

About White Bay

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

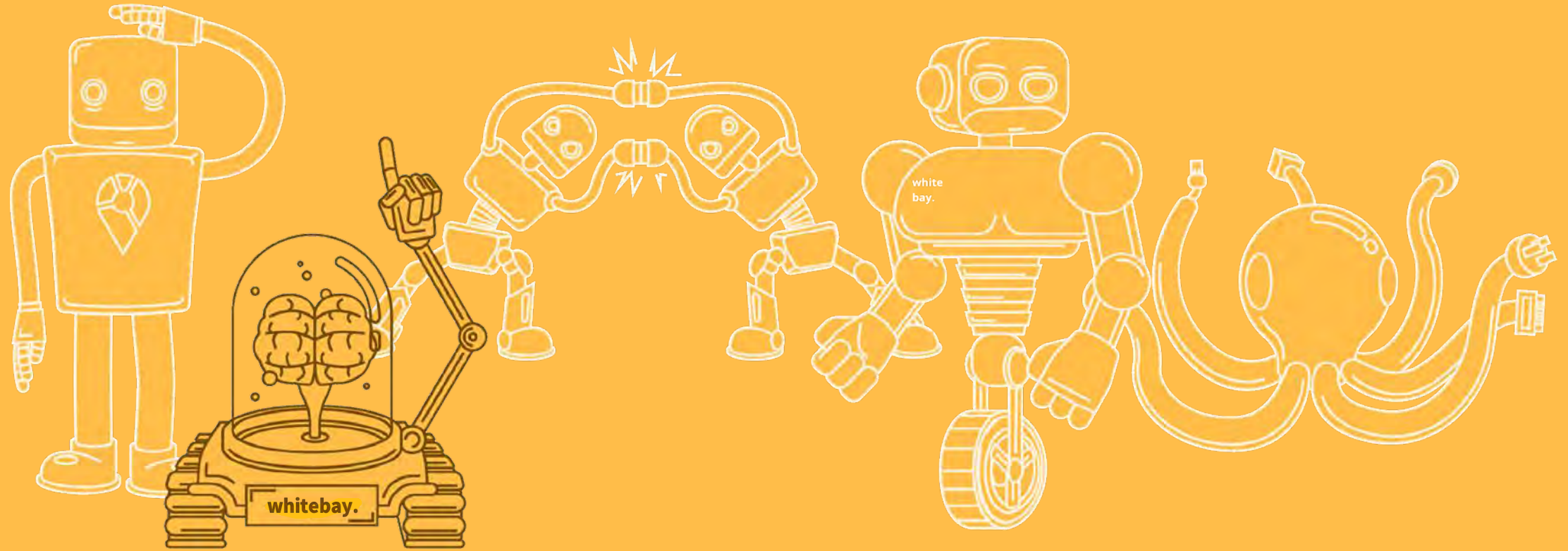
An ability to genuinely understand the JD of the role.

4

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

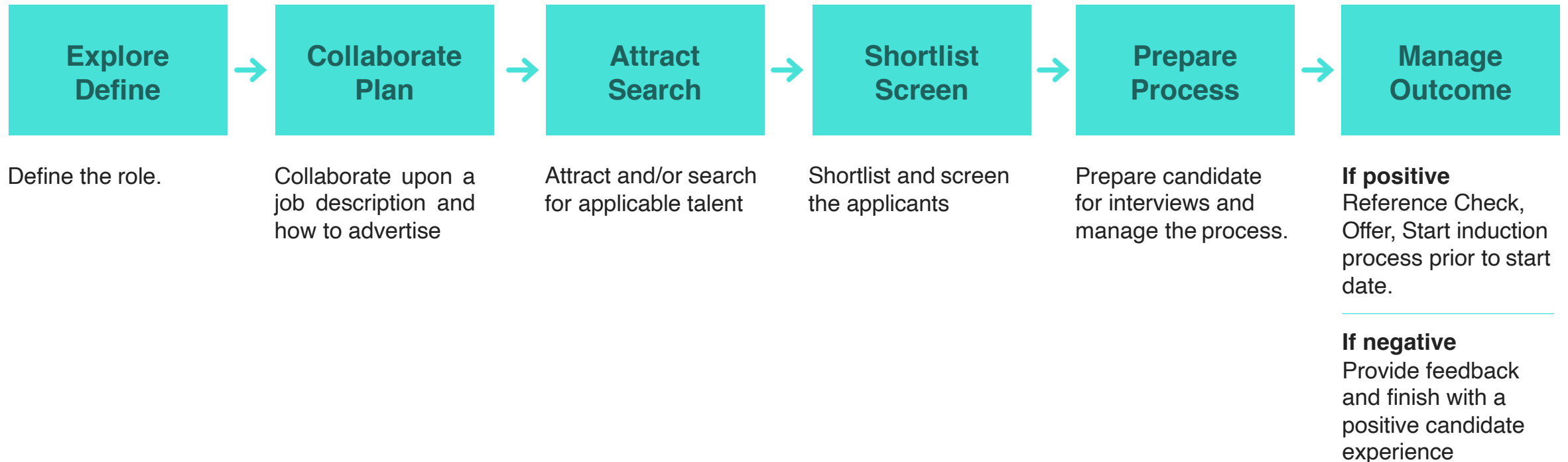
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Experienced hands, wearing your brand cap managing the overall candidate experience.



Our recruitment methodology

Methodology



Case Study: Software as a Service Provider

The Brief

White Bay was selected as sole supplier for talent for this insourcing project of 24 permanent roles through a 15-week period.

After project completion, White Bay to remain the exclusive supplier for all Product and Technology roles as they arise.

The Outcome

All roles were offered and accepted within the 15-week period.

All candidates had commenced work (taking into account notice periods) within 17 weeks.

23 of the 24 passed their 6 month probation and remain with the company.

White Bay has sourced for an additional 14 roles (as of June 2019) and remains their trusted recruitment partner

Key Persons Delivered

- 6 Frontend Developers
- 4 Backend Developers
- 4 Product Managers
- 3 Salesforce Developers
- 3 DevOps Engineers
- 2 Customer Account Managers
- 1 Project Manager
- 1 Compliance Officer

Case Study: Software as a Service Provider

How we partnered

We helped review and create new role descriptions for each role.

Provided Market Mapping data to give realistic salary banding for each role.

Met each candidate in person or via video conference to determine team fit as well as tech fit.

Managed the calendars for all interviewing managers to maximise efficiency when booking interviews.

Candidates

Each rejected candidate was given a full brief upon their performance and coaching for how to improve upon their interviewing skills.

Each successful candidate started the induction process prior to start and had follow up conversations one week after start to confirm their comfort in the new role.

94%

of the roles we were able to provide a minimum of 2 relevant candidates per role to interview.

56

candidates in total were interviewed giving a placement ratio of 42.8% across all roles.

Case Study: Software as a Service Provider

Where the candidates came from

9

Direct advertising

LinkedIn, Seek, Indeed, CareerOne

4

Incentive driven referrals

White Bay offers prepaid EFTPOS cards for referrals

3

Current client referrals

4

Headhunting

within the Sydney SaaS / PaaS industry

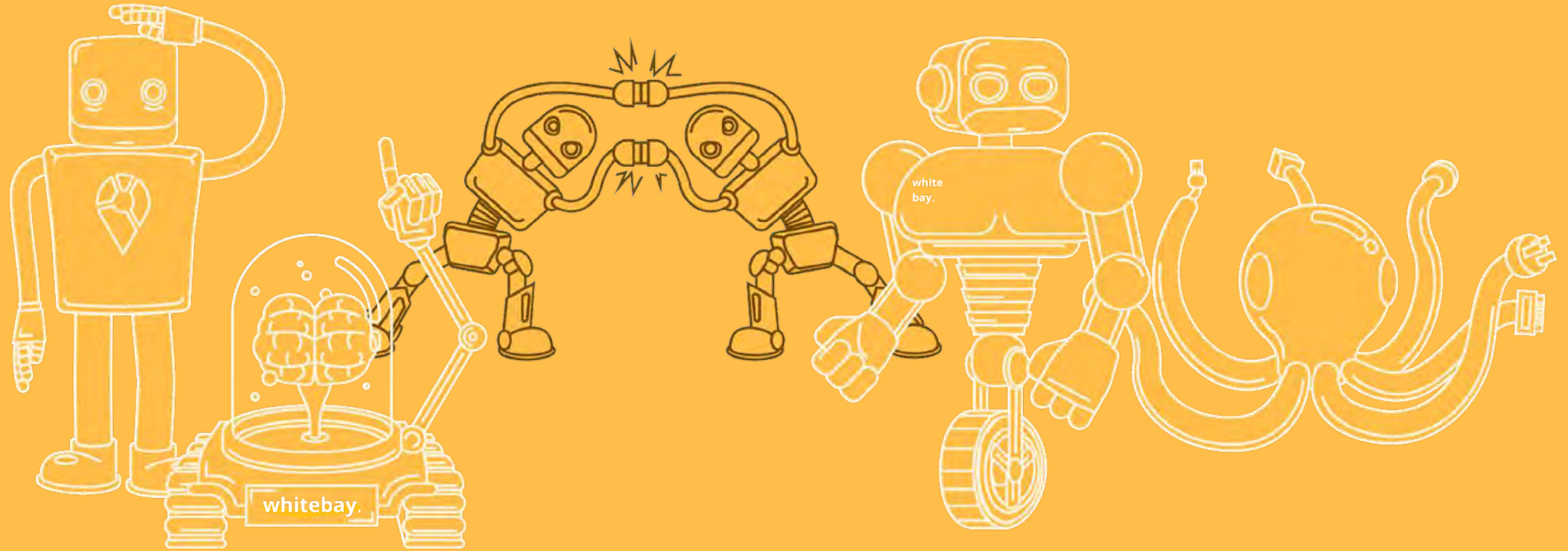
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Tech Meetups

1

Tech Conference

AWS Summit Sydney



How we can work together

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

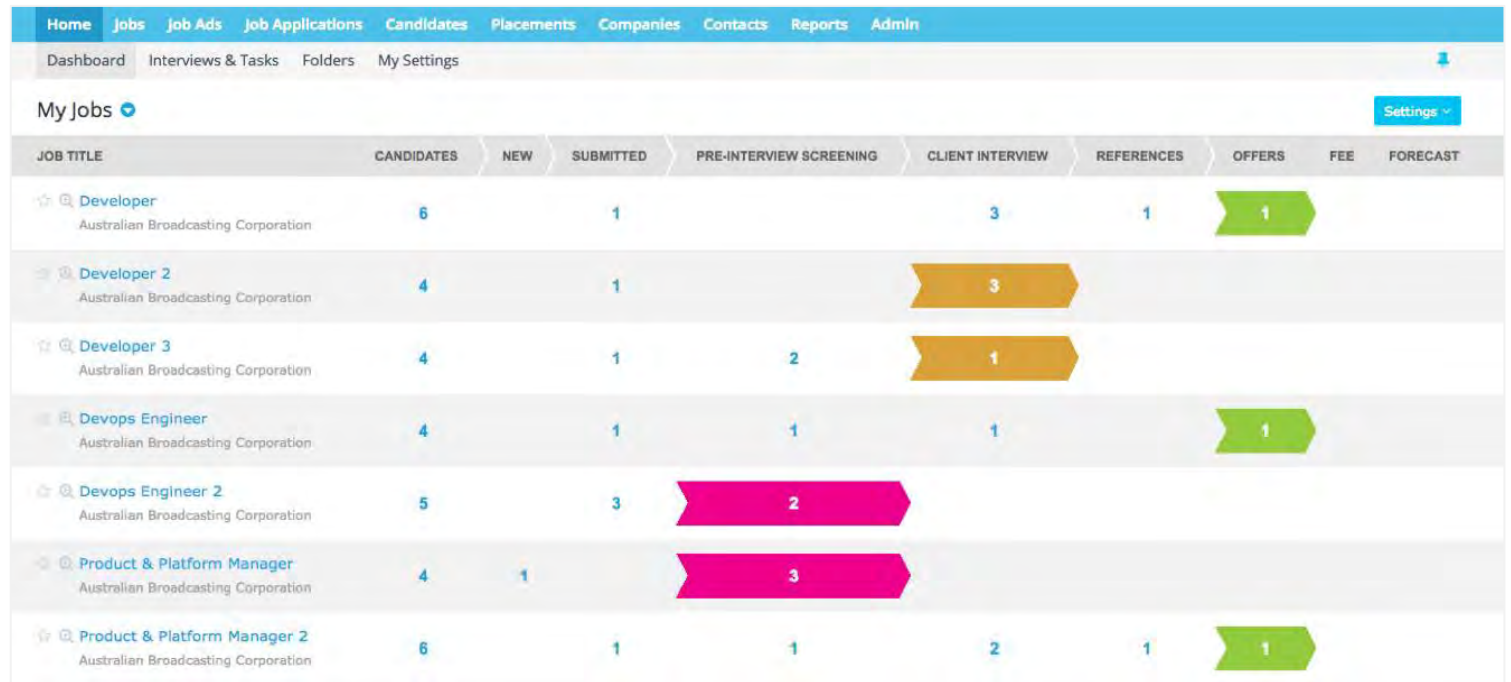
Interaction with your HR and Technology Leads

- A 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.



The screenshot displays a recruitment dashboard with a navigation menu at the top (Home, Jobs, Job Ads, Job Applications, Candidates, Placements, Companies, Contacts, Reports, Admin) and a sub-menu (Dashboard, Interviews & Tasks, Folders, My Settings). The main section is titled 'My Jobs' and contains a table with columns for Job Title, Candidates, New, Submitted, Pre-Interview Screening, Client Interview, References, Offers, Fee, and Forecast. Each row represents a job role with a progress bar indicating the current stage.

JOB TITLE	CANDIDATES	NEW	SUBMITTED	PRE-INTERVIEW SCREENING	CLIENT INTERVIEW	REFERENCES	OFFERS	FEE	FORECAST
Developer Australian Broadcasting Corporation	6		1		3	1	1		
Developer 2 Australian Broadcasting Corporation	4		1		3				
Developer 3 Australian Broadcasting Corporation	4		1	2	1				
Devops Engineer Australian Broadcasting Corporation	4		1	1	1		1		
Devops Engineer 2 Australian Broadcasting Corporation	5		3	2					
Product & Platform Manager Australian Broadcasting Corporation	4	1		3					
Product & Platform Manager 2 Australian Broadcasting Corporation	6		1	1	2	1	1		

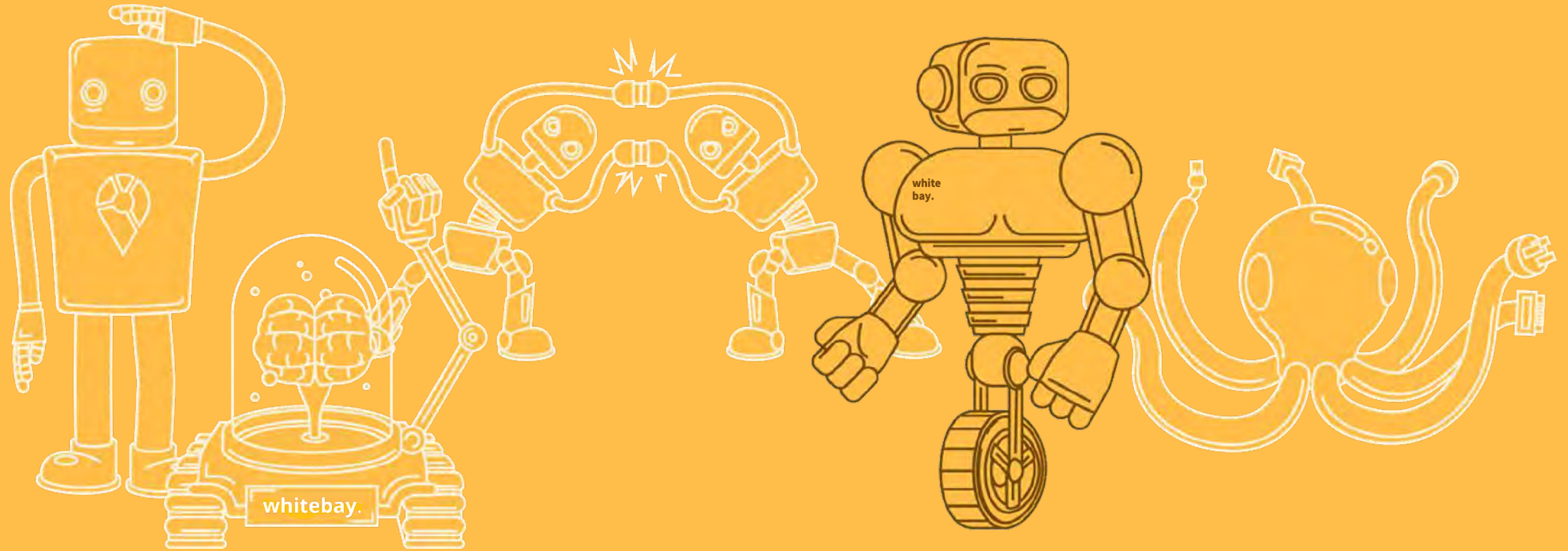
Image Right: Sample Report

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 mater 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

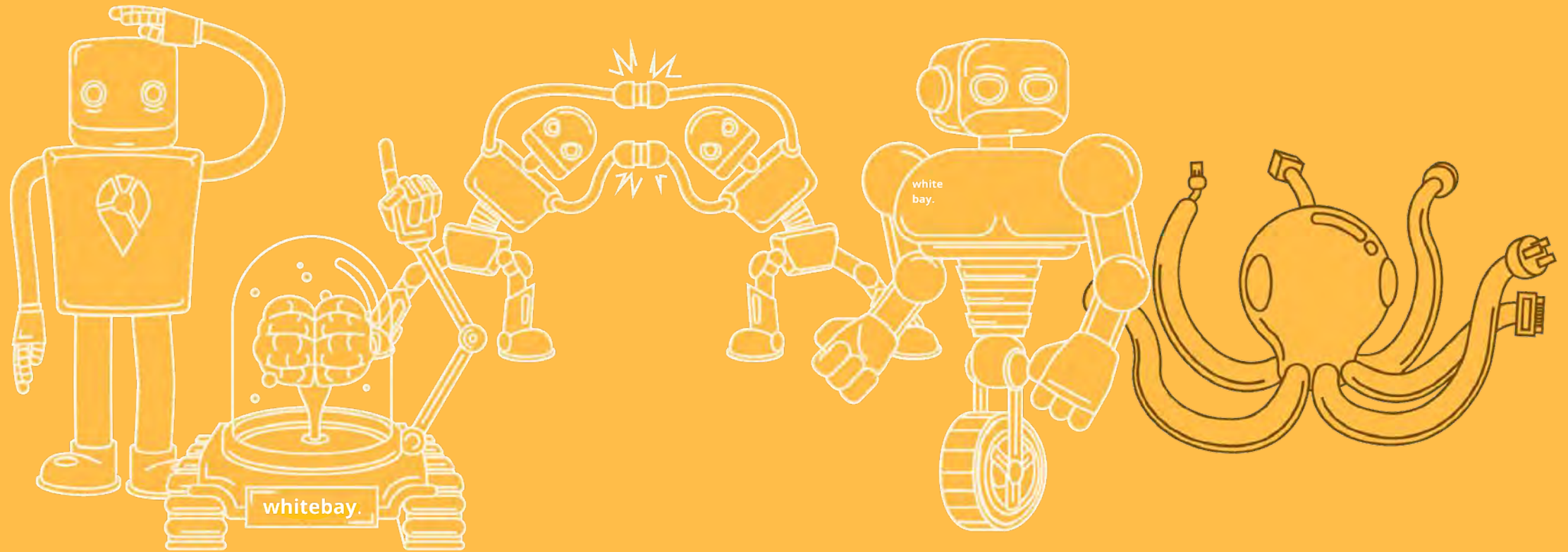
Open, honest and frequent communication

4

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

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

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