reo group

REO GROUP
TECHNOLOGY

TECHNOLOGY RECRUITMENT AT REO GROUP

Investment in business transformation is driving a high demand for tech talent, with many specialised skills in short supply. Our expert team have extensive industry knowledge and broad networks, enabling us to uncover hidden talent in a challenging market.

We take an end-to-end approach to recruitment, beginning with a thorough assessment of your readiness to hire and a deep dive into the challenges you are facing. Using this knowledge, we troubleshoot any areas that might impact retention, and help you build the core competencies of the role around the specific skill set you need to align to your business strategy. Our support pulls right through to the onboarding stage, where we retain contact with your candidate during those critical early weeks and months to help ensure a smooth integration into your team.

AREAS OF FOCUS

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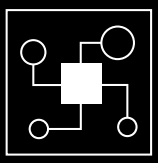
EXECUTIVE SEARCH

- CDO
- CIO
- CISO
- CTO
- Head / Director of IT
- Project Director
- Transformation Director

DATA & ANALYTICS

- Analytics & Visualisation
- Artificial Intelligence & Machine Learning
- Data Analytics
- Data Engineering
- Enterprise Performance Management / Financial Performance Management

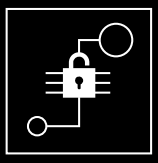


ENTERPRISE APPLICATIONS & DEVELOPMENT

- Automation
- Customer Resource Management (CRM)
- DevOps / DevSecOps
- Enterprise Resource Planning (ERP)
- Integration Development

PROJECT SERVICES

- Architecture
- Business Analysis
- Change Management
- Project & Program Management
- Testing



CYBER SECURITY

- Application Security
- Data Protection & Privacy
- Governance, Risk & Compliance (GRC)
- Identity Access Management (IAM)
- Incident Response

INFRASTRUCTURE & CLOUD COMPUTING

- Cloud Engineering
- Networking
- Storage & Backup
- Support Services

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. We help you troubleshoot specific areas that need attention to help you secure your preferred candidate and maximise retention.

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.

TALENT 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 find the right mix of skills and experience to streamline your workflow and gain efficiencies that will benefit your team and the wider 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.

OVERVIEW

Reo Group are a national recruitment, executive search and professional services agency, with offices on the East, South and West coasts of Australia.

OUR BRANDS:

reo+group recruitment partners

- reo+group temporarystaff
- reo+group permanentstaff

Reo Group specialise in permanent, temporary and contract recruitment across a wide range of functions, **including:**

Finance & Accounting | Technology | Supply Chain & Operations | Business Support | General Insurance | Human Resources | Sales &*Marketing*

reo+group executive search

Reo Executive focus on the full leadership lifecycle, from the complete spectrum of C-suite roles to senior managers and divisional heads. We bring exceptional talent to your door; executives ready to take them helm and senior staff who aspire to that level, enabling you to successfully navigate into the future.

reo+group professional services

Our on-demand subject matter experts augment your existing IT function, or form a dedicated project team, mobilising quickly to align with your strategy and help you realise your goals.

We provide: Solution Architecture Services | Data & Analytics Services | Application Development Services | | Project Delivery Services | Health ICT

OUR SISTER BRANDS:

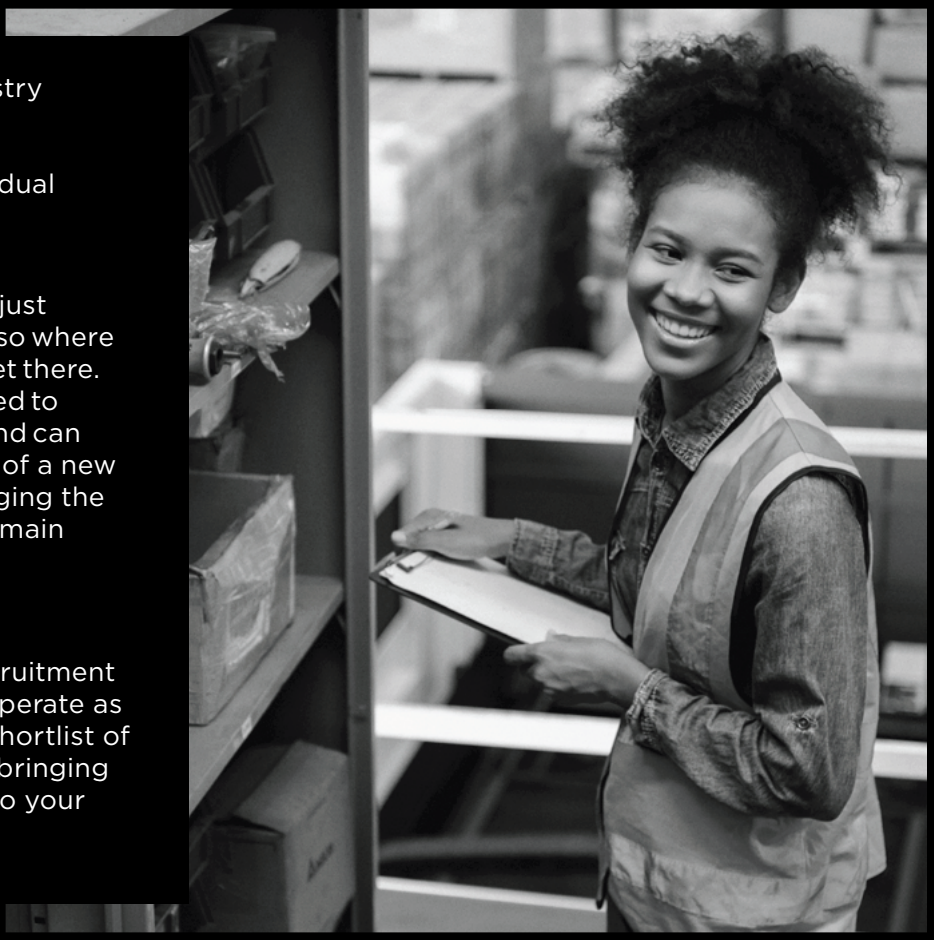
HIVEQ

HiveQ is an executive development and networking firm, bringing leaders together to network, collaborate and grow as a community of peers.

STELLA PETROU CONCHA

Reo Group CEO Stella Petrou Concha is an expert in self mastery. Through her writing and workshops, Stella teaches businesses and individuals how to develop some of the most sought after skills in today's business world.

OUR EXPERTISE



Reo Group service Commerce & Industry and the Banking & Financial Services sector, helping to build agile, resilient, and diverse teams, aligned with individual company culture and purpose.

We take time to get to know you, not just understanding where you're at, but also where you want to go, so we can help you get there. Our specialised consultants are attuned to changes in their respective markets and can help you build the core competencies of a new role to suit, ensuring that you are bringing the right skills into your organisation to remain competitive and future focused.

Using our unique Evidence Based Recruitment method and extensive networks, we operate as one interconnected team to curate a shortlist of high-quality candidates for your role, bringing the right mix of skills and experience to your door.

WE COVER:

- TECHNOLOGY
- EXECUTIVE SEARCH
- FINANCE & ACCOUNTING
- SALES & MARKETING
- BUSINESS SUPPORT
- HUMAN RESOURCES
- INSURANCE
- SUPPLY CHAIN & OPERATIONS

REO GROUP'S EVIDENCE BASED RECRUITMENT METHOD

Recruitment decisions are routinely derailed by unconscious biases that lead us astray. At Reo Group, we are guided by evidence and our unique Evidence Based Recruitment Method™ eliminates the risk of unconscious bias.

Across 4 distinct phases (Insight, Influence, Identify and Integrate), our 4-step method combines qualitative and quantitative inputs with unique profiling tools for unparalleled alignment with what clients are looking for.

1 INSIGHT

Our talent diagnostic tools allow us to unpack potential risks and take a step back to consider the broader end-to-end talent management cycle, ensuring you are

2 INFLUENCE

We help you design the role, ensuring its responsibilities and outcomes are clearly aligned back to your business strategy. The detailed description then creates the benchmark to measure

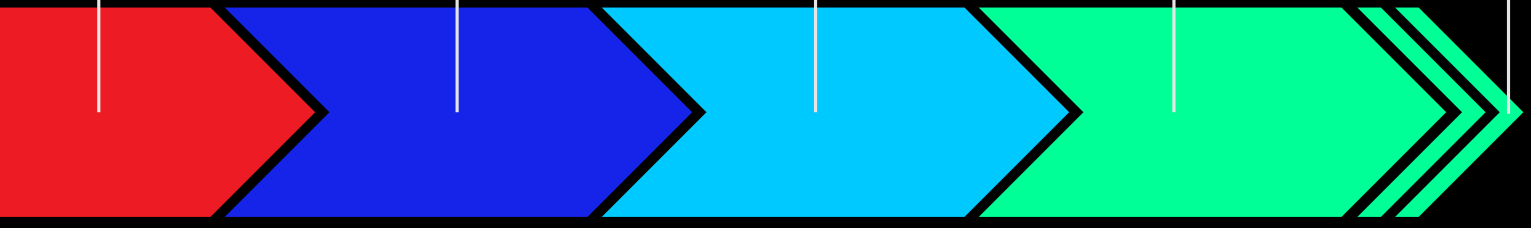
3 IDENTIFY

Candidates most closely aligned with your business needs are presented for selection, alongside evidence that allows you to make an informed choice that is based on more than just

4 INTEGRATE

We set your new starter up for success by supporting your onboarding and providing clarity of expectations. Having found the right person for your role we work together to ensure their smooth integration into your business.

CANDIDATE PLACED



KEY CONTACTS

TECHNOLOGY TEAM:

DAVID JEFFERY
Director - Technology
0413 739 099
david.jeffery@reogroup.com.au

DARREN FARMEARY
Director - Technology
0414 758 630
darren.farmeary@reogroup.com.au

ANU YADAV
Delivery Partner - Technology
0432 741 559
anu.yadav@reogroup.com.au

PROFESSIONAL SERVICES:

PHIL MARTIN
Executive Director - Professional Servives, East Australia
0449 574 009
phil.martin@reogroup.com.au

JOSEPH WOO
Executive Director - Professional Servives, West Australia
0411 303 453
joseph.woo@reogroup.com.au

Meet the full Reo Group team

DE&I AND CORPORATE SOCIAL RESPONSIBILITY

OUR COMMITMENT TO DIVERSITY, EQUITY & INCLUSION

Embracing cognitive and demographic diversity across your team is fundamental to our approach.

- All Search Partners follow an established process for building inclusion into every assignment.
- We are not passive observers, we address potential barriers to inclusion, call out unconscious bias and challenge the composition of selection panels to adequately reflect diverse representation.

CORPORATE SOCIAL RESPONSIBILITY IN ALIGNMENT WITH THE UN SDGS

Reo Group are actively engaged in projects that support the UN Sustainable Development Goals (SDGs), with particular focus on SDG #4, Education.

As businesses transform and automate their processes, remote Indigenous communities still do not have adequate access to the basics of fast internet, computer equipment and software and the educational opportunities required to make their career goals a reality. SDG#4 inspired the creation of our ‘Elevate a Nation’ project with the aim of addressing this issue.

Every time we place a candidate in a permanent role, Reo Group give the equivalent of 50 days of technology education to remote Indigenous communities across Australia, translated into action on the ground by our partners at Dot Com Mob.

Through this project we are focused on reducing the digital divide across Australia.

Our vision is an inclusive and equitable education for all.

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SYDNEY | PARRAMATTA | ADELAIDE | PERTH