

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

As we emerge from the pandemic, now is the time to focus on your organisation's people strategy. Making sure you have the right people with the right capabilities in the right positions so they can directly impact your strategy.

By strategically and culturally aligning your talent goals, our experts will help you prepare your organisation for the future of work, placing talent at the core, where technology, analytics, and deep industry knowledge are leveraged for breakthrough results.

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 an award-winning 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.



TRUSTED ACROSS THE PUBLIC SECTOR

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 and recruitment
- Culture and leadership benchmarking
- Diversity and equity policies and programs
- Closed-merit recruitment projects
- Organisational capability review and programs
- Assessment of leadership potential and cultural fit

CASE STUDY EXECUTIVE RECRUITMENT



Queensland
Government

The brief: Working with the departmental Director-General and the selection panel, we devised an innovative search, selection and recruitment campaign to attract external applicants for a high-priority Deputy Director-General of a newly established division.

The solution: Delivered over six weeks, we managed all aspects of the project. Devising a cost-effective social media campaign and utilising our extensive networks to attract a broad and diverse pool. Adopting our proprietary assessment methodology, 40:40:20 diversity matrix, we conducted 16 in-person first-round interviews, selecting a ranked-order longlist of which all applicants were selected for interview by the panel.

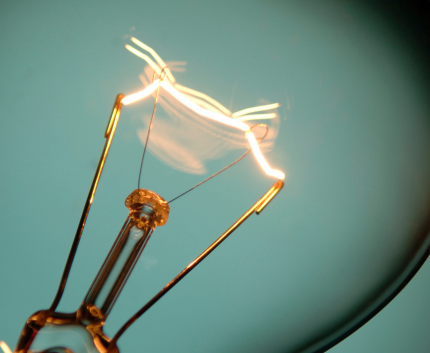
The outcome: The appointment of a highly respected leader, with two additional meritorious applicants nominated for other positions across the sector.





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.

EQUITY, DIVERSITY AND INCLUSION

Core to what we do, is our commitment to providing the best available candidates irrespective of their backgrounds.

We are passionate about building strategies for all organisations that promote a diverse and inclusive culture to support a high-performing workforce setting a new standard for diversity globally.

We adopt a **40:40:20** ratio to all executive recruitment projects.

CLOSING THE GAP

As of December 2020, 4% of our executive appointments identify as Aboriginal Torres and Strait Island.

BUILD THE FUTURE TO SHAPE MINDS

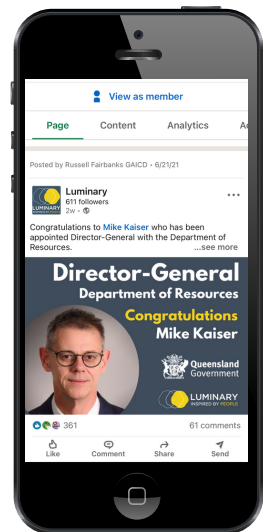
DEPUTY DIRECTOR-GENERAL
INFRASTRUCTURE SERVICES DIVISION

The Department of Education is committed to ensuring Queenslanders have the education and skills they need to contribute to the economic and social development of the state.

You will:

- be a transformational leader.
- influence and enable the strategic growth and maintenance of assets.
- have a track record in the delivery of infrastructure services.

LUMINARY INSPIRED BY PEOPLE



TESTIMONIALS

"I consider Luminary to amongst the **very best** recruiters. We selected Luminary over more established firms to conduct a **nationwide search for Deputy Director-General**. Russell and the team kept the panel updated with regular progress reports, producing **high-quality work** throughout. Our new DD-G is well settled into the team, with Luminary maintaining an ongoing connection to the department."

Director-General, Queensland Government Department

We have used Luminary on three different occasions to recruit seven Executive Directors into **key leadership** roles in our organisation. Russell runs a thorough process, is a **great communicator** and cares about his candidates. The highest compliment I can provide is that Luminary just get it. **They understand what leadership and working across the public sector looks like.**"

Chief Executive Officer, Statutory Authority

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.

