# M&T Resources THE POWER OF PEOPLE

M&T WELCOMES BACK
MARK LIMBRICK

REGIONAL UPDATES
ACROSS AUSTRALIA

TOP 10
MOST IN-DEMAND
CONTRACT ROLES

# HIGHEST PAID

PERMANENT ROLES
IN TECH & BUSINESS

INDUSTRY BENCHMARKED

# **SALARY GUIDE**



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# **REGIONAL OUTLOOK (ACT)**





**ZUNAEED KAMAL**Regional Director
Zunaeed.Kamal@mtr.com.au **ACT** 

# What were the most actively hiring organisations and why do you think so?

In the last quarter, we filled a number of Business Analyst roles across several Departments including Clean Energy Regulator, Department of Agriculture, National Disability Insurance Agency, and Department of Immigration and Border Protection.

We have seen an increase in hiring at AFP (Australian Federal Police), Digital Transformation Office, and Department of Human Services.

As we move towards the end of financial year, deadlines are getting closer and as such clients are looking to finish delivery and use up available budget.

# What were some of the most exciting technology / business projects in the last quarter?

We are currently partnering with a new client, the ACCC (Australian Competition & Consumer Commission) on development roles across the CRM, Drupal and SQL spaces. They are looking to enhance services to enrich the department's MS Dynamics Workflow and Case Management System.

They are looking for people with strong experience in end-to-end solution coding and design from conception to deployment. There's also the need to be able to work closely with the business teams to solicit needs and incorporate technical functionality that deliver business outcomes.

There has been an influx of hiring in the CRM space,

this skillset has always been in demand however has really ramped up recently.

# What challenges were your clients facing in hiring people in the past quarter?

The biggest challenge in the past quarter were the short contracts offered – typically a few months to the end of June 2016.

Thing is, most candidates are in a 'safe' role now through to June anyway so there's no real reason to go through the hassle of interviewing for another role. Things will get easier after June.

We are also gearing up for the Federal Election which will be announced any day now. We are mindful that this may slow down spending on current projects.

# What were some of the most in-demand job roles?

Business Analysts, CRM and Change Managers. CRM candidates are the most difficult to find. They're usually already in great roles and would be difficult to convince to move as they are in high demand and they know it.

Good Change Managers are also absolutely vital for Government Departments – with constant change across all projects, there's a real shortage in Canberra.

# What can employers (clients) look forward to in the next quarter?

Clients can look forward to finishing out the new year and finding out about their new budgets. It is also interesting to see if there is an election, which will bring on even more change.

# What can candidates look forward to in the next quarter?

Candidates can look forward to more choice as more projects kick into higher gears and agencies need to ramp up their resources before June 30. While most contracts coming out now are offer to the end of June, I would say that by the time the contracts are signed, extensions would be offered.

Candidates can also look forward to a change in environment if they are looking for a new contract as most spaces seem to be hiring.

# Any other tips you would offer to clients / candidates who're reading this update.

Related to my previous point, if candidates are offered short-term contracts, speak to your M&T Resources representative to see if we can get more information of the actual contract terms or possible extensions. n

# **REGIONAL OUTLOOK (NSW)**





**EMMA HOLDEN**Team Manager
Emma.Holden@mtr.com.au **NSW** 



JON HAMPSON
Team Manager - BFSI
Jon.Hampson@mtr.com.au
NSW

# What were the most actively hiring industries and why do you think so?

Financial Services continues to dominate within NSW as organisations are in the competitive race to become more customer-oriented. Ongoing demands for regulation and compliance in the industry also continue to drive hiring.

The NSW Government is consistently hiring contract resource for key areas such as Transport, Health and Education. They're looking to really drive cost efficiencies and improve service experience through better uptake / use of mobile and tablet-based applications to access their services.

# What were some of the most exciting technology / business projects in the last quarter?

One of our large financial services client is truly revolutionising the service experenced by their customers. With this program, they aim to release a new product to the market every EIGHT WEEKS! To ensure the successful delivery of this whole initiative, they've been hiring a large number of technical leads and it's been really clear that they're looking to continue adding the very best talent to this team.

Another of our financial services client is moving towards stripping back / minimising their delivery model to allow them to speed up their products release. To this end, we've been assisting them with recruiting some very senior managers who can assist the organisation with bedding in a new agile way of working.

We are also working across several key data management and API programs in Telco & Financial services.

# What challenges were your clients facing in hiring people in the past quarter?

The market is extremely hot in certain areas, especially when it comes to development and agile project management roles.

Unless clients can move quickly to make decisions they are at the moment losing out on securing talent to other nimbler organisations.

# What were some of the most in demand jobs in the past quarter?

One of our clients are ramping up their Java team with approximately 12 new hires.

They are also about to hire about 15 Product Owners (with strong agile and Business Analysis backgrounds). We will see this skillset become more and more in demand across the board. Another of our large insurance client has been hiring talent with the same skillset. They're also re-training their own BAs in this area.

A lot of our other clients across telecommunications, government, digital, ICT and more are also looking for the same resources: Front End Developers, Java Developers and Digital Business Analysts.

# What can employers look forward to in the next quarter?

There's certainly going to be increasing competition for the best talent.

The availability of tech and business skilled candidates who've done the big programs is still catching up with the number of projects our clients have in the pipeline.

That said, there's certainly more choice of candidates in the market now, but not necessarily the best skilled to do the job.

There really is a need to partner with your recruitment firm to ensure that you have a proactive talent headhunting process in place, especially for senior strategic roles.

### What can candidates look forward to?

There're more permanent opportunities for candidates nowadays as organisations look to build up their internal capability for the long term.

# Any other tips you would offer to candidates who're reading this update.

Without sounding 'cheesy', trust your recruiter! The market is extremely volatile at the moment and we definitely have the inside knowledge on what is driving candidates' decisions. Include them as partners more than ever so that they deeply understand your business and what kind of candidates would fit your teams. 

□

# **REGIONAL OUTLOOK (QLD)**





MARK LIMBRICK
Regional Director
Mark,Limbrick@mtr.com.au
QLD

# What were the most actively hiring organisations and why do you think so?

Last quarter, we experienced uplift in recruitment across Financial Services and across Government departments in Queensland.

The Health sector in particular has been actively recruiting and will continue to do so with some major programs underway.

This is closely followed by some of our larger clients in the retail and digital space.

We have seen a steady recruitment pipeline in both contract and permanent in these clients.

# What were some of the most exciting technology / business projects in the last quarter?

We are currently working closely with a major global company that will be doing some huge projects across Asia and Europe, all being run out of the Brisbane office.

The program is a little 'secret squirrel' currently, but we have already commenced a significant recruitment program for .Net Developers, BAs Testers and Digital / Front-End Developers.

We expect the team for this company will grow to 40 or so all in the next 6 months. Asian and European language skills will be very well regarded!

One of our major health clients is also embarking on a major systems replacement. The project will require people who have clinical backgrounds, but also significant experience in IT projects.

# What challenges were your clients facing in hiring people in the past quarter?

We are in a fairly buoyant market at the moment, which is great for our industry and great news for people looking for work in Brisbane.

This does however present challenges to organisations looking to hire staff, as many of the best candidates are already engaged in roles.

This pushes up candidate salaries / rates and therefore affecting client costs. This was particularly true in the Development and Digital sector, which is booming and candidates are in extremely high demand.

# What were some of the most in-demand job roles?

We have seen a sharp increase in technical roles including .Net Developers, Software Testers and Front-end Web Developers with skills in Javascript and / or AngularJS.

We have several openings for .Net Developers in particular, as well as several testing roles and frontend development roles.

Several organisations are changing their business models to be more technology-centric, particularly in the financial services sector where there is disruption from fintech start-ups.

# What can employers (clients) look forward to in the next quarter / new year?

The last quarter of the financial year is typically a frantic one, particularly in the government sector! There is often a war for talent happening during this time, but clients who can lock in candidates for long

term contracts and permanent roles are the ones who will win the war!

# What can jobseekers look forward to in the next quarter?

Brisbane is a very good market right now. The Government sector has picked up and the private sector (excluding mining) is performing very well also. We are seeing significant growth in our clients which creates opportunities for people. 

□

# **REGIONAL OUTLOOK (VIC)**





KEN KWAN
Regional Director
Ken.Kwan@mtr.com.au
VIC

# What were the most actively hiring industries and why do you think so?

The insurance, health and government industries have remained fairly buoyant over the past three months

This is largely driven by competition between organisations, lingering transformation pieces and customer-centric programs of work.

There also appears to be more movement within the government agencies in terms of turnover and spend.

# What were some of the most exciting technology / business projects in the last quarter?

Some of our clients are demanding for process designers to work on communication and organisational initiatives. So we have seen an increase in our demand for contractors with these Business Analysis and Process Design skills.

Business Analysts with agile and JIRA skills have been in wide demand with the average rate around \$750 / day. Whilst Process Designers are now commanding similar rates around \$650 – 700 / day ranges.

The end result of these initiatives is usually an implementation and follow-on effect , whereby we see a demand for Developers, Change Managers and Testers

# What challenges were your clients facing in hiring people in the past quarter?

Cultural fit is always a challenging part of the interview and assessment process.

Clients have discussed issues with personality fit or adaptability after they have brought on / onboarded contractors or permanent staff after 2 – 4 months in the roles.

At M&T, we focus a lot of our screening on behaviours and personality. We can also test candidates using our SHL tool for clients.

This provides a better alignment of candidate to our client's needs. Over the past 12 months, we are seeing a much improved success rate of contractors completing their assignments and permanent placements completing 12 months without any issues.

# What were some of the most in demand jobs in the past quarter?

Agile is huge. Many large organisations have adopted Agile methodologies in their project roll outs.

Now even small to medium organisations are looking at hybrid ways or implementing full agile into their business environments.

# What can employers look forward to in the next quarter?

Some rate pressures in development categories such as .Net and sharepoint.

Microsoft environments have been going through project delivery stages, which have required more resources to ensure completion.

### What can candidates look forward to?

There is still a competitive environment across most job categories within technology. Candidates should





Last quarter once again saw the dominance of Business Analysis and Project Management roles requested by clients as the year closed out.

### **TOP 10 CONTRACT ROLES IN DEMAND**

- 1. Business Analysts -
- 2. Analyst / Programmer / Web Developer 1
- 3. Tester 1
- 4. Project Manager ↓
- 5. Data / Reporting Specialist (Information & Data Management )
  Consultant -
- 6. UX Specialist / Content Specialist / Digital Marketing Specialist ↑
- 7. Change Specialists 1
- 8. Program Manager / PMO Consultant 1
- 9. Network / Systems Engineer (new)
- 10. Enterprise / Solutions Architect ↑

Information is derived from client requisitions received by M&T Resources across Australia and placements made by M&T Resources in the past quarter.

M&T Resources works with more than 70 leading Australian organisations as preferred suppliers and a wide range of clients across industries.

We also work closely with our parent company, SMS Management & Technology, to resource for consulting engagements. SMS counts 85% of the ASX top 20 companies as key clients. 

□



Last quarter once again saw the dominance of Business Analysis and Project Management roles requested by clients as the year closed out.

Information & Data Management consultants have recorded a rise in demand, as well as Functional / Technical Consultants. 

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### **TOP 5 PERMANENT ROLES IN DEMAND**

- 1. Analyst / Programmer
- 2. Business Analysts
- 3. Project Manager
- 4. Web Developer
- 5. Digital Marketing Specialst / UX Specialist

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The highest salary base of the role we placed last quarter was around \$300,000+, with the lowest in the top ten list at \$130,000+. ₪

### **TOP 10 HIGHEST PAID PERMANENT ROLES**

- 1. Chief Technology Officer
- 2. Domain Deliver Lead
- 3. Project Director
- 4. Data Consultant
- 5. Senior Manager, End User
- 6. Principal Business Analst
- 7. Application Delivery Manager
- 8. Platform Delivery Manager
- 9. Senior Project Manager
- 10. IT Project Manager





Last quarter presented much more diversification in terms of the roles demanded.

This is evident with the Government and Banking, Financial Services & Insurance and ICT sectors (traditionally our biggest sectors) taking up smaller segments.

Whilst "Others" as a new segment took up a massive 18% share. This segment can be attributed to the likes of the media, publishing, broadcasting industries, etc., which have seen a high demand of many digital and analytics roles that we've been actively working on.

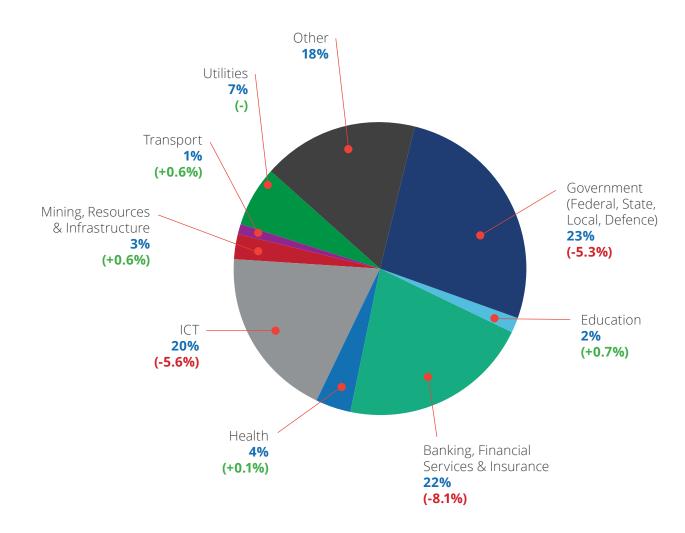
Other industries have made small gains, further adding to our diversity of client base.

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Information in this chart is derived from client requisitions received by M&T Resources across Australia.

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# M&T Resources nominated for multiple RCSA Australian Awards 2016





M&T Resources continues to be recognised for service excellence and innovation – being nominated for two categories in the Recruitment & Consulting Services Association (RCSA) Australian Awards 2016.

This follows M&T Resources' recent track record of winning well-recognised industry awards, including most recently the SEEK Annual Recruitment Awards for Excellence In Candidate Engagement in late 2015.

M&T Resources is nominated for two RCSA Australian Awards 2016 categories:

- » Excellence In Client Service Award: In recognition of our ability to deliver tailored service to clients with great leadership and commitment, translating into outstanding results.
- » Excellence in Candidate Care Award: In recognition of our leadership and commitment to treating candidates with utmost care and meeting their specific needs, translating into outstanding business results

"I'm extremely proud of what the entire team has

been achieving. Not just in terms of delivering on our recent half year results, but in continuing to push the boundaries of service by gathering real customer data and insights.

"We're certainly reaping the rewards of defining our shared purpose few years ago. It's given our employees real empowerment and autonomy to do what's best for our customers," said Chris Sandham, Managing Director of M&T Resources.

The RCSA Australian Awards was first started in 2011. Results for the 2016 submissions will be announced at a black tie event, the RCSA Gala Ball on 26 May 2016, in Park Hyatt Melbourne.

The Recruitment & Consulting Services Association Australia & New Zealand (RCSA) is the peak body for the recruitment, on-hire, contracting and workforce solutions services sector. RCSA sets the benchmark for industry standards through representation, education, research and business advisory support. D

# **Delivering "Happiness" through art**



# M&T Resources is literally delivering "Happiness" to our contractors and clients – through art by students of Sir Eric Woodward School.

As part of our DIVERSITY initiative, we recently ran an art competition for the students of Sir Eric Woodward School. With the theme "Happiness", we want to raise awareness for the great work that the School does.

Based in St. Ives, Sydney, the School provides quality education to students with moderate to severe intellectual disabilities, physical disabilities, complex medical conditions and children with Autism Spectrum Disorder.

It prides on embracing diversity and celebrating ability, offering student-centred approaches for greater student autonomy, access, participation and achievement.

The winning artwork will be used on M&T Resources' corporate compliments card that is sent to more than 3,000 of our contacts every year. So literally, we are delivering "happiness" right to your inbox if you're one of our contractors or clients!

Besides instilling a sense of pride and achievement for the winning student, we are also taking the opportunity to contribute needed resources for the school. Just doing our bit to support the people providing education and opportunity for disabled kids to succeed in life.

Stay tuned for the winning entry! n





Above: Beautiful artworks have certainly injected a ton of 'happiness' to our office space!

Left: Our Managing Director, Chris Sandham, judging the artwork to find the winning piece.

# **Welcome back Mark Limbrick**



# M&T Resources is excited to welcome back Mark Limbrick who has returned after a 6-month secondment as the Philippines Location Manager for SMS Management & Technology.

Returning to his role as the Regional Director of our Queensland office, we squeezed out some time to chat with him to find out what he's been up to at the Philippines, what he's learned from his stint, and what he's most looking forward to back at M&T Resources.

# Welcome back Mark! Mark, tell us briefly about what your role as the SMS Location Manager entailed?

My role at the Philippines Location Manager was really to set up the new SMS Management & Technology (SMS) office in Manila.

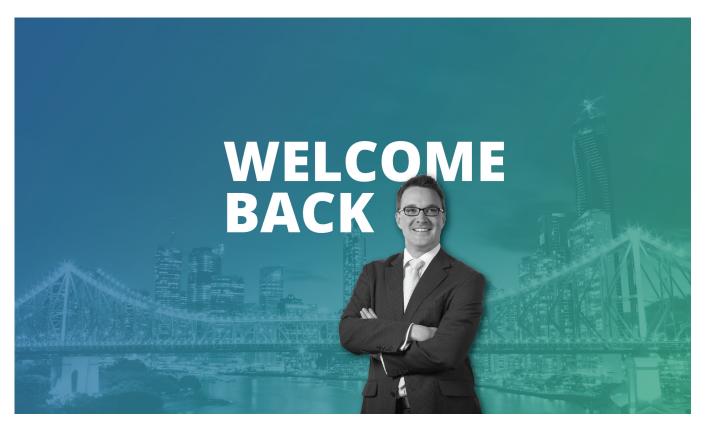
It involved establishing the office and working closely with service providers to lead the recruitment of the best people in Manila market.

At the same time, consulting with the SMS business in Australia to put in place the right engagement practices. This is to ensure that they can effectively leverage the Manila office as a delivery centre to deliver great outcomes for SMS clients.

### What were the challenges in the role?

The main challenge to me initially was working in Philippines – a place that I don't know much about – and having to quickly learn about their cultures and the market.

I quickly discovered that the Philippines IT market is very mature in terms of delivering on offshore projects. So the team that I built was actually very experienced in working within this environment. They know what they need to deliver on and how to



overcome the obstacles that arise from working on the other side of the world.

The challenge then becomes, "Right, how do we engage the SMS business back in Australia to fully embrace the Manila office?". It's more about executing change programs and communications so that our colleagues back in Australia clearly know when and how to engage the right delivery model that suits the needs of our end clients best.

Mark, you were the Regional Director for the Queensland office since 2008 and since then have led the office to much success including winning many new clients and leading the team to recruit many high profile roles. What spurred you to take up this new challenge?

There were many reasons really. I've always wanted to experience how it's like working in Asia. Having been with M&T Resources / SMS for eight years, I've always thought that if there ever was a chance to help start up a new office, whether that's with M&T Resources or SMS, I'd certainly put my hand up.

Looking at what SMS wanted to do, I quickly realised

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that I have the right skillset because of my recruitment background, general management experience and knowledge of workforce planning / resourcing in a consulting company.

When I first heard of the opportunity, it was a fairly quick decision as it was an attractive opportunity, it was a secondment for a definite period of time only and that means I can return back to my role at M&T Resources which I love.

# Just a bit more on that. Why did you want to work in Asia?

Well, I worked in Netherlands and the UK before arriving in Australia in 2004. Back then, I've always thought that I'd like to experience working in different countries and different working cultures. But as things happened, I fell in love with Brisbane and Australia and settled down here.

Since then I have travelled extensively in Asia and I've always wanted to experience working in Asia because of the huge market opportunities and cultures. The global nature of somewhere like the Philippines where people are well-known for delivering on major projects for global clients added to the appeal. In fact, many of the staff I was working with have experience working with American, Australian and European global clients.

# What are you most proud of achieving during this 6-monh stint?

In my first month, I remember that we were in this very, and I meant, VERY basic office in a busy part of Manila. We had just a few core staff members. It was a completely new, start up environment. There were no processes and things that you'd expect an office to have such as a kitchen, stationery or a printer.

There was a lot to do in terms of the physical











Clockwise from top left: Mark on his first day back in the M&T Resources Brisbane office. Mark with the SMS Manila team. SMS Location Meeting led by Mark and attended by Chris Sandham, Managing Director of M&T Resources / SMS Director of People & Culture. Mark and the Manila team in the boardroom. SMS CEO, Jackie Korhonen (middle) visited the Manila team.



environment, but more importantly, in setting up the engagement processes with the Australian business and getting the team on board.

Six months later, I'm most proud of the team that we've built. We have recruited some outstanding people and now have a lovely , modern office space that is well set up to succeed. We're in the same block as the likes Accenture, Google and several other technology companies!

# If you could go back in time to six months ago, what advice would you give yourself about taking up this role?

As I said, I initially thought that the big challenge would be to learn about the market and local cultures. Turns out that these were the fairly easy part because the people that we engaged and hired are very savvy in the offshore delivery model.

The bigger challenge was how to ensure that the engagement and delivery processes work so that our Australian business can get the very best out of the capabilities of our Philippines office.

Even basic things such as optimising use of technology for communication or encouraging the Manila team to initiate video conferences and chat messages instead of telephone and e-mail.

I would say to myself – concentrate on ensuring complete integration. Focus on creating a great service experience for our Australian colleagues when engaging the Philippines office and seamless transition when delivering on client projects.

# What was the most memorable moment you had setting up the Philippines office?

The most memorable moment I had was spending time with the team there. They were always trying to get me to eat local food and delicacies without telling

me what it was. One time, they wanted to make me try "balut", which if you did a quick Google, it's actually developing duck embryo that is boiled and eaten from the egg. Didn't try it, but I did accidentally eat some cow intestines.

I'll always remember the generosity of the people there. When I left they really recognised the effort I'd put into the office and how far we've come. It's something I'll never forget.

### What do you miss most about the Philippines?

It has to be the people there. The team I worked with – they're always very warm and happy. We live in Australia, a "first world environment" but we sometimes tend to forget our privileges.

The team there face constant challenges but that never seem to get them down. They're very resilient.

For example, the weather in Philippines can be really bad. During the wet season, the roads are flooded and it's hard to get to work or to get home. But I never hear them complaining about it. They're very hardworking and would still turn up on time – especially considering they work according to Australian business hours which was three hours behind. Some leave their homes at 4am to get into the office by 6am. They just get on with it and do their best at work.

### Best food that people should try in Manila?

My personal favourite was definitely the "beef salpicao", which is essentially beef in onions, garlic and chilli. I'd also recommend lumpia which is a savoury snack made of thin crepe pastry skin.

If you've got a sweet tooth – do try halo-halo, which is made of shaved ice topped with condensed milk and mixture of jelly, beans and fruit depending on where you have it.

## What are you most looking forward to getting stuck back on at M&T?

As much as I enjoyed the Philippines, I've always wanted to come back to M&T Resources. I've really missed being in the Brisbane office. While I was away the team has done a fantastic job and now I'm looking forward to coming back and driving a big impact on our growth in the next year.



Team lunch in Manila.

# **Preferred recruitment partner to Qld Gov**





M&T Resources has recently been selected as a preferred recruitment partner to the Queensland Government through a competitive tender process. We continue to service the Queensland Government on this ICT Contingent Labour and related services panel.

M&T Resources has been a preferred recruitment partner to the Queensland Government since 1999. This win is attributable to our history of delivery to various Queensland Government agencies, our track record in the ICT space, and of course, the reputation of the quality of our contractors .

M&T Resources is a recruitment partner to supply a wide range of ICT personnel to the Queensland Government, including in the areas of:

- » Digital and design: CX / UX, Digital Producers, Product Marketing, UI, Visual / Graphic Designers, SEO Copywriters, etc.
- » Information & Data Management (including business intelligence, reporting specialists, data scientists)
- » Software developers including mobile app developers
- » Portfolio / Program / Project Management
- » Enterprise / Solution / Information / Infrastructure

### Architects

- » ICT Strategists
- » Change
- » Business Analysis
- » Testing
- » Engineers and Analysts
- » System Administrators

# **YourView Survey - Candidate Satisfaction**

MaT Resources

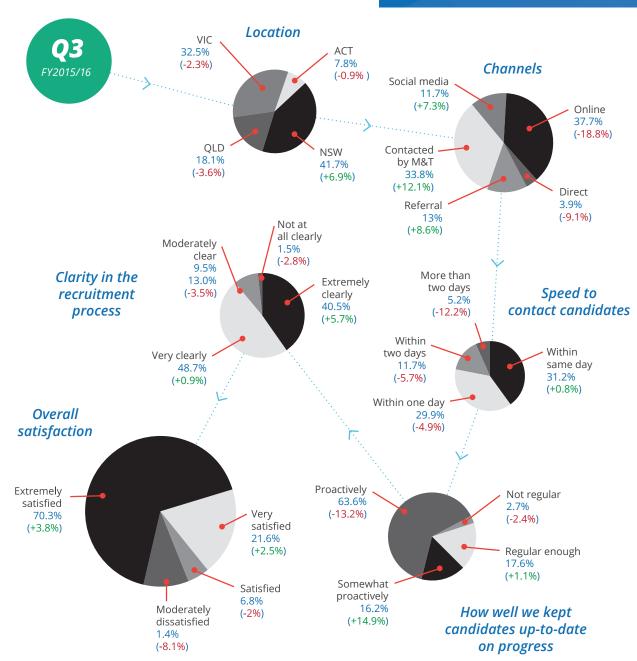
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A big Thank You to all our candidates who've taken the time to fill in our YourView Survey. Your feedback helps us continuously improve our services.

- » Last quarter, NSW was the only state recording a rise in survey completion.
- » Channel-wise, we saw a huge increase in candidates who were directly 'tapped on the shoulder' by our employees. Followed by huge increase in referrals. Simultaneously, the biggest drop was in online job boards applications.
- » This certainly reflects recruitment in the technology and business space. With candidates in high demand, they are not proactively applying for jobs.
- » Service level wise, we've seen a lot of positive increase, as we recorded increase in speed to contact and a massive decrease of candidates who were contacted in more than 2 days.
- » Same for communications recording major increase in proactive communications and clarity in the recruitment process.
- » Overall satisfaction has seen an increase in "Extremely Satisfied" and "Very Satisfied", bringing overall satisfaction to 98.7%! This is a 8.1% increase.

All feedback are reviewed by Chris Sandham (Managing Director) and relayed back to all local teams for continuous improvement.

Congratulations to Darren Muller, QLD - winner of the last YourView Survey draw.





# Candidate feedback from YourView Survey

"I felt the person values me as a candidate."

"Interview process with Evelien Leon was by far the most friendly and professional interview I've been through when compared with other recruiting agencies."

"I was very much satisfied with Mr. David Burr. He has understood my skills & experience and provided the correct job reference to match with my skills & experience."

"I did have confidence that the situation was being conducted properly."

"It is very good that I could have a face-to-face talk with you, which let you know me well and also let me know the position very well."

"Very satisfied and impressed with the accurate description of the position and the support i received from the recruiter end to end."

"Your recruiters are VERY proactive as they are extremely good at utilizing social media like LinkedIn to find suitable candidates. I was contacted directly by Chris Clarke a Thursday and an interview was organized the next day. I got the offer 20 minutes after I left the client's site! Everything happened less than 28 hours!"

"Evelien kept in touch with me on a regular basis via email and telephone, something which I appreciated very much but also re-enforced my feeling that I was dealing with a highly professionally developed recruiting agency."

"The recruitment consultant I dealt with was Gabby Alldis. Having dealt with a number of recruiting people in my time it was refreshing to get calls back from Gabby, without me having to follow up, on the status of the opportunity. This is something that in my experience very rarely happens. I specifically thanked Gabby for her proactive way of working with me."

"Very satisfied not only with the whole process, but mainly with the way my account manager handled it. She was there with me throughout the whole process and even went out of her way to email me additional information about the job and people there to help me prepare as best as possible. It really felt great knowing there was someone out there who was very keen on helping me score my first job in the Melbourne IT market and I wouldn't hesitate to refer additional IT professionals from my network to Evelien."

# Complete our YourView Survey to win a Bose Soundlink Mini



Were you placed into a new role by M&T Resources recently?

If so, be sure to fill up our YourView Survey when prompted and you'll go into the running to win a Bose Soundlink Mini - an ultra compact speaker with Bose's characteristic full, natural sound.

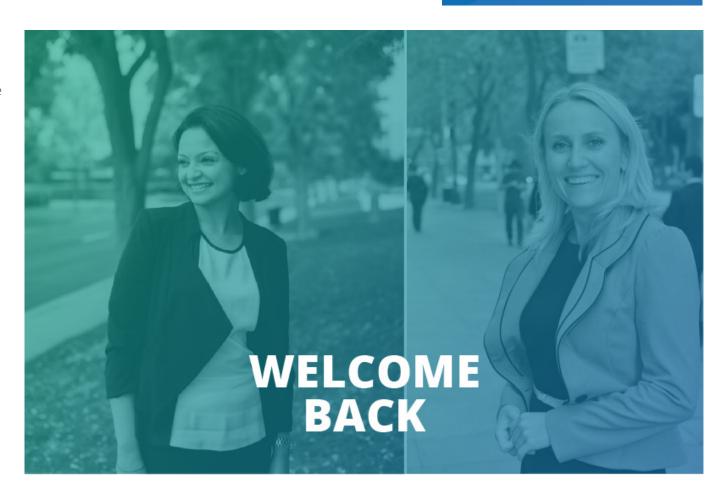
# **Social @ M&T Resources**



We're super stoked to welcome back two supermums!

Esther Hissel, our National Business Systems Coordinator (https://lnkd.in/byGnsSD) and Jasmeet Narula, Recruitment Consultant in our Canberra office (https://lnkd.in/bX7Umpe) have both returned after maternity.

At M&T we're proud of our maternity return-to-work rate of 80% in the past three years.



# **Social @ M&T Resources**



### **EGG-CELLENT!**

In time for Easter, we ordered some delicious Easter Chocolate Eggs with M&T Resources branding for all our clients, contractors and candidates. And the eggs are in our blue as well!

"Thanks so much Michelle!!! I was very surprised and happy to see an Easter gift in the mail for me!! WOW! I am eating a yummy egg right now!"









# **Social @ M&T Resources**



In time for the Mardi Gras Parade on the 5th March, we created a campaign to raise awareness of the origins of the movement.

We wanted people to learn about some unknown facts in history, and that the whole party and glitter has a point.

We published a post on our webiste and created a social media campaign leading up to the parade.

You can read the article here: http://www.mtr.com.au/?p=4148











- M&T Resources' offices.
- SMS Management & Technology offices in Adelaide, Perth, Hong Kong, Singapore and Vietnam.

### **ACT**

Ground Floor 8 Brindabella Circuit Canberra Airport ACT 2609

**a** 02 6279 7170

### NSW

Level 26 20 Bond Street Sydney NSW 2000

**1** 02 9259 8877

### VIC

Level 41 140 William Street Melbourne VIC 3000

**a** 03 9674 3388

### QLD

Level 18 175 Eagle Street Brisbane QLD 4000

**1** 07 3215 7222

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