About
White Bay

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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.

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What makes us valuably different

1 Unique blend of genuine recruitment and technology experience.

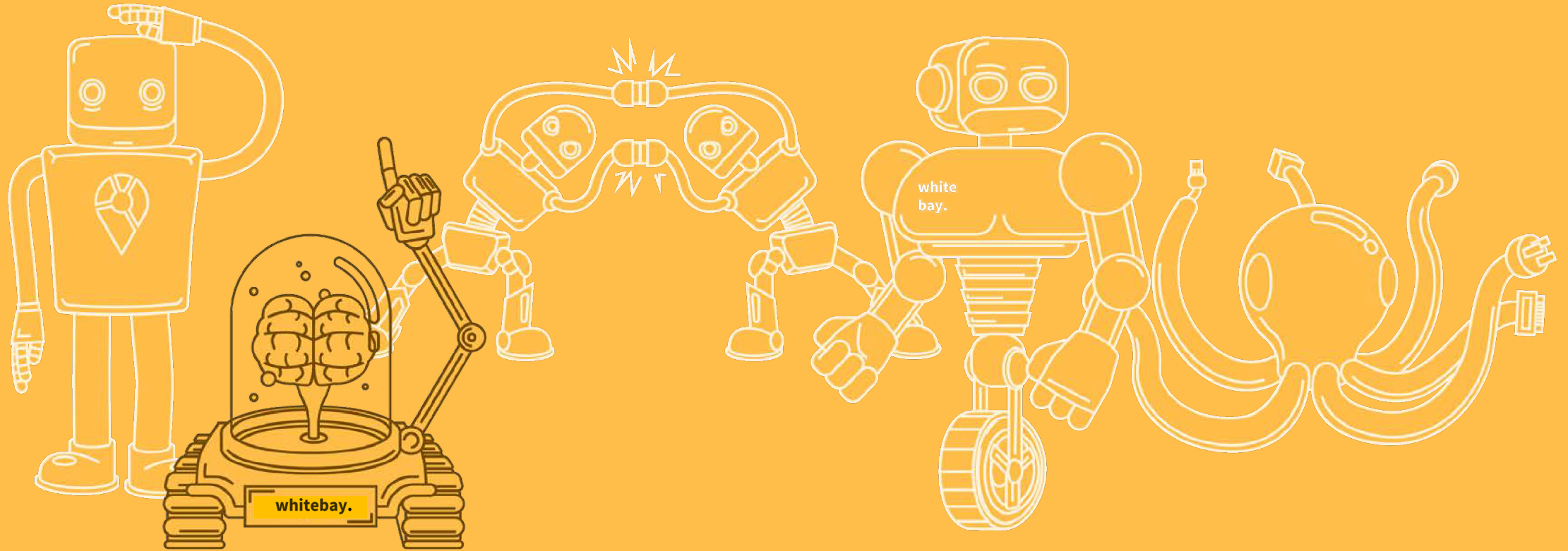**2** Our ability to build trust and relationships with great technical talent.

3 An ability to genuinely understand the JD of the role.

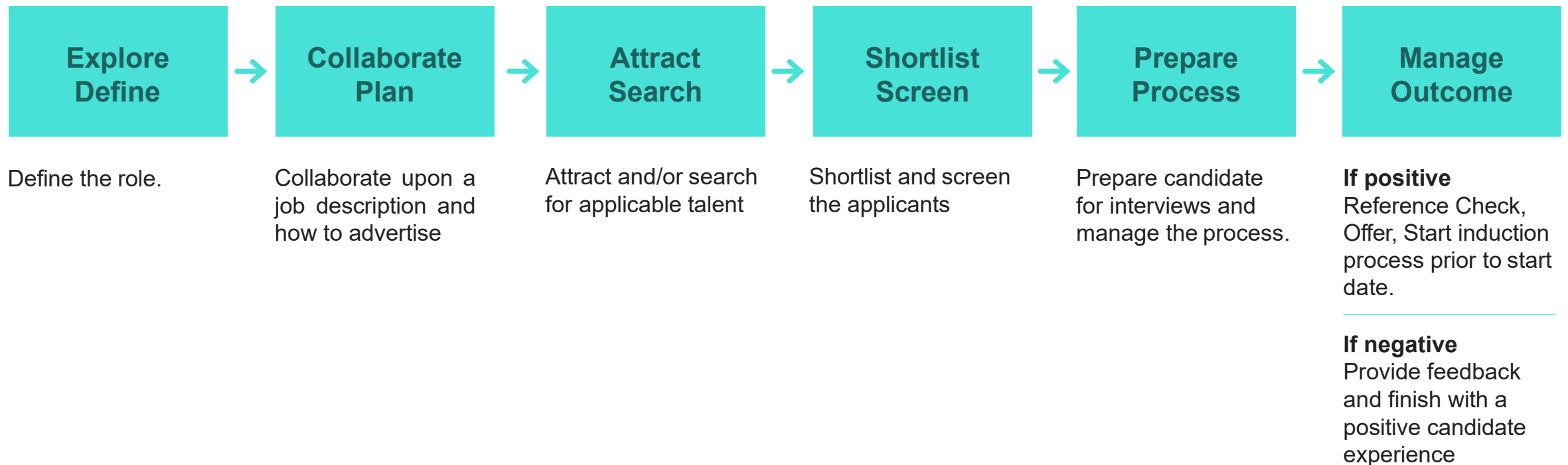**4** All of the White Bay team have held management roles and have hired for their own tech teams.

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

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Our recruitment methodology

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Methodology

Explore Define		Collaborate Plan		Attract Search		Shortlist Screen		Prepare Process		Manage Outcome

Define the role.

Collaborate upon a job description and how to advertise

Attract and/or search for applicable talent

Shortlist and screen the applicants

Prepare candidate for interviews and manage the process.

If positive
Reference Check, Offer, Start induction process prior to start date.

If negative
Provide feedback and finish with a positive candidate experience

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Case Study: Large Telecommunications Carrier

The Challenge

Having in-sourced their data capability & creating a Centre of Excellence (CoE), the client was facing challenges in filling a number of key roles through their own talent team and traditional recruitment panel

The Brief

White Bay was selected outside of the clients preferred recruitment panel based on our unique technical approach due to a number of new roles proving to difficult to fill for their current suppliers.

We partnered with the TA & Hiring teams to understand the unique challenges with these particular roles.

The Method

Understanding the work already done in sourcing the roles, we opted to strictly head hunt, all positions.

Using an omni-channel outreach across LinkedIn, internal database & industry groups.

Within 3 weeks we successfully provided a minimum of 2 resumes per role

The Outcome

All roles filled:

- Data Architect
- Data Modeler
- Data Engineer
- Data Engineering Lead

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Case Study: EdTech / SaaS Provider

The Challenge

The client had begun building a new Data Team and through its own approach had spent months trying to find the right candidate to start & grow this capability.

The Brief

To find a strong technical leader that could work with the C suite to build this capability out and manage competing stakeholders in a business eager to leverage the wealth of its data.

The Method

As the exclusive recruitment partner we have intimate knowledge of their business and the culture.

By using this with an agnostic view of the market paired with a technical depth we presented three candidates within 1-week.

Two interviewed, with one offered, starting one week later.

The Outcome

Successfully filling a role that had be open for several months, we actively searched for the candidate and managed a competing offer to turn around the engagement within 3-weeks.

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Case Study: Global Ad-Tech

The Challenge

Not only was this household tech giant building a start-up business unit, it was branching it into the APAC region.

This had the challenge of a brand new hiring team as well as a brand new business.

Furthermore the skill set is often aligned with large and established organisations rather than start-ups.

The Brief

The client had a unique requirement to find a candidate that was capable of operating in a large environment but being versatile and fast like a start-up.

The Method

In paying close attention to the "how" rather than the "what" the candidate would be doing our search was narrowed quickly.

We presented 3 candidates within 1.5 weeks.

We guided the client through the interview process and worked with a Global Team to book remote interviews in.

The Outcome

Successfully progressing 2/3 candidates to interview with a further 8 candidates from another agency which did not progress past the first stage.

Successfully managed a rushed competing offer to place the candidate with our client
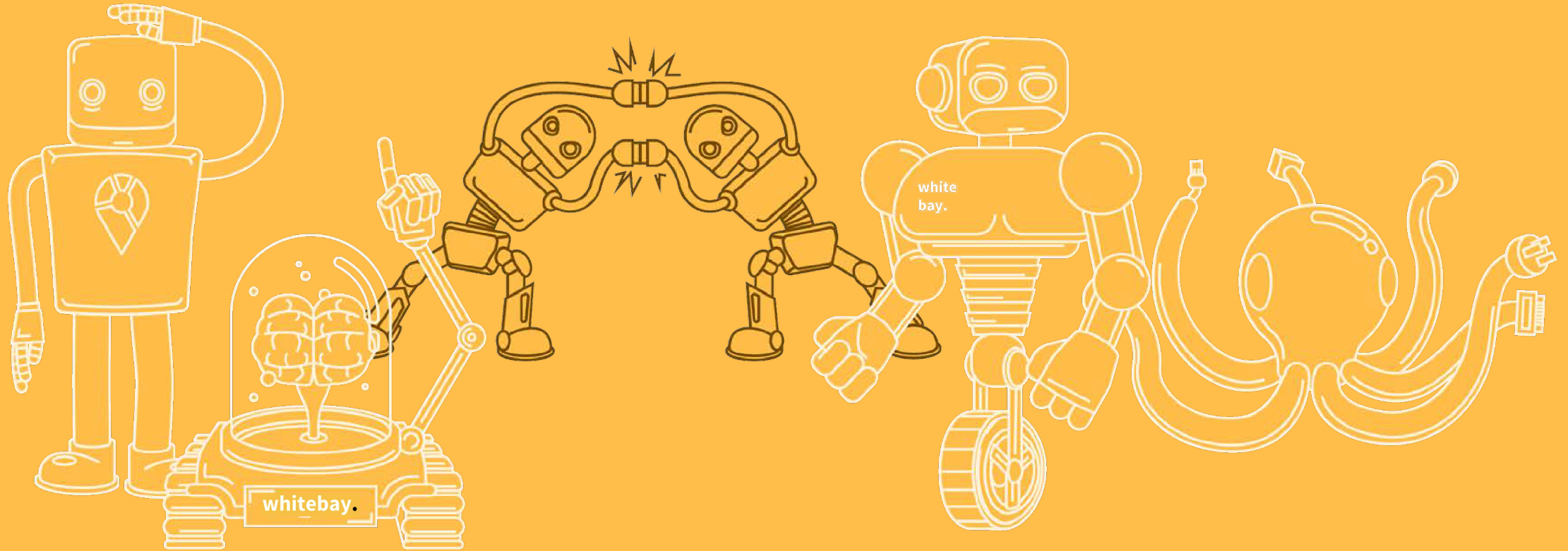
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How we can work together

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Your White Bay Principal Technology Partner

Dylan Chidgey
Principal Consultant

Dylan Chidgey is an experienced technology professional having spent 10 years as an engineer & manager. Having joined White Bay as a Principal to offer the obvious point of difference in who better to recruit technology professionals than an experienced technology professional?

Having made 50+ successful placements over 3 years within the technology markets with a key focus on Data, Cloud, Infrastructure and Networks. Dylan believes his genuine knowledge of the technology as well as an extensive network within the local market will prove to be invaluable in his ability to sell the opportunity to prospective candidates.

Dylan is an MBA educated consultant that has held a number of industry recognized qualifications from the likes of Cisco, ITIL, HP, Motorola.

We believe the only way to on hire is to partner and be truly collaborative with our clients.
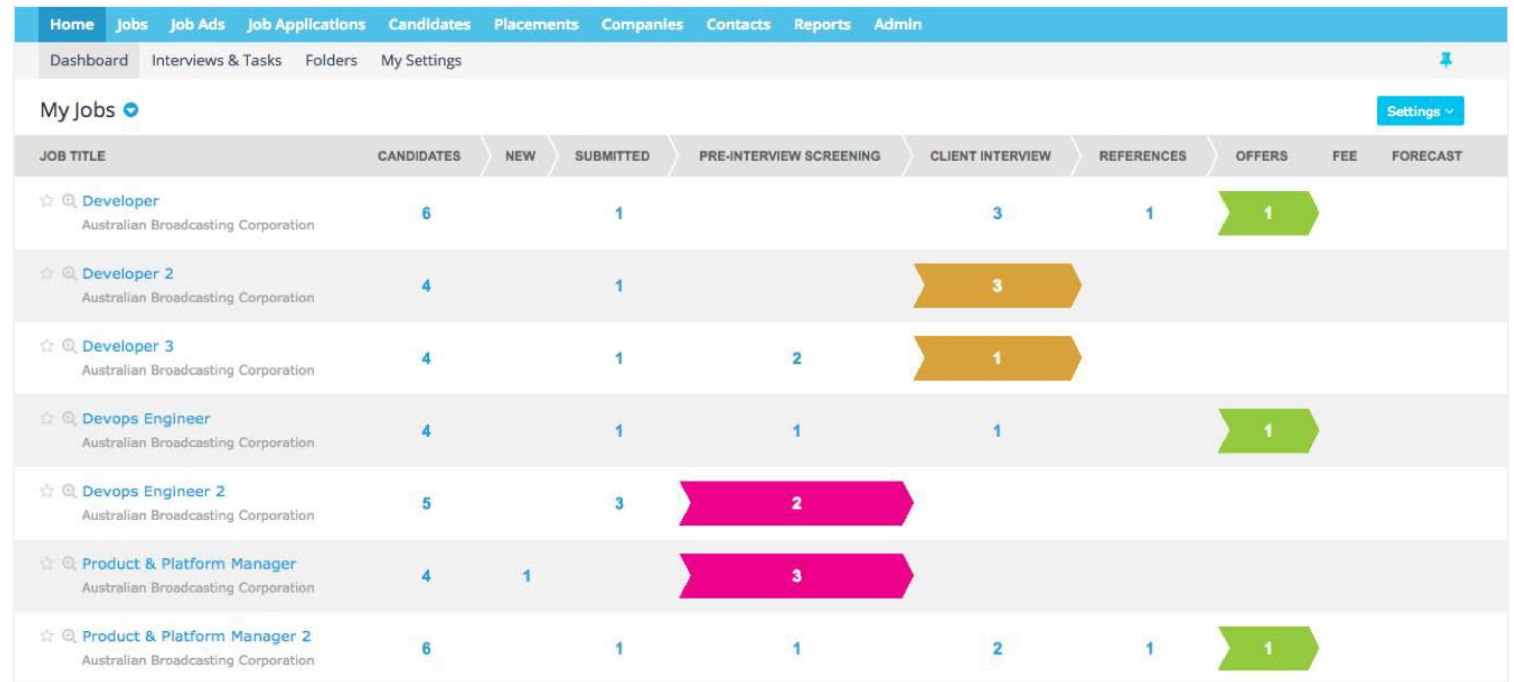
Interaction with your HR and Technology Leads

- 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.

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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.


Image Right: Sample Report

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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 mater of success.

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Success factors

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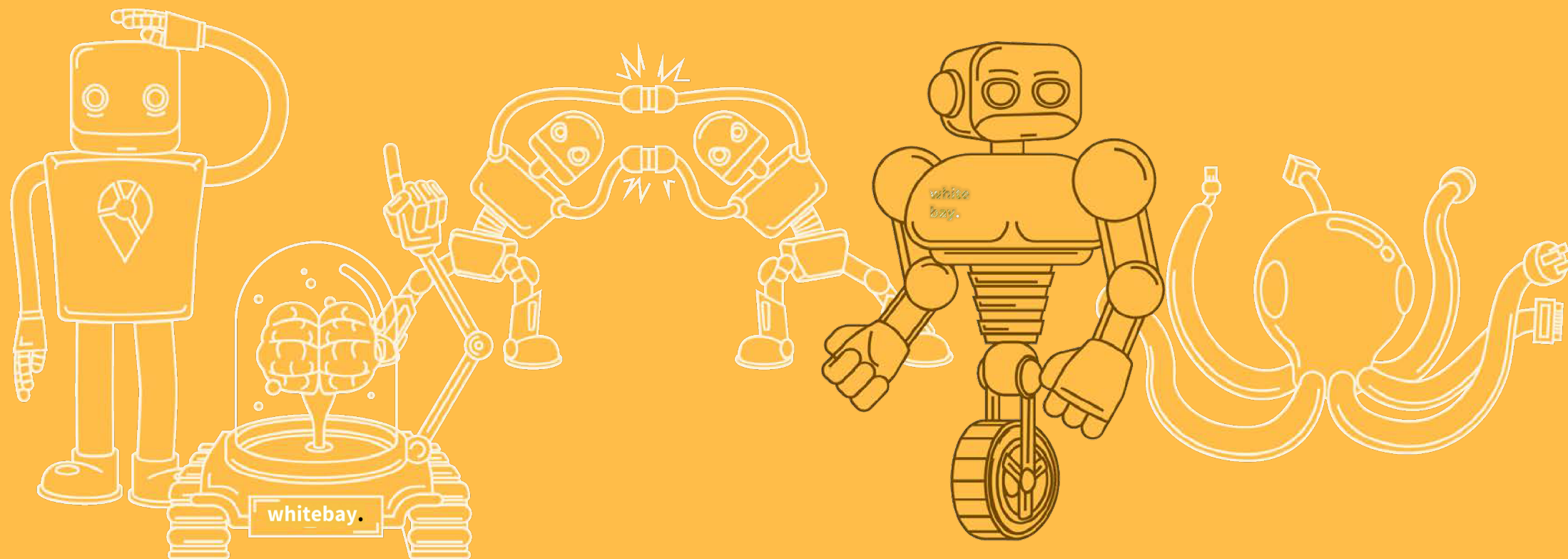
Risks and challenges

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.

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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.

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What we need from you:

1 Clear and concise requirements for each role

2 An adaptive and collaborative approach to the methodology
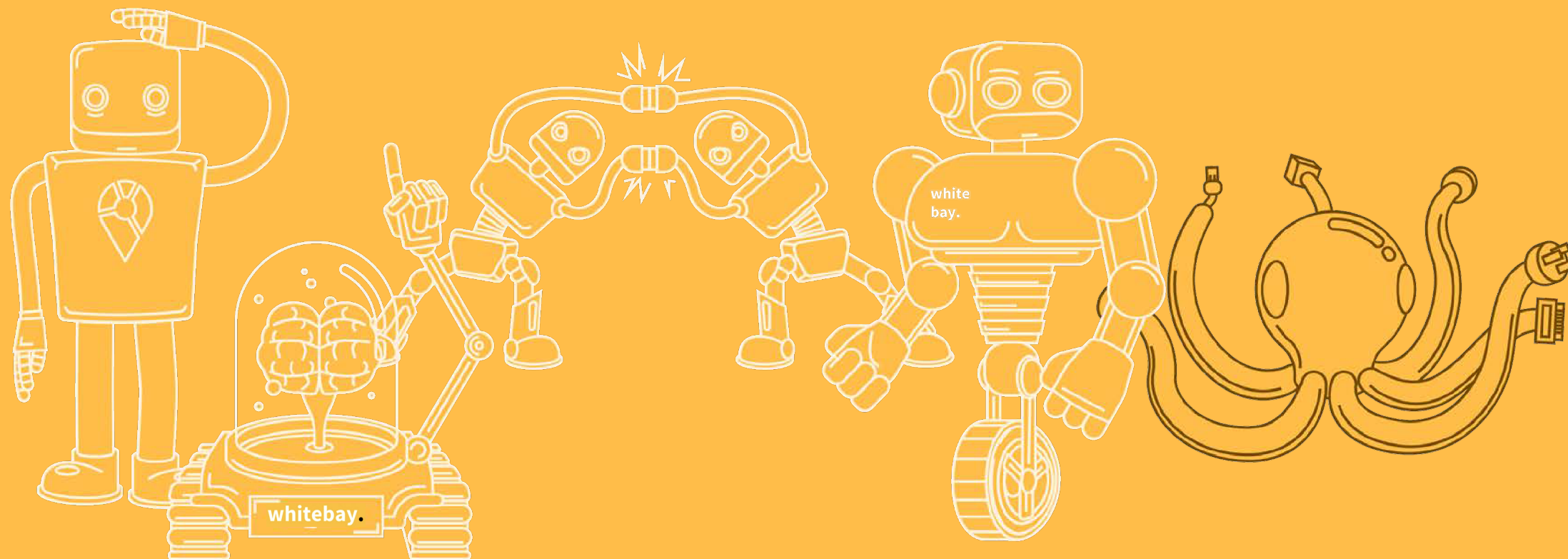
3 Open, honest and frequent communication

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

5 Prompt feedback on all resumes and interviews

Recruitment diversity

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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.

50 **50**

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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.

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Get in touch

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