes for all.

What makes us valuably different

1

Unique blend of genuine recruitment and technology experience.

2

Our ability to build trust and relationships with great technical talent.

3

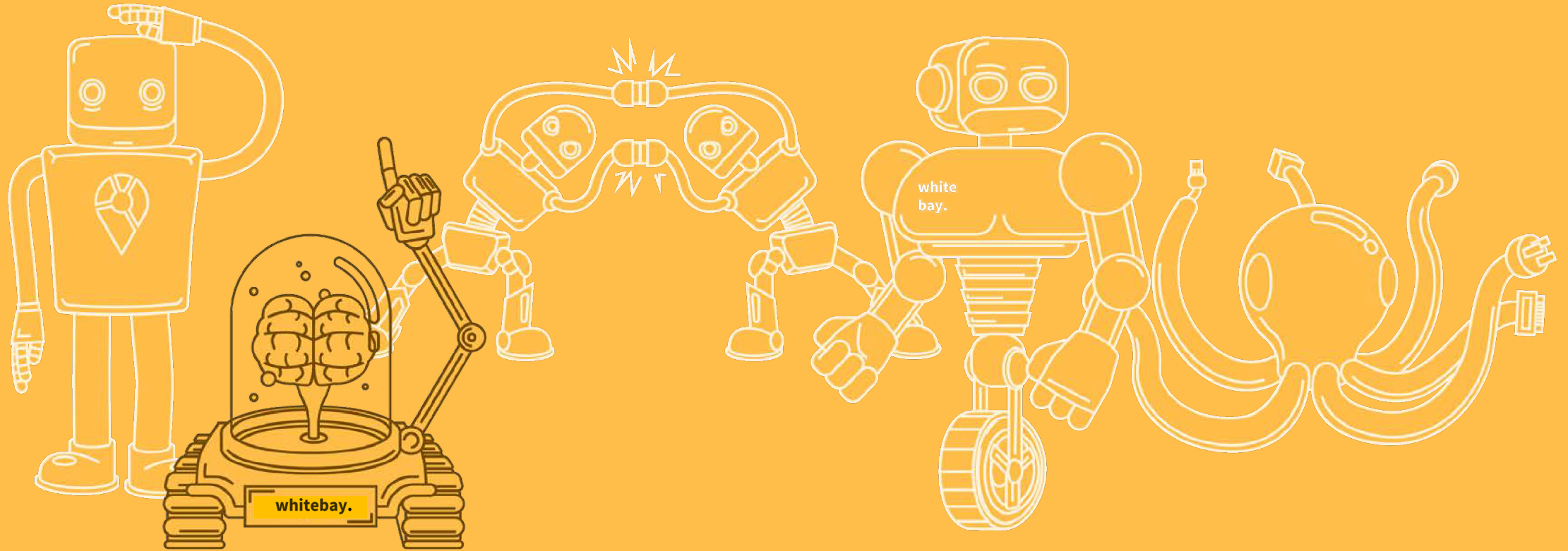
An ability to genuinely understand the JD of the role.

4

All of the White Bay team have held management roles and have hired for their own tech teams.

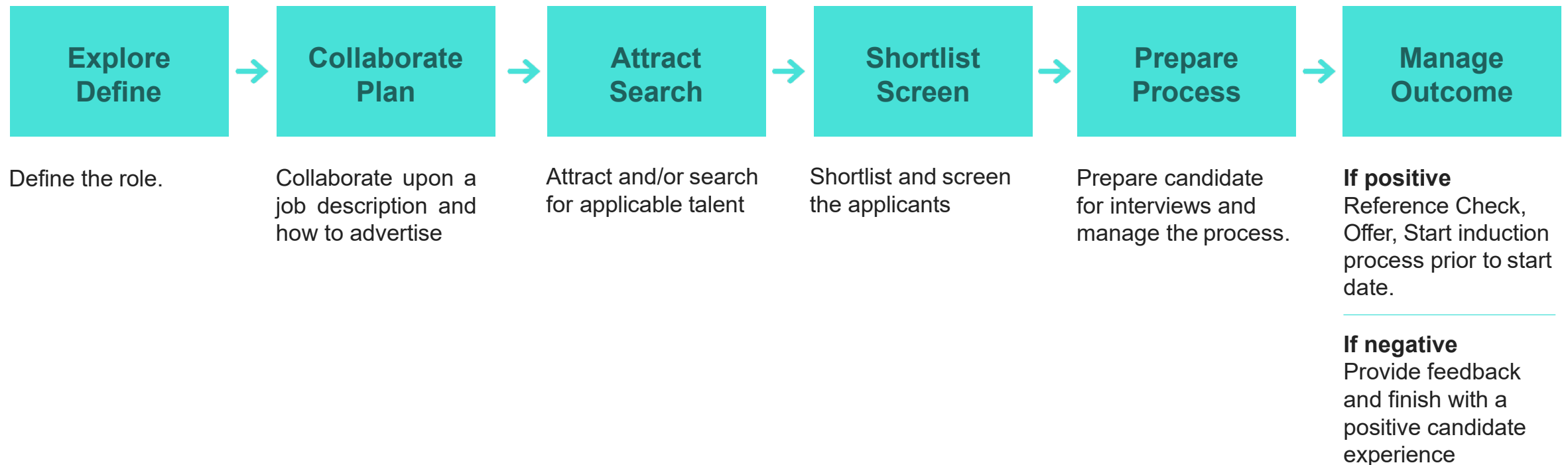
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Experienced hands, wearing your brand cap managing the overall candidate experience.



Our recruitment methodology

Methodology



Case Study: Broadcast Media Company

The Challenge

Newly created TPO required Multiple Project Managers who would be able to with a accommodate a diverse range of stakeholders which would include Production Assistants, Producers and Board Members.

The Brief

To find three Senior Project Managers who had a comprehensive knowledge of IT Infrastructure but came from a business centric background who can understand the stakeholders needs.

The Method

Extensive screening of candidates on business and stakeholder engagement over a two week period we presented nine candidates.

The TPO interviewed all nine candidates with multiple stakeholders.

The Outcome

Three Project Managers were immediately hired with a further two hired from the originally presented 9 in the next round of hiring.

Case Study: Fast Moving Consumer Goods

The Challenge

Finding a Technical Project Manager that had the sufficient experience with a newly developed technology that was in its infancy within Australia.

The Brief

The client was trialling new technology throughout a specific site and required a Technical IoT (Internet of Things) Project Manager that could manage the project lifecycle into and beyond Hypercare.

The Method

Utilising industry insiders to advise on what current organisations utilise this technology, we were able to approach 5 candidates from three organisations and submit them to the client

The Outcome

The client interviewed all of the presented candidates over a 2-week period with stakeholders (general and executive managers and site staff)

3/5 candidates progressed to the final stage of the interview process

The successful candidate was offered the role and it was accepted

Case Study: Global Insurance Supplier

The Challenge

Finding a Program Manager who could correctly turn around a VoIP (Voice over IP) Program that had initially failed.

The individual will have to work with vendors and buy-ins from executive management who were adversely effected by original roll out.

The Brief

The client required a new Program Manager who had experience dealing VoIP transformations and had had previous experience with program recovery and stabilisation

The client also advised we were not able to publicly advertise for the role

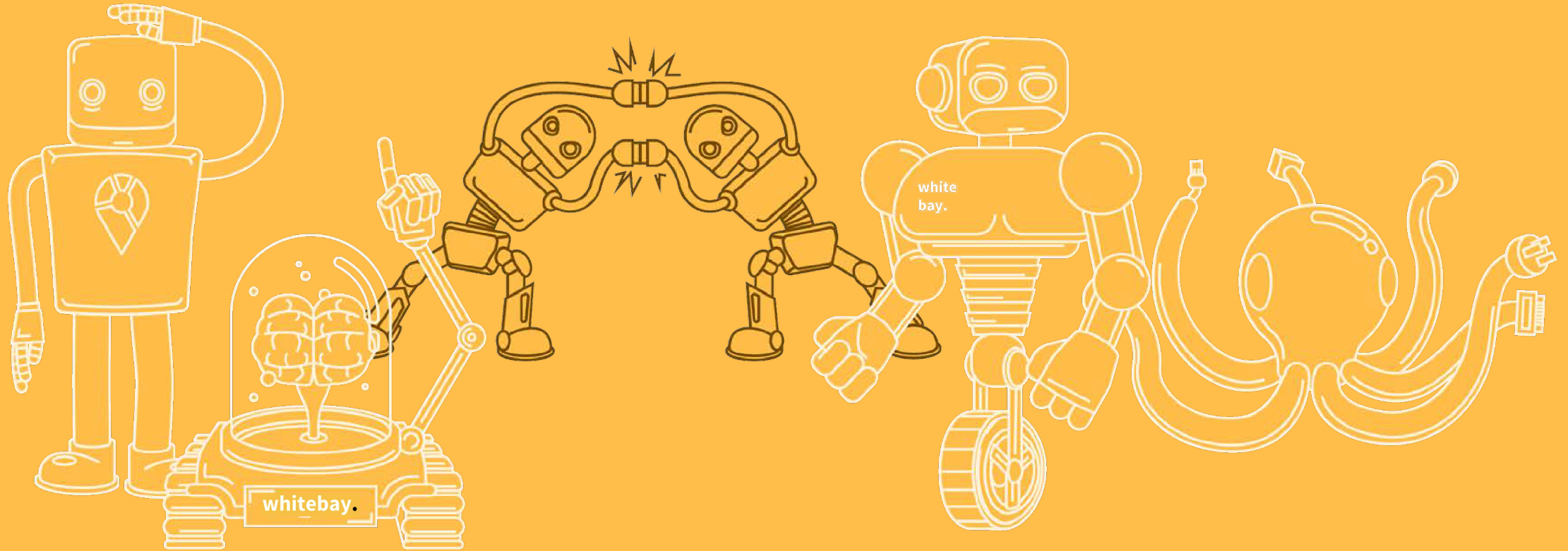
The Method

By utilising Head Hunting and our own diverse candidate pools we were able to identify multiple candidates with a similar background to what our client specifically required and submitted four candidates

The Outcome

2/4 candidates progressed to the final stage of the interview process amongst another 2 from internal recommendations from the clients current team.

The successful candidate was identified by White Bay and happily accepted the offered role.



How we can work together

whitebay.

Your White Bay PMO Partner



Jonathan Andryc
PMO Consultant

Prior to joining White Bay, Jonathan Andryc had 10+ years of experience within the IT industry progressing from being a “Technical Applications Business Analyst” through to an “IoT and Software Project Manager”.

Throughout his technical career, Jonathan studied and obtained the following relevant industry accreditations: ITIL v3, Prince2, ScrumMaster, Agile Business Analysis and BABOK v3.

After 10+ years of building a career within IT Infrastructure, Jonathan found his way into recruitment as he sought a role that would utilise both his consultative and diverse technical skills.

He now offers both his clients and candidates not only the benefit of his relevant career experience but also his genuine understanding of each role he recruits and how that role fits into the greater business.

We believe the only way to on hire is to partner and be truly collaborative with our clients.

Interaction with your HR and Technology Leads

- An allocated White Bay employee will be your account manager and will be available to you onsite or remotely whenever needed.
- Partner with you to create a social media piece about your company to demonstrate your culture and create excitement about current and future opportunities.
- We will give our insights and help create gender neutral role descriptions and advertisements for all roles.
- We can give two updates per week upon how all roles are progressing.
- Provide you with feedback and recommendations throughout the project.

Status reporting at project and individual recruitment level.

We typically offer reporting twice per week.

One report upon total project progression and an individual report for each stakeholder as to how their roles are progressing in greater detail.

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JOB TITLE	CANDIDATES	NEW	SUBMITTED	PRE-INTERVIEW SCREENING	CLIENT INTERVIEW	REFERENCES	OFFERS	FEE	FORECAST
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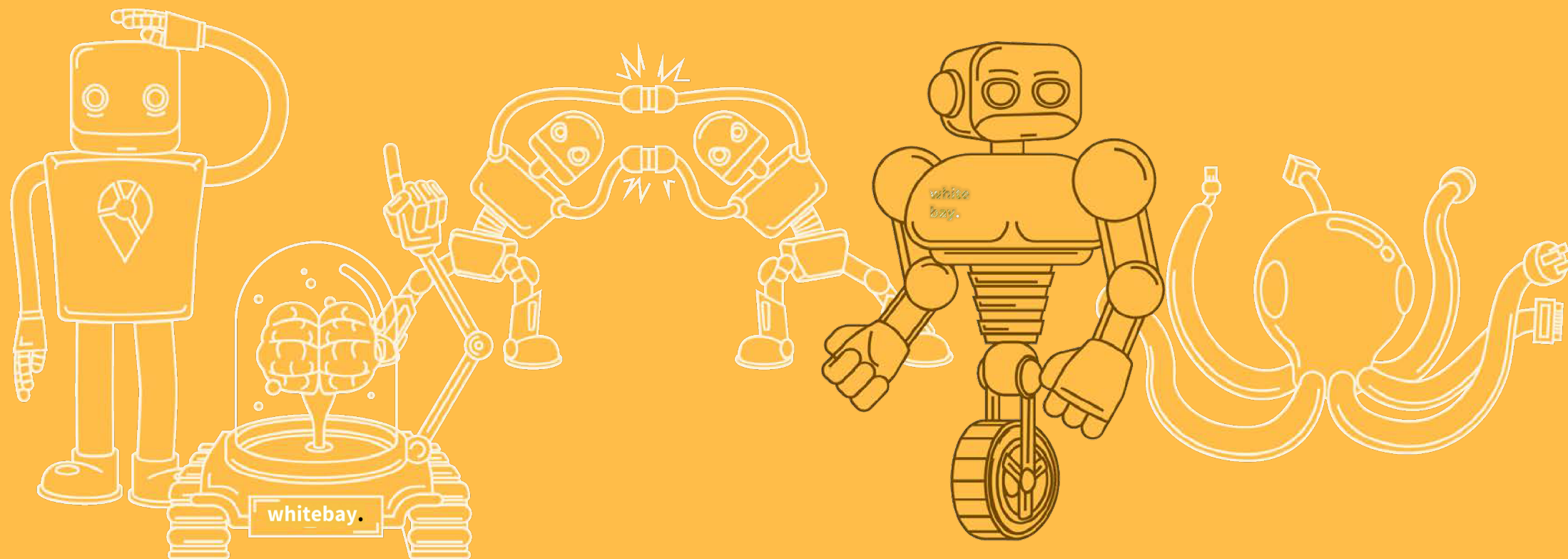
Image Right: Sample Report

We treat all candidates fairly and with respect all the way through the process, no matter of outcome.

How White Bay will interact with candidates

Each resume received will receive an individual point of contact. Once screened for suitability each candidate will receive an initial phone call or polite decline email thanking them for their application.

Through out the process "White Bay" will ensure the candidate is fully aware of their application status and will give direction and feedback to all those in process no matter of success.



Success factors

Risks and challenges

Prompt feedback

We view the pace of receiving feedback on candidates as a risk should it not be timely the risk of losing candidates is high.

Competition

The technology talent market is highly competitive for in-demand, new and niche skills proving difficult to recruit within short periods.

Visa Sponsorship

We view the current skilled visa sponsorship process as a risk in delay should skilled candidates be resourced outside of Australia.

Skill variety

Should skill requirements vary significantly across role categories this will pose a challenge for resourcing in volume.

Risks Mitigation

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Collaboration

Working in close collaboration with key stakeholders to ensure timely feedback on each candidate.

Planning

During the role definition process we will identify and flag skills and attributes we view to pose a challenge and implement an action plan accordingly.

Prioritise Domestic

We will only resource candidates outside of Australia that require sponsorship if absolutely necessary.

Methodology

The volume resourcing challenge will be managed through the recruitment methodology proposed.

What we need from you:

1

Clear and concise requirements for each role

2

An adaptive and collaborative approach to the methodology

3

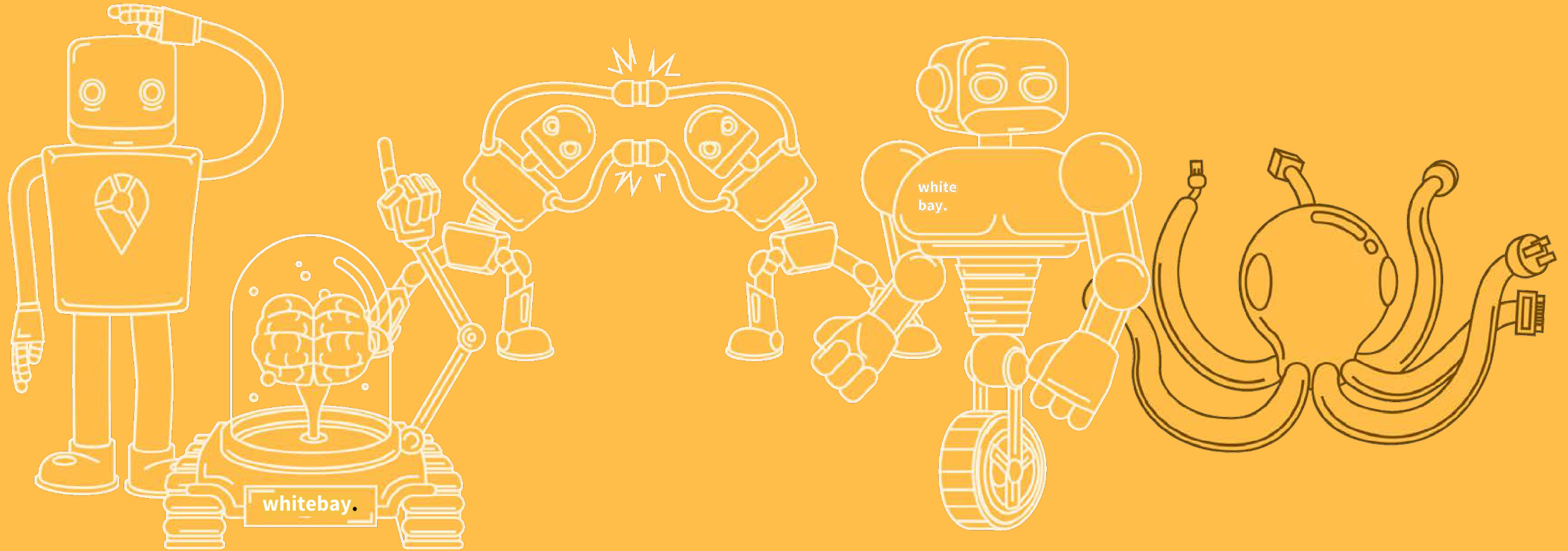
Open, honest and frequent communication

4

Enablement for White Bay to help manage the interview process in a rapid and effective manner

5

Prompt feedback on all resumes and interviews



Recruitment diversity

How will candidate gender diversity be ensured?

White Bay will endeavour to include a **50/50 split of gender diverse candidates** on each role where possible.

Through a combination of gender friendly role descriptions and advertising, ability to demonstrate your company culture prior to application and our ability to tap into passive candidate pools.



Why partner with us?

Your Business is our Business

When we take on a search, we take our goal of finding the perfect person as seriously as we would if we were on your payroll. We make it our business to understand your company, your market and competition, your challenges and current situation, and where you want to go.

We make your business our business, and our measure of success is your satisfaction.

Not just being, but being exceptional

Our clients are extraordinary companies, and we know they're only interested in extraordinary candidates, so we look for people who have more than just years of experience, but those who have also made a real mark in their previous jobs.

Our aim is to find proven winners for you.

Lining up a long-term solution

One of the keys to a successful placement is the character of the candidate.

We look beyond the professional accomplishments to the person behind them to find the qualities that will contribute to a lasting relationship with their new employer.

We work to make placements that stick.

Get in touch

Email: jonathan@whitebaysearch.com

Phone: 02 8091 5888

Web: www.whitebaysearch.com