reo+group

Technology

WE ARE
REO GROUP

reo+group

Reo Group was launched in 2010 with a vision of leading change for people through people.

Our team have placed more than 5,000 people in roles over the last decade. 98% of our permanent placements remain in place for more than two years, and 90% of temp roles are placed within 48 hours. These results boil down to understanding our clients and truly knowing our candidates – to a scientific approach to recruitment.

REOGROUP.COM.AU

INFO@REOGROUP.COM.AU | 02 8211 3488

OUR
SERVICES

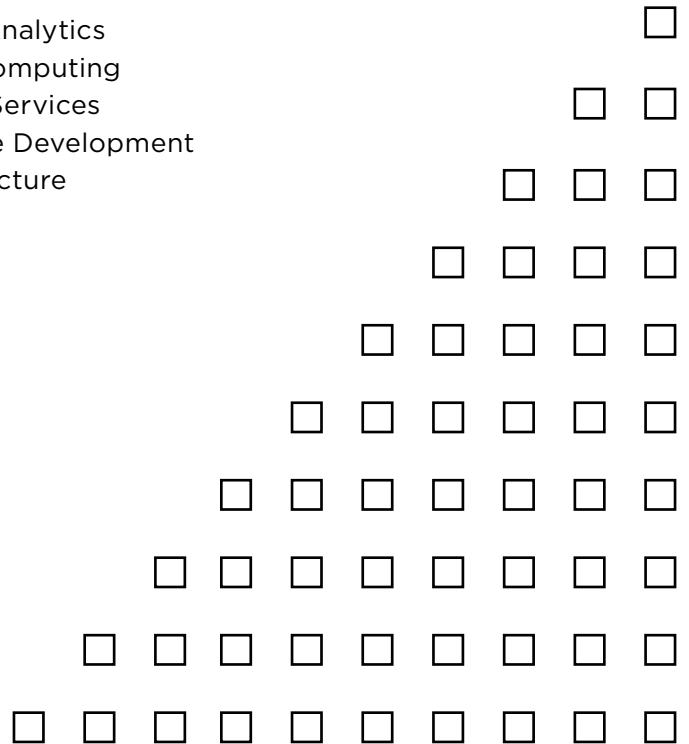Reo Group cover a range of professional disciplines across permanent, temporary and contract recruitment, including:

Accounting & Finance
Financial Services and Insurance

Business Services
Human Resources

Data & Analytics
Cloud Computing
Project Services
Software Development
Infrastructure

reo+group executivesearch

Reo Executive is a dedicated executive search practice, complementing our core recruitment business. Our highly specialised search team of ex-industry professionals provide a first-class service delivering strong commercial outcomes for our clients.
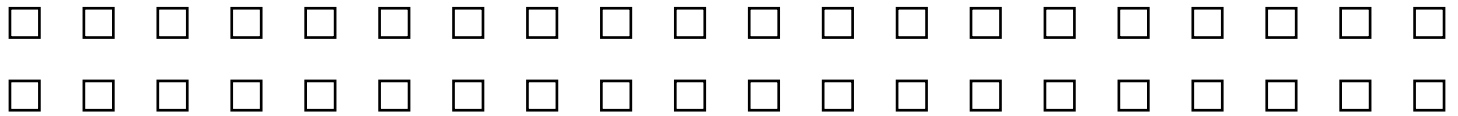
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VALUE
ADDS

TALENT READINESS ASSESSMENT

Are you ready to hire? We use a specific set of questions to assess your talent lifecycle and how prepared you are to expand your team using a smooth process that will drive retention.

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EMPLOYER BRAND ADVICE

We listen to candidate wish lists day in day out, so we're well placed in helping ensure your employer branding hits the mark. Our expert team can provide advice to help you highlight the factors that are most important to candidates in the current market.

PROCESS OPTIMISATION

Our deep knowledge of the market, and our extended network of customers, enables us to advise on solutions to some of the challenges you are facing. We can help you streamline your workflow to gain efficiencies that will benefit your team and your business.

ADVISORY AND SUPPORT FOR IMMIGRATION

Our team have significant expertise in supporting businesses as they hire offshore talent and bring them into Australia. We act as a sounding board and as advisors on the best course of action in each individual circumstance.
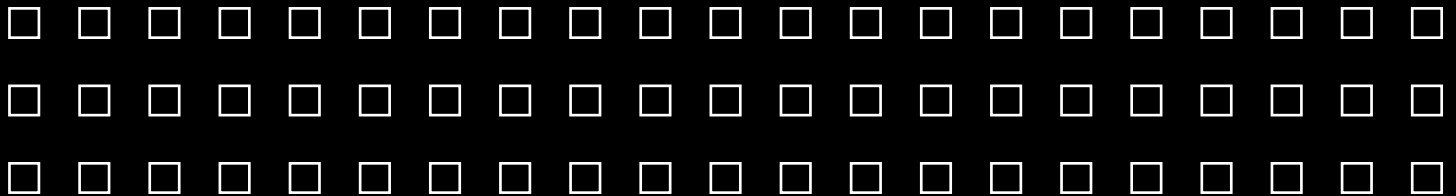
RETENTION

Whilst we are here to help you hire, we are also here to maximise your retention. We do this through identifying the right fit, onboarding support for both parties, and advising on strategies to keep your people engaged long-term.

REO GROUP
TECHNOLOGY

The technological evolution is happening at lightning speed, presenting ongoing challenges to organisations as they seek to maintain pace with the modernisation of their digital environments. New skills are continually emerging alongside these changes, bringing unique challenges in recruitment as the traditional technology roles evolve to include highly sought-after and specialised expertise that can be hard to unearth.

Reo Group's Technology business partners with organisations looking to capitalise on the opportunities that disruptive and emerging technologies present. Our consultants have extensive industry knowledge and a broad network of technology specialists, allowing us to uncover the hidden talent you need to transform your team.

Using our unique Evidence Based Recruitment™ method we take an in depth look at your existing talent and team structure to identify the attributes you need in your next hire, both the specific skill sets required and also the cultural fit. This agreed needs map provides a blueprint against which we develop a 360 degree view of candidates, providing the insights you need to make the right hire for your team.

AREAS
OF FOCUS

DATA & ANALYTICS

- ☐ Enterprise Performance Management / Financial Performance Management
- ☐ Data Engineerings
- ☐ Data Analytics
- ☐ Analytics and Visualisation
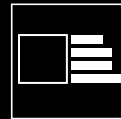- ☐ Artificial Intelligence and Machine Learning

PROJECT SERVICES

- ☐ Project Management
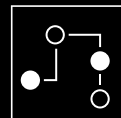- ☐ Business Analysis
- ☐ Change Management
- ☐ Architecture
- ☐ Testing

CLOUD COMPUTING

- ☐ Cloud Engineers
- ☐ Cloud Developers
- ☐ Cloud Security
- ☐ Cloud Architects
- ☐ Cloud Operations

SOFTWARE DEVELOPMENT

- ☐ Application Development
- ☐ Mobile Development
- ☐ DevOps
- ☐ UI/UX
- ☐ Automation

INFRASTRUCTURE

- ☐ Cyber Security
- ☐ Networking
- ☐ Storage & Backup
- ☐ Server Engineering
- ☐ Support services

PHIL MARTIN

EXECUTIVE DIRECTOR: TECHNOLOGY

BIO

Phil has over 15 years of recruitment experience in the technology space, delivering to clients Australia wide and beyond. His passion and expertise in the Enterprise Performance Management space is unquestioned, and Phil has developed additional recognition across Data, Analytics, Automation and Software Development.

With a consultative approach which is deemed refreshing by new connections and embraced by ongoing partners, Phil has created a signature style to which business communities turn for candour, industry insights and advice; he is considered a trusted companion whatever their journey.

Phil leads the search partners he works with through trust, transparency and empowerment allowing his team to flourish within their given fields, curating specialised teams to meet the specific needs of the market.

Phil takes the greatest satisfaction in making an impact, whether that be to your career, team or project.

CONTACT

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DAVID JEFFERY

DIRECTOR: TECHNOLOGY

BIO

With a robust career in IT and tech recruitment spanning two decades, David brings a wealth of industry experience and expertise to Reo Group.

David's professional journey spans across many domains, including but not limited to; IT Project Services, Infrastructure, Software Development, and Testing & Quality Assurance, among others.

At the core of David's recruitment philosophy are unwavering ethics and a client-centric approach. He prioritises understanding client needs, and cultivating long-term partnerships by consistently delivering value. Acknowledging the unique skills and aspirations of every individual, he ensures a positive candidate experience, maintaining the highest standards of ethics and integrity throughout the recruitment process.

David leverages data to make informed decisions, employing analytics and insights to enhance recruitment efficiency. In a dynamic IT landscape, he embraces an agile mindset, responding adeptly to industry changes and client requirements. Recognising the value of a strong professional network, he invests time in building and nurturing relationships with clients and candidates alike.

Outside work, David is an avid mountain biker, occasional guitarist, motorsport enthusiast, and a passionate surfer.

CONTACT

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ELEANOR CARTER

SEARCH PARTNER: TECHNOLOGY

BIO

Eleanor has over 15 years of recruitment experience, working with a wide range of businesses from large scale multinational companies to smaller SME's, making a difference and providing key support within their IT functions. She has not just placed individuals within roles, but has also built out sizeable teams with complementary skillsets and personalities to bring value and cohesion to companies.

Originally from Manchester (the land of football and music), Eleanor moved to Adelaide in 2021 and has never looked back. Eleanor joined Reo Group in March 2023 where she heads up the Data Analysis and Data Science pillar. She has an affinity for data and is fascinated by the ability of information to unlock the potential for growth and considerable positive change. Her experience within and passion for what she does makes Eleanor stand out in the recruitment industry, making her an excellent Search Partner to fit any client's needs.

CONTACT

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SCOTT APPEL

SEARCH PARTNER: TECHNOLOGY

BIO

With over four years of experience in the recruitment industry, Scott has a proven track record of success. After a decade climbing the ranks in retail, Scott felt the desire for a career change and turned his focus to recruitment. He had prior experience hiring managers and team leaders, which helped him acclimatise quickly to the recruitment space.

Scott has successfully placed individuals in various job roles and titles across a range of sectors, including retail, mining, and banking. He has also worked across the TM1/Planning Analytics space, placing Senior Consultants across Australia, New Zealand, and the United States. In more recent years, Scott shifted his focus

exclusively to the Cyber Security space, where he has built strong connections with Security Managers, GRC specialists, and Cyber Analysts across Australia. Scott's passion for recruitment stems from his ability to create connections with people and understand their motivations. He enjoys getting to know candidates and helping them find a new career path that changes their lives for the better. When he's not working, Scott indulges in his passion for motorsports. The discipline and consistency required to perform at his best is what he loves about this sport, pushing himself to the limit with every race, a mindset that translates into his dedication to providing the highest quality of service for the clients he partners with.

CONTACT

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BADER EL BATEN

SEARCH PARTNER - TECHNOLOGY

BIO

Bader is a seasoned Enterprise Application recruitment specialist with over 7 years of experience in the field. His professional history spans continents, having successfully hired in Europe, the US, and across Asia Pacific.

Specialising in Enterprise Applications, Bader's expertise lies in ERP, EPM, BI, and CRM systems. He connects professionals within these realms, fostering environments where they can grow and thrive alongside the enterprises they support.

From Consultants, Developers, and Analysts to Tech Leads, Functional Leads, Architects, and Management, Bader assists clients in building teams of diverse expertise, ensuring functional and technical excellence across systems such as D365, Salesforce, Adobe, Workday, Oracle, SAP, Tagetik, TM1, Planning Analytics, Anaplan, OneStream, Board International, Jedox, and more. He focuses on boosting company performance by sourcing professionals with unique and sought-after skills, resolving challenges, and driving success.

Bader's passion lies in facilitating connections and enabling growth, both professionally and personally. He approaches his work with dedication and a commitment to providing the highest quality of service to both hiring managers and job seekers.

CONTACT

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WE ARE A BUSINESS FOR GOOD.

reo+group

Our Giving Story.

Every time we place a candidate, we give 50 days of technology education to children in remote Australian communities, in partnership with B1G1 and Dot Com Mob.

This is our 'Elevate a Nation' campaign, which was created in line with the United Nations Sustainable Development Global Goals. Elevate a Nation supports goal #4, which is to ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

We believe that we can empower communities, helping young people develop the digital skills that will enable them to compete, in the future, for the technology-based roles we recruit for. We have the vision and passion to make a difference.

Together, we can make a difference.

B1G1

DOT COM MOB
Connecting Communities

SUSTAINABLE DEVELOPMENT GOALS

reo+group