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REGIONAL UPDATES
ACROSS AUSTRALIA

TOP 10
MOST IN-DEMAND
CONTRACT ROLES

HIGHEST PAID
PERMANENT ROLES
IN TECH & BUSINESS

**BUILDING PROSTHETIC
HANDS FOR
LANDMINE VICTIMS**

M&T'S MEANINGFUL SALES
CONFERENCE 2015



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ZUNAHEED KAMAL

Regional Director

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ACT

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

The new financial year has brought with it the usual flurry of hiring activities as government departments kick off new projects.

This has driven demand in the areas of Project Management, Business Analysis, SAP, Siebel, CRM / Microsoft Dynamics, Cyber Security and Business Intelligence. SAP projects in particular were being executed with agile and customer-centricity approaches.

Developers with SharePoint, .NET, and Java skills were also in demand.

Organisational Change Managers are also finding themselves being involved at early stages of projects to manage change from end-to-end.

We have also noticed that there are few Data Warehouse Projects on the go which require highly specialised contractors. Whilst Business Intelligence candidates were always in demand, hiring had been restricted by budget. Now, Data Services Branches in Departments are truly ramping up and will continue to hire aggressively over the next 12 months.

With departments scrambling to deal with mounting IT Security challenges, demand for contractors with Cyber Security skills is growing.

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

We are currently assisting the Department of Health with its Therapeutic Goods Administration (TGA) initiative, part of the National Industrial Chemicals Notification Assessment Scheme (NICNAS) - a major regulatory reform.

A new information system needs to be developed to support the new reforms, covering both transactional and analytical processes, and replace current disparate databases.

The software will comprise CRM, BPM and cheminformatics tools. We have been able to attract very good candidates as the projects in Chemical and Science space are extremely fascinating to candidates.

We are also helping the Australian Crime Commission with its National Criminal Investigation System - a large whole-of-project recruitment process. The department received over 290 applicants for this project!

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

Continued budget cuts in Canberra has seen some clients missing out on highly skilled candidates who would be able to deliver on their programs / projects.

This is not helped by the increase in hourly rates as payroll tax are now included in candidates' rates - therefore inflating the rate that the clients receives even though their budgets have remained the same.

Skills shortage in the Business Analyst, Architecture and Microsoft Stack continues to affect the supply of candidates in the Canberra market. This is further exacerbated by increasing security clearance requirements.

For example, the Department of Immigration and Border Protection now has new requirements for all contractors to undergo an Employment Suitability Check before commencement. This process alone can take anywhere from 3 weeks to 6 months to complete.

Another frustrating challenge to our clients is the contract term period. Great candidates are most likely in long term contracts, making shorter term contracts less attractive.

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

As mentioned before, Business Analysts, Siebel, and Business Intelligence are in high demand.

There's just so much going on in the technology and business space right now and Business Analysts are right in the middle of it. They have a lot of choice of projects to work on and they can afford to be highly selective.

What can candidates look forward to in the next quarter?

With Christmas on the way, clients are looking forward to the time off, however this also means deadlines are fast approaching. Roles are either being put on hold or being pushed through processes quicker - which may be a good thing for candidates.

Clients can also look forward to interesting projects and changes that may come from the new Prime Minister.

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

A quick turnaround time will lock in the best candidate available. Even if you cannot make a formal offer, a verbal indication of an offer will help candidates

manage other opportunities that they have applied for. Being flexible in the recruitment process and engaging candidates early in the process will help you win the candidate.

Clients do need to understand that the proposed hourly rates now include a high component of payroll tax and that entire amount is not going to contractors.

For candidates, I'd say that 'honesty and trust go a long way'. Canberra is a very small market and if you have achieved something great, it will spread around quickly, and clients will want you in their projects.

But any signs of dishonesty / lack of integrity during the recruitment process or during delivery, and the news will spread twice as fast.

When it comes to rates, whilst tech talent are certainly in demand, I'd advise candidates to exercise restraint. Government departments' budgets aren't increasing, but instead are increasingly restricted. If you want to get onto fascinating projects that'll add to your resume - it'll be good to be more flexible in your asking rates. 📧

REGIONAL OUTLOOK (NSW)



PAUL HUTCHINSON
Regional Director
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NSW

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

The first quarter of FY2015/2016 has been very strong in NSW. All industry sectors that M&T Resources work in have seen significant investment in IT and transformation projects.

The Financial Services sector continues to be the most dominant in terms of hiring, with both Telco and NSW State Government close behind.

We are also seeing an increase in demand for technology resources in a number of mid-sized technology organisations that we partner with.

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

M&T Resources are currently mid-way through a major program of work with of Australia's leading Financial Services organisations. The outcome of which will mean that the bank can release one new online retail customer product every 90 days.

This is one of a number of key online initiatives across the organisation that is putting them at the forefront of online customer experience in the banking world.

The program is all agile and as the recruitment partner of choice, we are supplying Program Managers, Senior PMs, Tech Leads & Business Analysts that are experienced in working in the Agile Methodology and are passionate about digital enhancements to banks.

There is a lot of interest in this program and we are really excited about being a part of it.

One of our major European retail banking clients with a strong Australian presence is designing and implementing a brand new client website which significantly transforms existing functions whilst creating a new platform for the bank, including middleware.

The great thing about this project is it's a major Digital transformation program in the banking space, using cutting-edge technology.

This program has resulted in Agile PMs, Agile Coaches and Scrum Masters, plus DevOps and Dev Tester resources being utilised as well as BAs with strong Agile experience in banking.

Around 14 months ago one Australia's leading telecommunications companies embarked on a major transformation.

The end goal is to become Australia's most loved, recommended and innovative service brand.

Over the next two years, our client is making a huge investment in fundamentally transforming the customer experience.

There is major investment in modernising their IT systems, replacing their entire digital presence and enhancing all processes.

Currently, the Program is reaching rollout stage with an IT Systems Implementation that will inherently deliver brilliant experiences for over nine million customers and the Australian workforce.

We have a number of key resources on the programme in both the project services space as well as in the digital teams.

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

Having conducted a large number of client interviews over the last month, there has been fairly opposing feedback from clients regarding hiring over the last quarter.

On one hand, about half the clients I met with have reported that they have been able to attract and retain the talent that they are looking for, however the other half are reporting the complete opposite.

Areas that clients are facing the biggest challenges with seem to be around securing high quality agile and digital resources. Both these areas seem to have an under supply in the market, with unprecedented demand from the market across all sectors.

Rates for candidates with strong agile and digital experience are pushing upwards and clients are finding that more than half the offers that they are making are not being accepted due to the competition. This, combined with their own existing team members being headhunted by competition are creating some real difficulties that are likely to continue for the foreseeable future.

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

Digital roles have overtaken the more "traditional" project services roles so far this Financial Year. We have been partnering with a number of our key clients to deliver key digital resources. UX Architects and front end developers have been most in demand.

What can employers look forward to in the next quarter?

Depending on what roles you are recruiting for, you are likely to have quite different experiences due to demand for key skills in the market. For key resources

especially in digital and agile my advice would be that if you identify the right person for your team or project, you need to act quickly to get them on board. In saying this, you still need to be thorough to make sure that the person that you are hiring is joining for the right reasons.

What can candidates look forward to?

The market is still very strong in NSW at the moment with a lot of technology and transformation spend being signed off for this financial year.

There is going to be a lot of movement in the market before Christmas in both the permanent and contract markets.

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

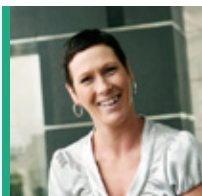
This is a good time of year for candidates to invest time in their relationships with recruiters that they trust and that they see themselves partnering with for the medium to long term.

It is a good time to check in and find out what is happening in the market and discuss future career opportunities.

The New Year is traditionally the time that that the highest numbers of candidates contact agencies because they have decided that they want to make a move.

My advice would be to get ahead of the game and get front of mind with Recruitment Organisations that have great client relationships that you will be able to leverage. 

REGIONAL OUTLOOK (QLD)



LORRAINE RYDER
Team Manager
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QLD

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

The first quarter in Queensland has seen government agencies actively hiring in the market compared to this time last year.

This is consistent across the government portfolio, but stand outs include the Department of Transport & Main Roads, Queensland Health, and Department of Education.

Due to the change of government during the past few years, the Queensland Government has been holding off on spending, so they now have outdated systems which are not very well supported. This is driving recruitment activities as departments play catch up.

Queensland Health is opening another hospital on the Sunshine Coast and have been heavily recruiting BAs, PMs and Architects as they move on to implement their technology platforms.

Another large program of work with Queensland Health is the Telecommunications Infrastructure Replacement (to replace an at risk / aging asset/s) with an estimated spend of \$37.6m due to finish at the end of June 2016.

We are also seeing some movement within the Superannuation and Utilities industries in this first quarter. These are due to transformational business improvement initiatives.

We placed 4 contractors into Stanwell in the past

month, and they will continue to recruit. Stanwell are currently finalising a new Recruitment Tender, which will halve the number of recruitment agencies from 12 to 6.

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

The Department of Education is currently replacing a number of legacy systems which manage skills and training investment while modifying existing systems to meet changing Australian Government information requirements within the VET sector and ensuring business continuity.

This is one of Queensland's largest program's of work at the moment, we have been working with them to find a few Project Managers to help deliver this critical project - due to be completed at the end of 2016.

Having successfully recruited four "Heads Of " roles with QSuper, we are now in the middle of recruiting seven management roles on an exclusive retained engagement!

These are:

- » Manager, IT Strategy
- » Manager, Enterprise IT Architecture
- » Manager, IT Technical Services
- » Manager, Solutions Development
- » Manager, End User Services
- » Manager, Applications Support & Maintenance
- » Manager, Service Management & Integration

M&T Resources did an extensive campaign around this, and these roles are now with the business and interviews are currently underway. During this campaign we communicated with over 700 applicants (e.g. ad responses, LinkedIn, direct applicants through

QSuper, networking and headhunting).

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

Our clients are now facing a changing market.

Just 18 months ago, our clients had the luxury of high quality candidates and minimal opportunities which created lower salaries and/or rates, and excellent resources.

Candidates now have multiple offers / opportunities at any one time and have strong negotiating power when it comes to rates.

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

The Queensland market has high demand for Program / Project Managers due to the increase in the government projects kicking off.

There's a high demand for Test Analysts in the past few months largely in the commercial sector.

The Health sector have been after all Architects: Solutions, Enterprise and Information Architects specifically with Health background.

What can jobseekers look forward to in the next quarter?

With the Brisbane market back in demand, candidates will see daily rates increase and more contracting roles in the coming months. Some of these projects will also be offering longer term contracts. ■



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

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

There is quite a fair bit of activity within the health and financial services sector.

We are seeing growth in skill categories involving digital skills, customer experience, HR systems and general business engagement.

Organisations within this sector have been involved in process improvement programs, organisational change pieces and general upgrades of customer solutions as part of Net Promoter Score initiatives.

This has led to consistent demand of Business Analysis and Change Management skills, Iteration Management and SAP Success Factors.

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

We've managed to help a utility organisation develop their agile presence within their organisation.

The organisation is taking a conservative approach to implementing agile across the business and M&T Resources has provided a number of Iteration Manager / Coaches as well as a team of Business Analysts with agile expertise to help develop the capability.

We've been able to put people in that are the right temperament that can work closely with the business through this critical embryonic phase.

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

Missing out on good people. Aptitude is constantly overlooked by some of our clients. The "now skills" are always at the top of any key selection criteria.

I think organisations need to be more pragmatic when it comes to their recruitment and assessment process.

Implementing more objectivity to candidate screening and working with the recruiter to ensure this occurs, in our experience, leads to better hiring decisions and uncovering potential in candidates.

Most candidates are screened based upon what they have written on their resume and what the Hiring Manager likes.

Sometimes, a person could then be overlooked because they did not fit a Hiring Manager's main criteria for the now and not for the future, thus the organisation has missed out on an outstanding hire who just needs some development / nurturing.

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

Iteration Management / Scrum Master were the most in-demand. Organisations looking at "lab style" capability areas that are led by Iteration Managers to help connect better with the business via agile processes.

We are seeing the asking price for an IM to be \$900/day as a minimum. Not many IMs are in permanent positions now.

CRM skills are also in demand. MS Dynamics, Salesforce and SAP HANA are in constant demand and are putting pressure on rates and salaries in this area.

Organisations are attempting to utilise and extract the benefits of these data focused solutions, thus, running large projects to deliver business value.

What can employers look forward to in the next quarter?

The market is relatively flat at the senior end and Project Managers are aplenty. Rates and salaries will remain steady in this area.

Clients embarking on any large-scale data projects will need to ensure that they factor in the scarcity of skills and the rate demands of consultants and contractors alike.


What can candidates look forward to?

We are entering quiet periods for Senior / Executive level candidates and project managers.

Candidates that are not currently working, but looking for work in this area will need to relax their job criteria, otherwise face potentially long periods on the sidelines or highly competitive job interview scenarios.

Mobile Developers, Agile experts, and Business Analysts will expect consistent activity from recruitment firms and employers alike. Expect up to a 5% increase in rates over the next 6 months.


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

Clients should talk to us about how to improve their candidates assessment process. There are incremental ways to gain a better sourcing and selection result. 

**Most in-demand
skills last quarter**



Last quarter once again saw the massive dominance of Business Analysis roles requested by clients. This is consistent with what we're experience in every region.


Digital specialists (design, content, digital marketing, UX, CX) has once again risen in the list as more organisations, including government sector, move on to execute customer service / online transformation programs / project. 


TOP 10 CONTRACT ROLES IN DEMAND

1. Business Analysis -
2. Project Manager -
3. Tester (tied) -
4. Analyst / Programmer / Web Developer (tied) ↑
5. UX Specialist / Content Specialist / Digital Marketing Specialist ↑
6. Data / Reporting Specialist (Information & Data) Consultant ↑
7. Consultant (Functional and Technical) ↓
8. Program Manager ↑
9. Enterprise / Information / Solutions Architect -
10. Change Specialist (New entry)

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. 

The highest salary package last quarter was around \$250,000, with the lowest in the top ten list at \$160,000. 

TOP 10 HIGHEST PAID PERMANENT ROLES

1. General Manager - Transformation & Change
2. Head of Development - Digital
3. Head of Development - Integration
4. Head of Technology
5. Program Manager - Digital
6. Group Program Manager
7. Continuous Improvement Manager
8. Program Manager
9. Senior Change Manager
10. Senior Solutions Designer

Most actively hiring industries



There was overall contraction in almost all industries, with the Government and Utilities sectors making up almost all of the gains.


This is in line with some of the commentary provided by our Regional Directors in most states, citing active government departments hiring due to many major technology initiatives. This is especially obvious in Queensland - e.g. Queensland Health, Department of Transport & Main Roads and the Department of Education.

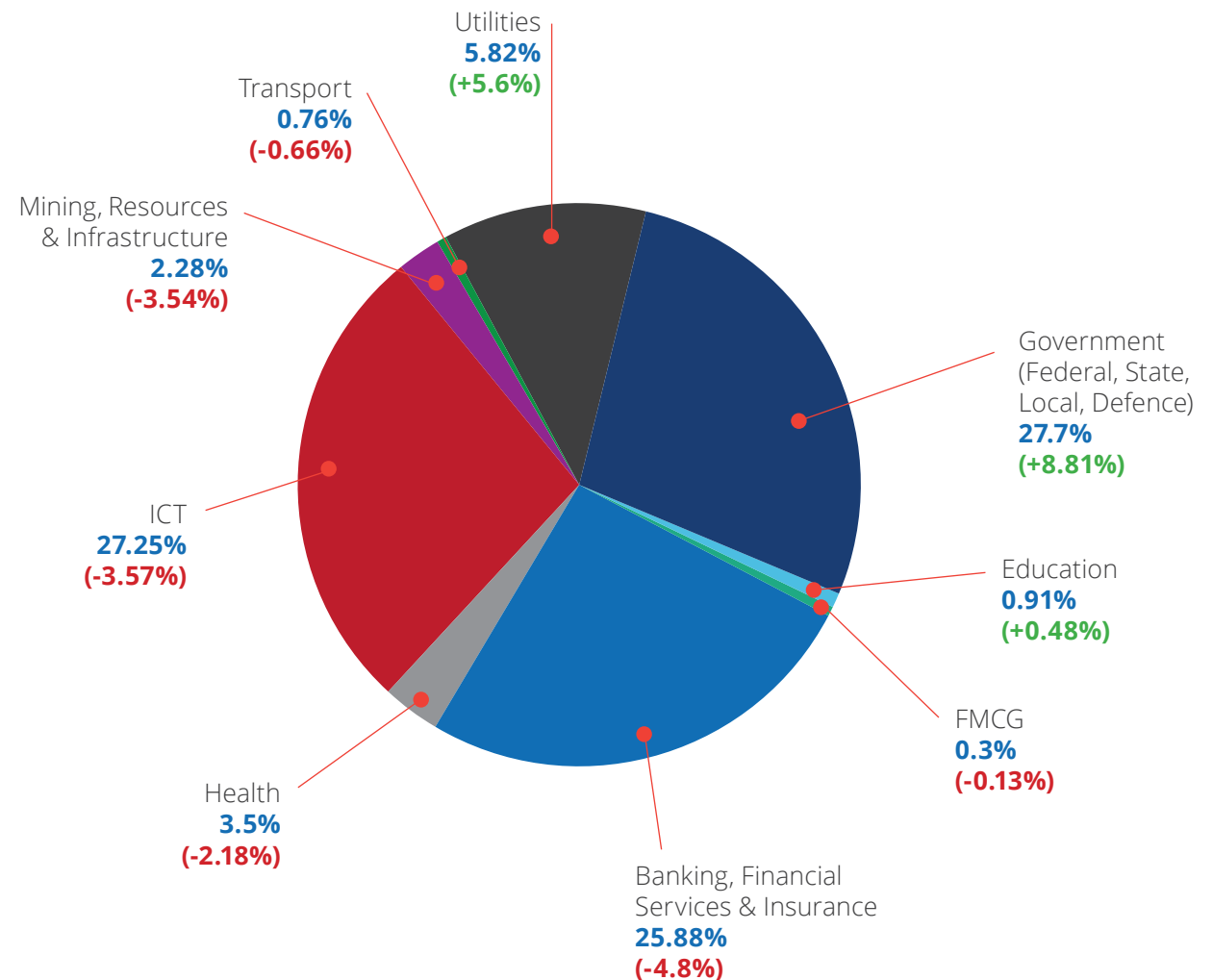
In Federal Government, the recent change of a Prime Minister who is very partial to technology may have had a 'honeymoon' effect on the hive of activities.

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

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Senior consultants join M&T Resources

M&T Resources has continued to strengthen our operations with some new senior hires in the past quarter.

Please say hi and connect with our recent newstarters!

CANBERRA



NATHAN DELBRIDGE

Account Manager, ACT

Nathan.Delbridge@mtr.com.au



- » Extensive Canberra and Federal Government experience. Prior background in IT&T as a Telecommunications Technician with the Australian Army.
- » In his previous role, Nathan was the Manager overseeing an account management team that specialises in servicing commercial clients like Fujitsu, Infosys, Telstra as well as various federal government clients.
- » At M&T Resources, Nathan will be focusing on Defence, Crime Commission, ComCare, Telstra, Infosys and more.
- » Strong emphasis on ethics, culture alignment making a difference to communities.

MELBOURNE



PETER RISELEY

Team Manager, VIC

Peter.Riseley@mtr.com.au



- » As Manager - Commercial Clients, Peter will be leading a team of consultants and working closely with the Regional Director on M&T Resources' panel clients as well as new business development.
- » More than 7 years' recruitment experience across both client-side and agency.
- » Prior to joining us, Peter was a Senior Talent Recruitment Specialist with General Electric.

FY2015 results – full steam ahead for M&T

At the conclusion of the last Financial Year, M&T Resources has reported a lift in EBITDA by 42% to \$5.1m, and revenue by 11% to \$85.2m.

This is on the back of recording new contractor growth by 30%, driven by the government and financial services sectors.

As a whole, SMS Management & Technology (ASX: SMS), M&T Resources' parent company, reported revenue of \$356.2 million, up 13%, while EBITDA increased 37% to \$28.7 million and net profit improved 34% to \$17 million.

In the past four years, M&T Resources has continued to win many industry accolades and became one of the most awarded and fastest growing recruitment firm in Australia.

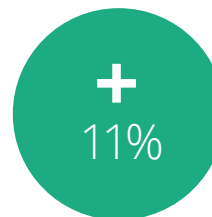
FULL YEAR RESULTS



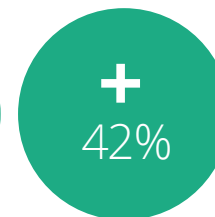
Revenue



EBITDA



Revenue



EBITDA



Margin



Contract
wins

YourView Survey Results

By Kate Barrand

There were 49 responses to our YourView survey this time with Queensland and Victoria recording the most number of responses. ACT responses grew the most.

Online job boards was the dominant channel where our candidates came from.

We've maintained most of our service standards in terms of response times and clarity in the recruitment process, contributing to a big rise in the overall satisfaction with our recruitment process.

All the feedbacks received are reviewed by both Chris Sandham, our Managing Director and myself. Thank you once again to all candidates who took the time to fill in the surveys!

"I was very satisfied with the Interview I had with Miss. Lorena. She is doing awesome work."

"Gabby was extremely professional, sincere, welcoming and knowledgeable."

"Very satisfied. Chris Clarke is an excellent recruiter. Very professional."

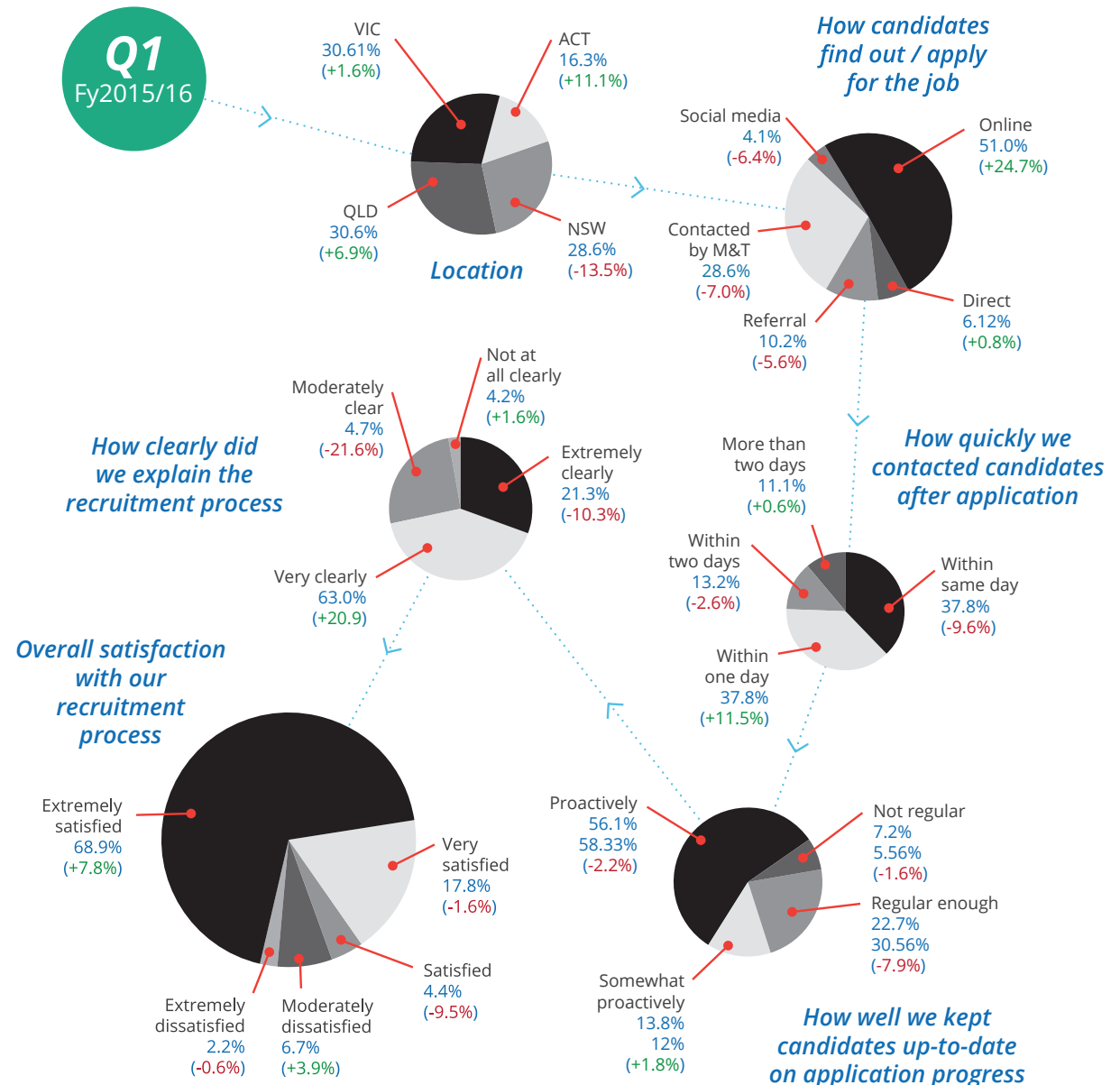
"Highly satisfied; Nicola Steel facilitated an excellent process and offered inspired insights. I look forward to recommending her highly."

"Steve Tratt was extremely knowledgeable in his domain."

"Flo was very proactive in keeping me up to date with any changes as they occurred."

"Huge thanks to Lorraine for communicating every step of the recruitment process and forwarding me all the appropriate information and forms."

"While job hunting you deal with a lot of recruiters, Nicola made me feel like a real person and not just a person who could fill a role."





REFER TODAY

M&T Resources is on the hunt for the best Business Analysts in Melbourne.

Refer someone you know, and if the person gets placed in a role within four weeks, you'll get a \$200 voucher!

Get in touch today: call **03 9674 3388** or email **Peter.Riseley@mtr.com.au**

M&T Resources launches new website

By Jeremy Chen

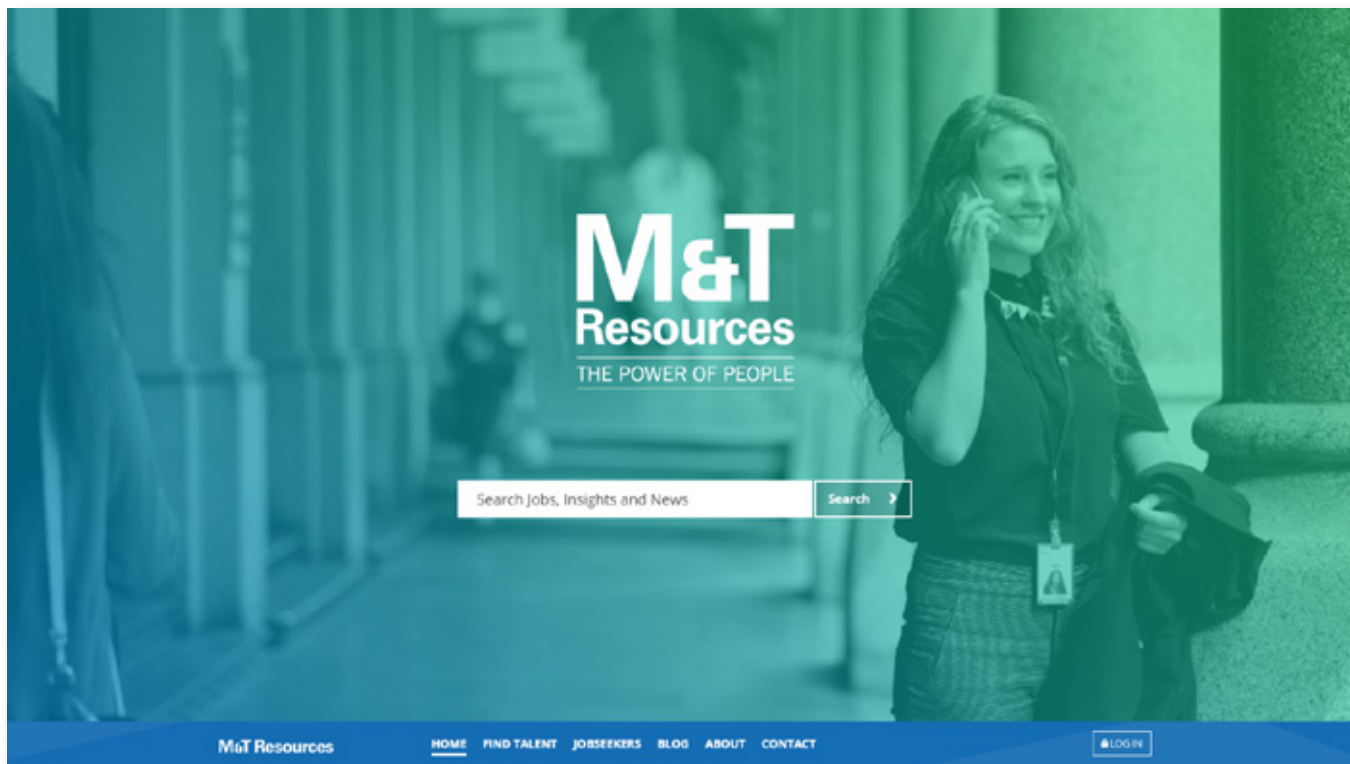
We've launched our new website that reflects a whole new look and feel of the M&T Resources brand.

Created with our clients, candidates, and potential employees in mind, the website goes beyond providing 'brochure' information about our services, but instead, aims to deliver valuable insights through a blogging platform and dynamic publishing.

From hiring insights to job tips, check out our new website that include these features:

- » **Fully responsive:** Good looking on any sized screen.
- » **Dynamic updates:** Latest insights dynamically published on the homepage.
- » **More engaging:** Rich media including videos on the homepage to keep things interesting.
- » **Easy to navigate:** Clear navigational links and sense-making categories so that you can find what you need, quickly.
- » **Valuable:** Hiring insights and job tips that are relevant to our clients and candidates, authored by recruitment experts in our company.
- » **Still all about the people:** Our passionate and friendly people remain our biggest differentiator in the market.
- » **Know our story better:** Simplified information about our business and the latest updates can be easily read on our site.
- » **Get connected:** Latest information on our workshops / networking events are on our website.

Our new website will be a 'living and breathing' part of our company, where we'll be constantly publishing new articles and other information – so do check back regularly or [follow us on LinkedIn](#) to ensure you don't miss out on any updates!

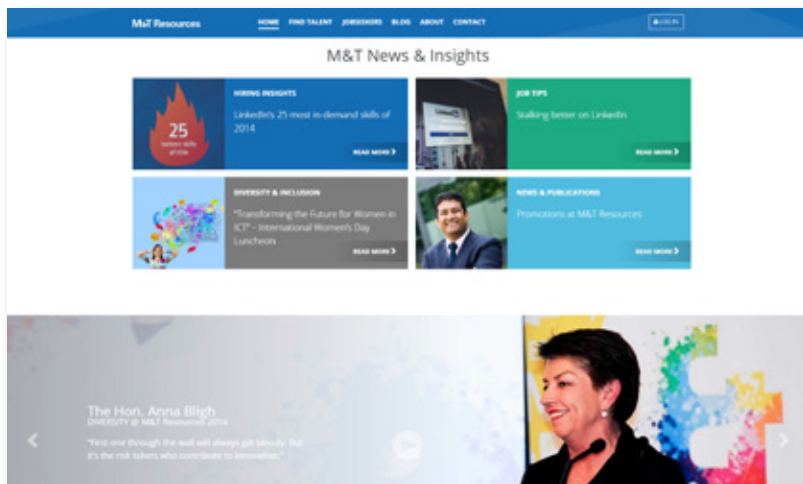


Full screen immersive videos that act as background on homepage. Main navigation is written / designed to target clients (Find Talent) and candidates (Jobseekers).

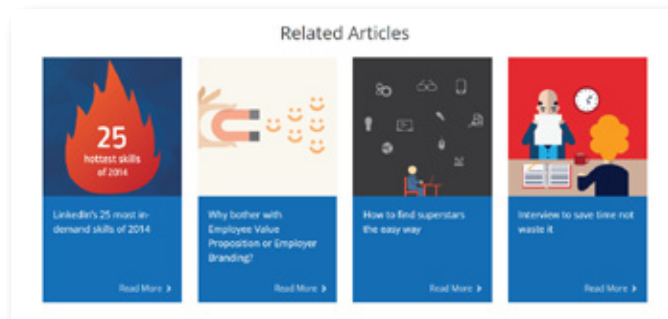
If you've got any comments or compliments, please do not hesitate to contact me – jeremy.chen@mtr.com.au

**Click here to check out
our new website now**

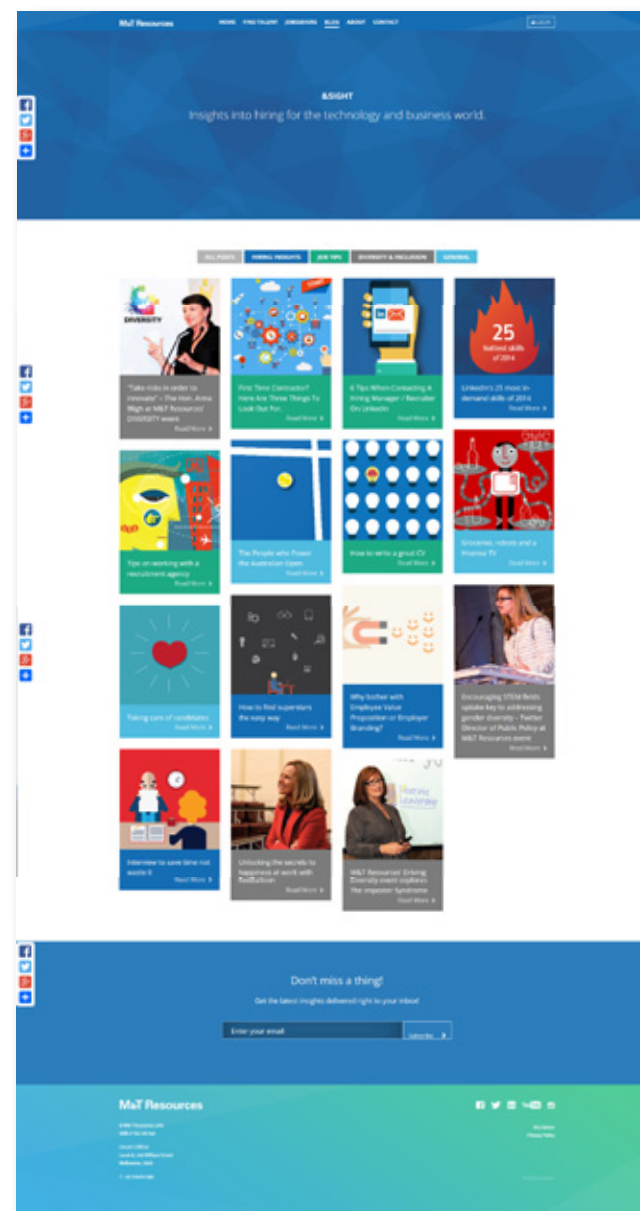
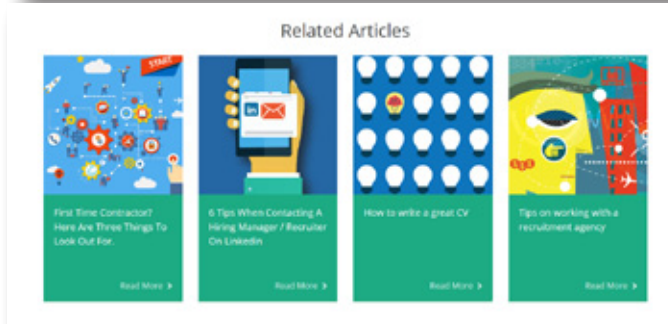
www.mtr.com.au



"Content" tiles on our homepage that provides direct links to the latest articles.



Featured "Related Articles" on pages.



Blog page: Blogposts authored by M&Ters or guest bloggers, divided into easy to navigate categories.

Sales Conference: Great cause for celebrations

By Jeremy Chen



M&T Resources recognised the exceptional performance of its employees at its annual Sales Conference, which was held at the Sanctuary Cove in Queensland this year.

The Sales Conference has always been a time to learn, get together with teams across Australia, and to have lots of fun at the same time.

Held over three days at the Sanctuary Cove, the conference started off with Chris Sandham, Managing Director, recapping the financial year that was.

"The success of M&T Resources is possible only because of its people, so a big Thank You goes to all our staff. It's why the conference is all about helping each M&Ter achieve even greater success – so that they can continue to reach greater heights for our

clients and candidates," said Chris.

The program began with the first group of 'graduating' Leaders from the M&T Academy facilitating a session on M&T Resources' Core Purpose.

To get all M&Ters to think about expressing our purpose statement, they were broken up into groups for a painting competition.



Shaun Kenny of People of Influence then facilitated the next session on the [Hermann Brain Dominance Instrument \(HBDI\)](#) and the application of it to improve work performance and communication. M&Ters learnt about the outcome of their thinking preferences as profiled by Hermann International.

M&T Resources
| THE POWER OF PEOPLE



Day 1 ended with barbeque dinner by the fountain, with live entertainment.



Start of Day 2

Facilitated by the second leadership group of the M&T Academy, M&Ters were broken into groups for a songwriting and performance competition, incorporating the “11 Qualities of a Successful M&Ter”.



Some M&Ters performing their “11 Qualities of a Successful M&Ter” lyrics using a rap song.

Sarah Yeates from [Smiling Mind](#) facilitated a session on mindfulness and how it affects productivity and personal happiness.



Shaun Kenny then facilitated perhaps the most memorable and emotional session on the Helping Hands Program.

Broken up into teams of four, M&Ters worked together to build 10 prosthetic hands that go to amputee landmine victims in the developing world. To experience what life is like being an amputee, M&Ters had their preferred hand bound in the process of building the prosthetic hands.



Some M&Ters with their decorated containers that hold the prosthetic hands that will make their way to amputee landmine victims.



The conference culminated in the grand awards night where outstanding achievers for financial year 2014/15 were recognised. This year's theme was "Nautical Glitz & Glamour".



Congratulations to the top performers of FY2014/15!

Highest New Sales Contract, Highest CM Billed and Highest Permanent Fee

Jemma Dougall, VIC

Highest New Sales Permanent

Michelle Lewis, QLD

Top Resourcer of the Year

Emily Martyn, QLD

Outstanding Achievement Award

Tied: Team Canberra and Team Melbourne - 163%

Best Newcomer

Emma Holden, NSW

RESPECT Award

Laure Meriaudeau, NSW

MD Award

Emily Martyn, QLD

Kate Barrand, National



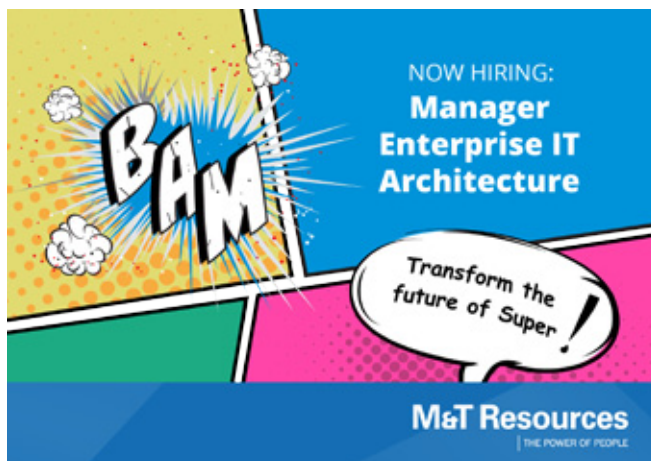
See more pictures from M&T Resources 2015 Sales Conference on [our Facebook page here](#).

To keep updated on M&T Resources, follow us on [LinkedIn](#) or [Instagram](#).

Social @ M&T Resources

By Jeremy Chen

M&T Resources
| THE POWER OF PEOPLE



Having successfully recruited four senior "Heads Of " roles for QSuper, we are now in the midst of recruiting another seven management roles on an exclusive retained engagement!

These are:

» Manager, IT Strategy

- » Manager, Enterprise IT Architecture
- » Manager, IT Technical Services
- » Manager, Solutions Development
- » Manager, End User Services
- » Manager, Applications Support & Maintenance
- » Manager, Service Management & Integration

M&T Resources launched an extensive, targeted social media campaign to promote these roles, playing on the concept of 'super'. Interviews with some top quality candidates are underway.

During the campaign, we communicated with over 700 applicants!



The M&T Resources Melbourne team at the pristine MCG after the Footy Finals Breakfast.

To all AFL footy fans, the months of September and October means just one thing - the AFL Grand Final reaching fever pitch!

As with previous years, our parent company, SMS Management & Technology once again held the "Footy Finals Breakfast" on the morning before the Grand Final at the hallowed grounds of the Melbourne Cricket Ground.

Inviting some of our most valuable clients, the theme this year was "Bounce Back: The Comebacks That Make The Game", relating to the importance of

personal and business resilience.

Tony Jones from Channel 9 was the host, leading a panel of experts consisting of Robert Murphy from the Western Bulldogs, Brendan Bolton (Carlton FC Senior Coach), Peta Searle (Development Coach at St Kilda FC), and Jack Watts (Melbourne FC).

Congratulations to Hawthorn FC who made it three!

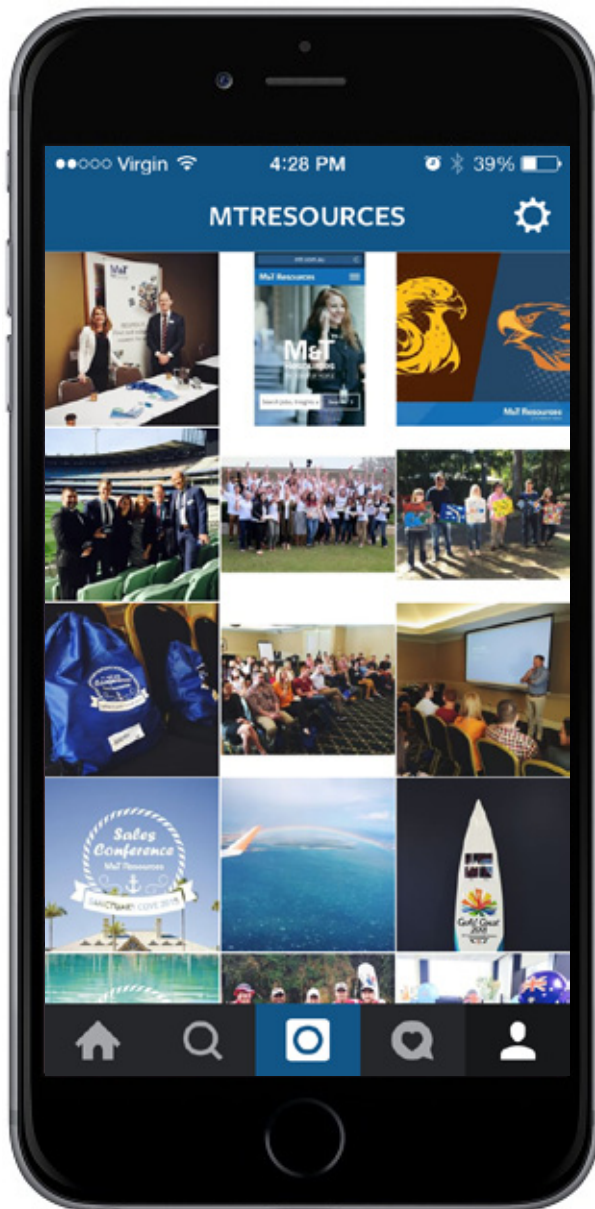


M&T Resources' LinkedIn post before the AFL Grand Final.

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Diversity

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[Diversity 2.0: Tech Companies Rewrite Internal Hiring Code](#)

[How LinkedIn embeds diversity goals into day-to-day management](#)

[Promoting workplace diversity in the Australian Defence Force](#)



Life & Career

[What it's like to be Australia's top tech talent](#)

[Mark Zuckerberg's one rule for hiring at Facebook](#)

[How to ensure you're never over the hill for a job in technology](#)

[5 Simple Office Policies That Make Danish Workers Way More Happy Than Americans](#)



Employer branding

[Companies use employer branding more to attract than retain staff](#)



Financial Services

[How to Position Your Employer Brand to Reflect Innovation](#)

[Best places to work in Australia – over 100 employees](#)

[Westpac CIO poaches ANZ IT exec as new tech deputy](#)

[Westpac to boost tech investment to \\$1.3 billion](#)

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[Embracing digital transformation in the finance sector](#)

[Bendigo Bank boss sees value in tech partnerships](#)

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Government

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[Former health CIOs, IT startup luminary to fix troubled eHealth records project](#)

[Qld Health bundles IT functions into new agency](#)



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[Optus fightback plan against digital giants](#)

[Optus Business behind fintech startup hub Stone & Chalk](#)

[Telstra CEO eyes innovation through startups, IoT, M2M](#)



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[Lots more pain in the resources sector as thousands of jobs go](#)



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