



## **Elevating & Supporting IT Contractor Careers in Australia**

***CareerAGILITY by Talentology*** is revolutionising the landscape of IT contracting in Australia by offering personalised representation, professional management & soft-skill coaching to IT contractors.

Inspired by the practices of renowned actors, sports stars & celebrities who entrust their careers to talent agents, CareerAGILITY provides dedicated advocacy, support & guidance to empower IT contractors to flourish within the tech industry. We create a framework for IT contractors to achieve sustainable career success through constant coaching, brand management & support.

## What is a Personal Talent Agent for IT Contractors?

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Imagine having a Personal Talent Agent for IT Contractors, a visionary role crafted to transform the IT recruitment realm by shifting the power from the corporates & recruiters to IT Contractors. This role is inspired by the high-touch, elite representation seen in the entertainment & sports industries, where every client is treated as a top priority, or a VIP. Is it time for IT Contractors to get a taste of the VIP treatment?

Unlike the traditional recruitment model, where agencies primarily cater to employers, leaving IT contractors feeling undervalued & overlooked, our Personal Talent Agents focus solely on you, the IT professional.

Our mission is to revolutionise your career journey by providing unparalleled, personalised support, advocacy & coaching. We understand the challenges you face in an industry where job seekers often feel like mere numbers, lost in a sea of non-transparent recruitment practices.

We're here to change that narrative. By aligning with your unique career aspirations & leveraging our industry insights & techniques, we ensure you're not just seen but heard, valued & respected.

Our commitment is to guide & coach you through the industry's complexities, ensuring your career isn't just successful but thriving & fulfilling.

As your Personal Talent Agent, we are on your side & in your corner.

## Why Do You Need a Personal Talent Agent?

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Embarking on a journey as an independent IT contractor opens up exciting career & professional opportunities. However, it also comes with its share of challenges & responsibilities, particularly in business management areas like sales marketing, which may not naturally align with the expertise of IT professionals.

This dichotomy often leaves contractors with a tough choice: take on these roles single-handedly & risk overlooking potential opportunities or outsource these tasks to seasoned professionals.

This is where CareerAGILITY by Talentology comes into play, offering a suite of tailored services designed to navigate the intricacies of the IT contracting landscape on your behalf. With a focus on personalised career advice, robust advocacy & dedicated support, CareerAGILITY ensures that IT contractors can not only excel & focus in their areas of their expertise, but also enjoy a supported career & professional journey.

## Symptoms for Why You May Need a Personal Talent Agent:

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- **Lack of Confidence in Personal Selling, Marketing, & Self-Promotion:** Struggling to self-promote & showcase your skills & achievements effectively can hinder your ability to stand out & thrive in a competitive market.
- **Inconsistent Contract Opportunities:** Experiencing irregular or infrequent job offers can signal a disconnect in market positioning or network engagement.
- **Limited Visibility in the Market:** If your professional profile isn't reaching the right audiences or making a significant impact, it might be time for strategic brand management.
- **Difficulty Negotiating Favourable Commercial Terms:** Navigating contract negotiations & securing advantageous terms requires specific expertise that a personal talent agent can provide.
- **Unclear Career or Professional Direction:** Feeling uncertain about your career trajectory or next steps can benefit from the structured guidance & planning a talent agent offers.
- **Limited Growth & Progression Opportunities:** A plateau in professional development or career advancement indicates a need for strategic intervention to unlock new opportunities.
- **Lack of Advocacy & Representation:** Without a dedicated advocate, you might find it challenging to secure the best opportunities & navigate industry complexities.
- **Stress, Burnout & Mental Health Concerns:** The demanding nature of IT contracting can lead to stress, burnout & mental health concerns, necessitating a balanced approach to work-life integration.
- **Long-term Career Security Uncertainties:** Concerns about the sustainability & security of your career in a rapidly evolving industry landscape can be addressed with strategic planning & support.

## What is CareerAGILITY by Talentology?

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CareerAGILITY by Talentology is redefining the IT contracting landscape in Australia by offering personalised representation & advocacy to IT contractors. Unlike traditional recruiters who prioritise client interests, we prioritise your career success, serving as your dedicated advocate & ally.

Our unique approach focuses on personalising sales, marketing & networking strategies to propel your career forward & ensure sustainable success.

### What Services do we Offer:

- **Personalised Career Goal Setting & Strategy Development:** We help you clarify your professional objectives & devise a tailored plan to achieve them, ensuring every step you take is aligned with your ultimate career or professional aspirations.
- **Profile & Brand Definition for Market Distinction:** By defining a unique personal brand & profile, we help enhance your visibility & make you stand out in a competitive market, highlighting your unique skills, experiences & value proposition.
- **Professional Representation & Advocacy:** Acting as your professional ally, we ensure your interests are represented in negotiations & discussions, providing you with a strong advocate in your corner.
- **Expert Commercial Management & Negotiation:** We help you navigate the complexities of contract negotiations & commercial arrangements, ensuring terms are favourable to you.
- **Strategic Sales & Marketing Leadership:** By applying strategic sales & marketing principles to your career, we help you to identify & secure the right opportunities to advance your professional journey.
- **Collaborative Professional Networking:** We help you to continuously build & expand your professional network, opening doors to new opportunities.
- **Soft-skill Coaching (including Sales, Marketing, Communication, Interview Performance, etc):** We help you to enhance & master your soft skills, such as effective communication, interview techniques & personal sales & marketing, crucial for career & professional advancement.
- **Business Expansion Guidance:** For those looking to grow or diversify their professional endeavours, we offer insights & strategies tailored to scaling your business or career in new directions.

## What the Benefits of CareerAGILITY by Talentology to IT Contractors:

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- **Personalised Career & Professional Guidance:** Tailored advice & strategies focused on your unique career & professional goals, ensuring you navigate the IT sector effectively & make informed decisions.
- **Enhanced Market Visibility:** Take advantage of techniques & strategies to elevate your presence in the competitive IT market, making your skills & expertise more noticeable to potential clients or employers.
- **Personalised Advocacy & Representation:** Professional support to champion your interests in negotiations & discussions, ensuring your value is recognised & respected in the industry.
- **Favourable Commercial Terms:** Expertise in negotiating contract terms that are beneficial to you, ensuring fair compensation & working conditions. With over 27 years industry experience, we know all the tricks & tactics that you should avoid.
- **Expanded Professional Network:** Assistance in building & enlarging your network of professional contacts, opening doors to new collaborations & opportunities.
- **Business Expansion Support:** Guidance on diversifying your income streams, whether through side projects, taking advantage of project augmentation opportunities or exploring new IT service opportunities.
- **Confidence & Peace of Mind:** The support & expertise provided by CareerAGILITY gives you the assurance & serenity needed to focus on your work, knowing your career is being proactively managed.
- **Career Development & Progression:** Ongoing opportunities for growth & advancement in your career, ensuring you continue to evolve as a professional in the IT sector.
- **Partnership for Success:** A collaborative relationship with CareerAGILITY, where your success is their priority, fostering a partnership that is committed to achieving your career goals.

## Who's Behind CareerAGILITY by Talentology?

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**Trevor Churchley.** With over 27 years of invaluable experience in IT contract recruitment & project services, Trevor stands as a beacon of expertise & guidance for IT contractors. His illustrious career is a testament to his unwavering commitment to supporting professionals in navigating the complexities of the IT industry.

As the Founder & CEO of Talentology, Trevor's visionary approach is driven by a deep understanding of the challenges faced by IT contractors. He recognises that behind every successful IT contractor lies a unique journey filled with hurdles & opportunities. Trevor's mission is not just to revolutionise IT recruitment but also to empower individuals to take control of their career trajectories.

Trevor's passion for supporting IT contractors & SME leaders shines through in his personalised coaching & mentoring approach. From the moment you engage with him, you'll experience his dedication to your success. With Trevor by your side, you're not just another contractor - you're a valued member of a supportive community focused on growth & excellence.

At CareerAGILITY, Trevor's expertise serves as a guiding light for IT contractors seeking to unlock their full potential. His hands-on approach to career coaching goes beyond traditional recruitment strategies, focusing on personal development, soft-skill enhancement & strategic career planning.

With Trevor as your career advocate, you can navigate the competitive IT landscape with confidence, clarity & respect.

### **Why choose CareerAGILITY by Talentology?**

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CareerAGILITY by Talentology offers a transformative partnership that empowers IT contractors to take control of their destinies. With our unparalleled expertise & dedication, we ensure that your IT contracting career reaches its full potential.

Don't leave your career to chance – join CareerAGILITY by Talentology today & embark on a journey towards sustainable success in the IT industry.

Contact us now to redefine your IT contracting journey experience the expertise, support, & personalised attention that CareerAGILITY by Talentology provides.

**Your career success is our mission.**

# Standard Services Overview

## Initial Engagement Phase

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- **1-Hour Kick-Off Discovery Session:**
  - Introduction to Talentology & CareerAGILITY approach & methodologies.
  - **Comprehensive Current-State Analysis** covering the client's needs, aspirations, personal branding, soft skills (including sales, marketing, negotiating etc), communication skills, resume effectiveness, LinkedIn presence, professional network robustness & progress in job seeking.
  - **Overview of Sales & Marketing Strategy** for personal branding, emphasising the need for a dynamic approach to personal promotion in both the short & long-term horizon.
  - **Job Seeker Toolkit** detailing strategies for navigating job markets, job search processes (including industry strategies & tactics), optimising recruiter interactions, enhancing resume & LinkedIn profile, & building & leveraging personal networks through the Talentology Network Leverage Methodology.
  - **Action Plan Development** to set clear, actionable goals for the engagement.
- **1-Hour Strategic Planning Session:**
  - **Tailored Job Seeking Plan / Strategy**, crafting a plan that aligns with the client's unique career path & goals.
  - **Customised Personal Sales & Marketing Plan / Strategy**, focusing on differentiating the client to gain an advantage in the competitive job market.
  - **Action Plan Development** including immediate next steps & ongoing actions, ensuring clarity & momentum.

## **Inside Initial Job Seeking Phase**

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- **Weekly Strategy Execution & Progress Check-Ins:**
  - **Two to three 30-minute sessions each week**, utilising video calls with screen sharing & AI-assisted note-taking, to monitor strategy implementation & progress, making necessary adjustments as required.
  - **Pre & Post-Interview Coaching & Support**, offering unlimited 15-minute briefings to prepare & review each job interview.
  - **Persistent Real-Time Support**, ensuring unlimited instant messaging assistance within business hours for immediate concerns.

## **Contract Renewals / Sudden Job Loss Support**

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- **Bi-Weekly Strategy Reviews:**
  - **Two 30-minute strategy & progress review sessions per week**, with the same support as in the **Inside Initial Job Seeking Phase**.
  - **Pre & Post-Interview Coaching & Support**, offering unlimited 15-minute briefings to prepare & review each job interview.
  - **Persistent Real-Time Support**, ensuring unlimited instant messaging assistance within business hours for immediate concerns or opportunities.

## **Business as Usual (BAU) Program – Post Job Seeking Phase**

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- **Fortnightly Strategy Sessions:**
  - **One 60-minute strategy review & check-in every two weeks** to sustain career / professional momentum & address new opportunities.
  - **Side Hustle Interview Support**, providing unlimited 15-minute briefings for exploratory interviews or side project opportunities.
  - **Persistent Real-Time Support**, ensuring unlimited instant messaging assistance within business hours for immediate concerns or opportunities.



## General SLAs

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- **Prompt Response Guarantee:** A pledge to respond to all client communications within one business day to facilitate swift & efficient support.
- **Proactive Contract Renewal:** Engagement with the client six weeks before contract renewal to discuss terms & ensure uninterrupted service.
- **Emergency Support Availability:** Commitment to offer assistance for urgent career or job-seeking inquiries outside standard hours, using best efforts to accommodate client needs.

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## Disclaimer (to be read in conjunction with the Talentology SOW Agreement)

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Talentology Pty Ltd ("Talentology") provides sales consulting, sales leadership coaching, mentoring, demand / lead generation services, customer success consulting & personalised talent/career management services to IT Small & Medium Businesses (IT SMEs) & professional IT Contractors. While Talentology employs best endeavours to provide these services effectively & to assist clients in achieving their desired outcomes, it is important to note the following:

- **No Guarantee of Success:** Talentology does not guarantee professional success, job search success, or any specific outcome from the use of its services. The success of career management & job search efforts depends on a variety of factors, including market conditions, individual client attributes & external factors beyond Talentology's control.
- **Client Responsibilities:** Clients are responsible for making informed decisions regarding their career & job search strategies. Talentology provides guidance & support based on its professional expertise, but the final decisions & actions rest with the client.
- **Market & Economic Conditions:** Talentology's services are subject to market & economic conditions that can influence job availability, career opportunities & the success of sales & marketing strategies. Talentology is not responsible for changes in market conditions that may affect the outcome of its services.
- **Confidential Information:** Talentology respects the confidentiality of information provided by its clients & will endeavour to protect such information in accordance with the General Terms & Conditions of the agreement. Clients are also expected to maintain the confidentiality of proprietary methodologies & information provided by Talentology as part of the services.
- **Fees & Payment:** Clients agree to pay Talentology the fees as specified in their individual Statement of Work (SOW) & in accordance with the payment terms

outlined therein. Talentology's fees are based on the provision of services & not on the achievement of specific outcomes.

- **Limitation of Liability:** To the maximum extent permitted by law, Talentology's liability for any loss, damage, or claim arising from or in connection with the services provided shall be limited as set out in the General Terms & Conditions of the agreement.

This disclaimer is intended to provide clarity on the scope of services provided by Talentology & the extent of its responsibilities. By engaging Talentology, clients acknowledge & accept the terms of this disclaimer.