

## *Luminary (n):*

A person who has attained *eminence* in his or her field or is an *inspiration* to others. An *expert* in their field.

### WHAT WE DO

We assist with Digital, Technology, and Business Transformation, recruiting and connecting innovative organisations with the very best talent across Australia. We recruit for a range of specialisations, delivering end to end talent acquisition solutions for tech startups and large blue-chip organisations.

What makes us truly unique is our passion for delivering on high quality, memorable customer experience. We're determined to bring innovative solutions, methods and partnerships to continuously improve recruitment outcomes and value to our customers.

Getting the best from your people at every level when constant change is the key to sustainable competitive advantage. Solid strategies, processes, and technology alone do not deliver results. It takes people to accept, adopt, drive, and sustain the change to realise the impact. Success today hinges on strategic agility and the ability to execute with purpose.

### WHO WE ARE

Luminary is a Brisbane-based leadership advisory and executive search firm focused on connecting talented people and inspiring organisations to navigate the fast-changing world of work.

Bold and curious in our approach, we go above and beyond to ensure we connect the right people with the right organisations at the right time. Our adaptive, all-inclusive approach to recruiting is why many of Queensland's most admired enterprises choose to partner with us.



### DIGITAL AND TECHNOLOGY EXPERTS

Luminary has established itself as a respected specialist leadership advisory group to some of Australia's most innovative organisations.

We aim to disrupt the traditional recruitment model, blending contemporary research methods, the latest technology, and experienced consulting expertise with an intimate and personalised candidate engagement that offers high-quality, tailored, and targeted service that delivers sustainable results:

- Senior executive search
- Business intelligence and data analytics
- Software Engineering
- Digital
- Infrastructure and cloud
- Security
- Business applications
- Transformation
- Government

### CASE STUDY PROJECT RECRUITMENT



**The brief:** Luminary has been engaged exclusively to work with the Aurion executive team (CEO, CTO, HRD) on the recruitment of three software development pods. Each team is made up of nine including Senior Developers, Developers, Iteration Managers, QA, BA's and an Enterprise Architect. Roles are permanent and temporary contract.

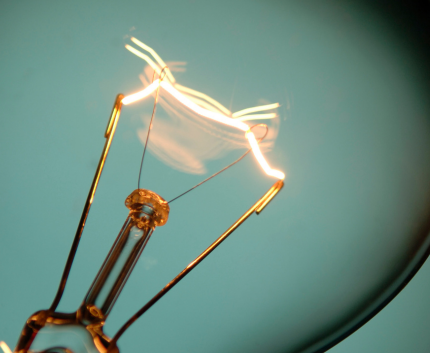
**The solution:** Delivered over 14 months, we embedded an onsite recruitment team to manage all aspects of the project. Devising a cost-effective social media campaign, and utilising out extensive networks to attract a broad and diverse pool. We worked closely with the Aurion CTO leadership group to ensure fit and determine which roles would be recruited as permanent employees or on short term contracts.

**The outcome:** With increasing skills shortages in critical project roles our solution was highly responsive to market conditions.



If recruiting for cultural fit means hiring people who will succeed in your workplace environment, you must be clear on what your organisation stands for and ensure your values are clearly defined.

Recruiting for cultural fit is not about hiring people just like you. It is about recruiting individuals who will thrive in your workplace culture. We believe in changing the way we work by changing the WHY we work.



## Assessing for fit:

We assess **talent** with consistency and speed using **science research** and our decades of search and development experience. The outcome of our work will **inform** your selection, promotion and development decisions.

### UNRIVALLED NETWORKS AND INNOVATIVE DIGITAL RECRUITMENT CAMPAIGNS

We use our vast database of executives and an extensive network of relationships to find talent. We then put applicants through a blind screen to reduce unconscious bias and find the best executive talent.

#### POSITIONS WE RECRUIT

##### Executive

- Chief Information Officer
- Chief Digital Officer
- Chief Technology Officer

##### Business Transformation

- Project Director / Managers
- PMO
- BA and Agile Professionals

##### Software Engineering

- Heads of / Managers
- Technical Leads
- Developers

##### Digital

- Design Leadership
- Product Management
- UX / UI Design and Architecture

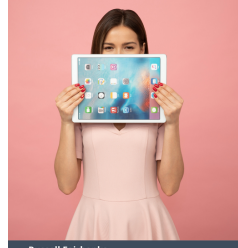
##### Security

- IS / Cyber Leadership
- Governance & Risk Consultants
- SOC Manager

##### Infrastructure and Cloud

- Management and Leadership
- DevOps
- Cloud Engineers

### CHIEF DIGITAL OFFICER



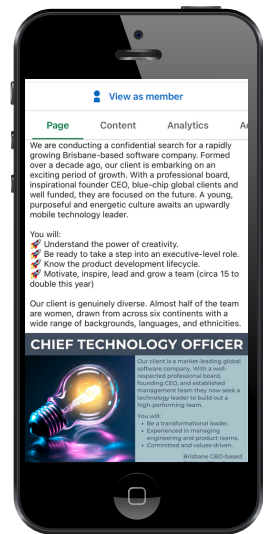
Our client is a market-leading global software company. With a well-respected professional board, founding CEO, and established management team they now seek a technology leader to build out a high-performing team.

#### You will:

- Be a transformational leader.
- Experienced in managing engineering and product teams.
- Committed and values-driven.

Brisbane CBD-based  
+\$200k + STI + Options

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### TESTIMONIALS

*"We engaged Luminary on the recommendation of our interim CTO, to recruit their replacement. In a matter of days, they had identified"*

**Chief Executive Officer, Global Software Company**

*"Luminary recruited a number of leadership roles for us at Goodstart Early Learning, these were leadership and highly technical, contract and permanent. I would gladly recommend Luminary as a firm you can trust to get the job done."*

**Chief Information Officer, National Childcare Business**

*"Russell recruited me from BHP, where I had been in a GM role. I wasn't looking, but Russell knew about the changes in our technology area, offering an alternative opportunity with more scope which allowed me to continue to grow my career."*

**Chief Technology Officer, Government Owned Corporation**

### LET'S TALK!



For more information contact our team of experts:  
1800 960 202



No one can give you a more complete talent picture than us.



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Our team of experts are onhand to provide you with leadership advice.

