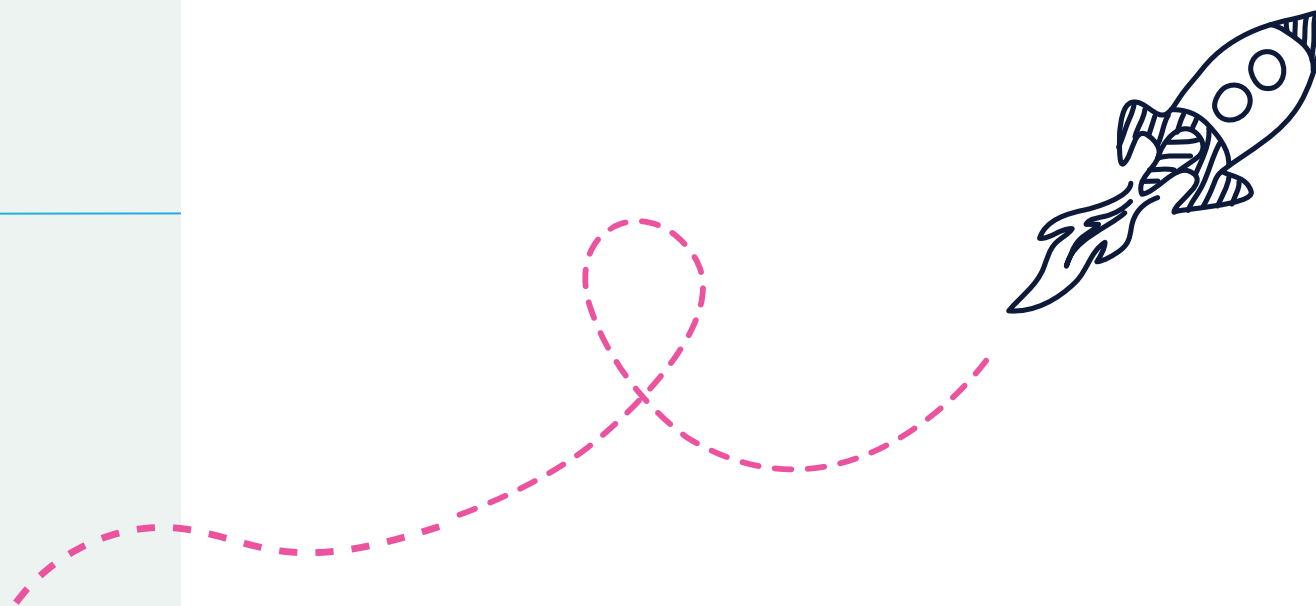




Capability Statement

Sydney | Melbourne | Brisbane



Who We Are ?

Talenza is a full-service technology, digital and business transformation workforce solutions agency. With a focus on understanding the unique challenges faced by organisations, we take pride in our commitment to truly partner with businesses to combat unique talent challenges.

As a part of the Transformation Group, we exclusively employ experienced consultants with domain expertise across specialised technology, digital and business transformation areas to address talent mobility through contract recruitment, permanent recruitment, embedded solutions, search and advisory services.

Why You'll Love Us

We create and manage technology hiring solutions to drive forward client growth. Each project we work on is crafted and tailored to your individual needs, providing your business with the edge it needs in an ever evolving talent market. Our people bring an in-depth knowledge of the markets we serve, and deliver genuine value to your organisation and ours.

Our methodology is crafted to reflect the pace of tech disruption and we offer a solution that is genuinely fit for each specialism. You can't solve a multi-dimensional hiring challenge with a one-dimensional approach. We deliver a true end-to-end solution tailored to you, drawing up our deep industry knowledge to provide capacity while relying on our sister company Tranzformd for capability needs.

To us, it's not just recruitment. It's workforce solutions.

 <p>TRUE PARTNERS</p> <p><i>Working with great people, we build genuine relationships.</i></p> <ul style="list-style-type: none"> Relationship Building Empathy Expertise 	<p>BE GENUINE</p> <p><i>Let's be real and human. For us, recruitment is personal.</i></p> <ul style="list-style-type: none"> Influence Authenticity Integrity  <hr/> <p>TAKE THE INITIATIVE</p>  <p><i>Treat this business like it's your own, and success will follow.</i></p> <ul style="list-style-type: none"> Decisiveness Problem Solving Adaptability 	 <p>GET IT DONE</p> <p><i>Good enough is not enough. We follow up and follow through.</i></p> <ul style="list-style-type: none"> Accountability Thoroughness Resilience
---	--	--

Our Industry Partnerships

We support our clients in the following core industry sectors:

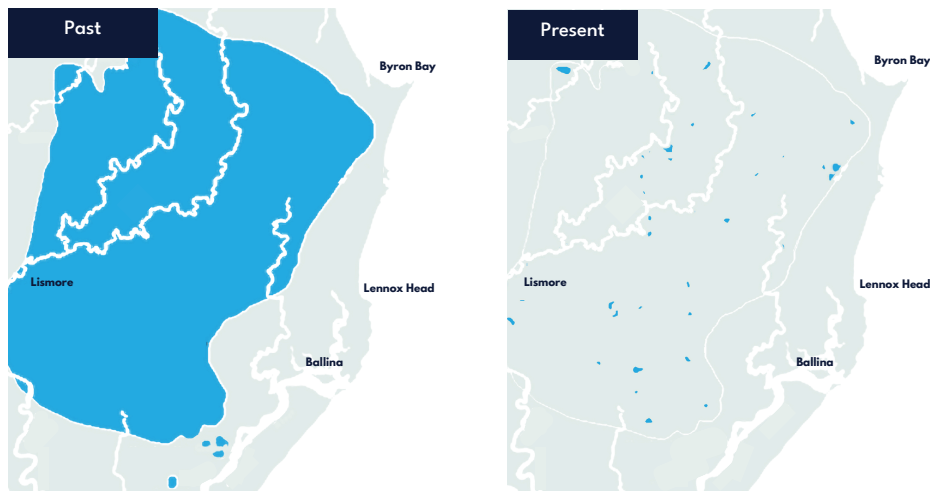
-  Government & Public Services
-  Financial & Professional Services
-  Life Science & Digital Health
-  Energy, Resources, Construction and Property
-  Education
-  FMCG, Retail & e-Commerce & Transportation
-  Media, Advertising & Broadcast
-  Technology & Telecommunications

CSR Initiatives

Environmental Impact

At Talenza, we've embraced the challenge to make a real difference in Australia's environmental landscape. Each step we take towards a greener future is all made possible by our clients, candidates and transformative impact of Reforest Now. Since 2020 to the April 24 - we've planted 14,200+ trees! This equates to reducing our carbon footprint by 272 metric tons of CO2 per year - which is the equivalent of the emission produced by driving around Australia's coastline 56 times.

The sites we have planted at in northern NSW were once part of the Big Scrub rainforest, Australia's largest expanse of subtropical rainforest. After extensive clearing only 1% remains today. These sites when reforested will connect fragmented remains and expand the size of the existing rainforest.



Source: Reforest Now

 Tree Coverage

Fundraising Initiatives

Last year Talenza raised over \$100K for the Suncorp Spirit to Cure cancer research, prevention and support. To raise this money we had 50 people involved across 6 events in Newcastle, Brisbane, Melbourne, and Sydney - including a 3 day cycle from Noosa to Brisbane.

Social Impact

As a business who is committed to supporting the economic stability of our communities and creating a fair and equal world, we are actively creating opportunities for minority groups to reach their full potential.

We do this by highlighting the voices of women and first nations people across various conversations:

- [Active allyship webinar](#)
- [Why are women leaving the tech industry roundtable](#)
- [IWD Webinar Recap - Cracking the code for women in sport](#)
- [Executive presence for a gender equal future](#)
- [Indigenous recruitment workshop](#)

Community Involvement

We've always prioritised relationships, transparency, and communication. This sets us apart in an industry that places more value on numbers, placements, and billings. That's why we see ourselves as connectors, rather than merely recruiters. From day one, we've recognised the value of bridging the gap between clients and candidates and have focused heavily on relationship building. This isn't just having conversations - it's also about sharing information and developing our collective capability. This is why being part of community groups is a high priority.



Sponsors and hosts the Brisbane Mobile App Developers Meetup.



Appointed Chapter Leads at the Australian Women in Security Network (AWSN) and hosting monthly events.



Beyond sponsorship, we host a number of industry and specialisation events each quarter to give back to the community.



We are lead sponsor for Bsides Sydney, the largest Cyber Security event in NSW.

Customer Experience

Strengthening the connection and enhancing the customer experience are paramount. As our industry evolves, it's crucial to ensure that our customers feel connected and informed about the changes around us. We consider it our responsibility to deepen their understanding of the industry landscape, fostering a sense of connection and engagement with ongoing developments in the market.

95.11

Candidate CSTAT Score

95.61

Hiring Manager CSTAT Score

Candidate Motivators Report

Salary Guides

Quarterly Reporting

Market Insights

Events & Webinars



What we do

Working from our offices across Sydney, Brisbane and Melbourne. We cover the full range of technology, digital and business transformation talent. Here you will find an overview of the specialisations we support and an indicative sample of the positions we recruit for.

Projects and Transformation

- Head of Transformation
- Head of PMO
- Program Director
- Program Manager
- Senior Project Manager
- Project Manager
- Business Implementation Manager
- Delivery Manager

Agile Professionals

- Agile Practice Leader
- Agile Coach
- Scrum Master
- Iteration Manager
- Product Owner

PMO / Project Support

- PMO Lead / Manager
- Project Officer
- PMO Analyst
- Project Coordinator
- Master Scheduler
- Program Scheduler
- Project Administrator

Business Intelligence & Data Analytics

- Business Intelligence Analyst / Developer
- Data Analytics / Business Intelligence Management & Leadership
- Data Science
- Data Architect
- Data Engineer
- Data Modelling & Analysis
- Marketing and Campaign Analyst
- Insights Management
- Insights Analysis
- Business Intelligence Architecture
- Business Intelligence Development & Analysis
- Risk Analyst
- Digital and Web Analyst
- Data Governance Manager

Architecture

- Enterprise Architect
- Solution Architect
- Test Architect
- Business Architect
- Network Architect
- Domain Architect
- Data Architect

Business Analysis

- Lead Business Analyst
- Principal Business Analyst
- Senior Business Analyst
- Business Analyst
- Data Analyst
- Business Improvement Manager
- Process Lead
- Process Analyst

Software Engineering

- Head of Engineering/ Development
- Technical Lead
- Software & Application Engineering
- Web Development
- Mobile Development
- Integration Development

Salesforce & Business Applications

- Technical Architect
- Solution Architect
- Project Manager
- Product Owner
- Platform Owner
- Functional Consultants
- Functional Lead
- Business Analysts
- Tech Leads
- Developers
- Administrators

Digital

www.

- Product Management
- Design Leadership
- UX / UI Architecture
- UX / UI Development & Design
- Service Designer
- Digital Producers
- Web & Graphic Design
- Digital Optimisation & Personalisation Manager
- Digital Marketing Management
- CRM Manager / Analyst

Security



- Information Security Management & Leadership
- SOC Managers (Security Operations Centre)
- Security Architecture
- Security Engineers & Analysts
- Penetration Testers
- Governance, Risk & Compliance Consultants
- DevSecOps Engineer
- Security Researcher
- Threat Intelligence Consultant

Infrastructure & Cloud



- Infrastructure & Cloud Management & Leadership
- Network / System Engineering & Administration
- Cloud Engineer
- DevOps Engineer
- Platform Engineer
- Site Reliability Engineer (SRE)
- Cloud Architect
- Lead DevOps
- Release Managers & Engineers
- Helpdesk Management
- Service Desk
- Application & Desktop Support

Change Management



- Head of Change
- Change Director
- Change Lead / Manager
- Change Analyst
- Change Communications Lead / Manager
- Technical Writer
- Training Manager
- Learning & Development
- Instructional Designer

Quality Assurance / Testing



- Head of Quality Assurance
- Quality Assurance Leads
- Quality Assurance / SDET
- Test Manager
- Test Lead / Analysts

Executive Search



- Full C-suite

Risk



- Operational Risk – 1st and 2nd Line
- Controls Assurance
- Risk-in-Change
- Risk Analytics and Systems
- Credit Risk
- Market Risk

Compliance



- Regulatory Change and Affairs
- Financial Crime

Contact Us

Sydney

Level 7, 10 Spring Street
Sydney NSW 2000

+61 (02) 8248 8077

Brisbane

Level 12, 40 Creek St,
Brisbane City QLD 4000

+61 (07) 3053 5737

Melbourne

Level 7, 222 Exhibition
Street Melbourne VIC 3000

+61 (03) 9938 7110