

# **CAPABILITY STATEMENT**

RIGHT WORK • RIGHT PEOPLE • RIGHT BEHAVIOURS



**OPTIMAL**  
RESOURCING

# WHO WE ARE



**Optimal Resourcing is a Perth headquartered, global team of senior Resourcing Solutions Experts and your partner in building workforces that transform organisations.**

**Anchored by our three foundational pillars  
- right work, right people, right behaviours -  
we offer holistic, tailor-made resourcing services.**

# WE PARTNER WITH COMPANIES, LARGE AND SMALL, TO BUILD SCALABLE, CAPABLE WORKFORCES THAT CHANGE AND ADAPT AS YOUR BUSINESS EVOLVES AND GROWS.

Together, we can support you with:

- Recruiting the right people for your team
- Understanding and building your employer brand
- Assessing the capabilities and behaviours of your current people
- Providing training and development to support professional growth
- Implementing new HR or recruitment technology
- Building and automating reporting dashboards
- Establishing shared services centres, offshoring or outsourcing work to selected vendors.

## LEADERSHIP

Optimal Resourcing is a networked organisation built on the expertise of our associates, affiliates and partners, established and managed by well-known offshoring and outsourcing expert, Jude Mahony.

Jude has led remote, global, multi-cultural and outsourced resourcing teams through implementing complex organisational transformation and change. Guided by Optimal Resourcing's core principles, *Right Work, Right People, Right Behaviour*, Jude focusses on helping businesses to design and implement bespoke workforce models to maximise and sustain value.

Our team of experts are adaptable, agile, and ready to help your business to develop strategies to not only survive but thrive.

**Optimal Resourcing, building workforces that transform organisations.**



# OUR APPROACH

Specialising in permanent recruitment, we focus on sourcing top-tier professionals, leaders and HR experts through proactive methods.

Our suite of recruitment services extend to managed services, recruitment process outsourcing and bespoke workforce solutions.

Our strategic consulting in human capital, technology and offshore outsourcing supports businesses of every size and scale.

## **SUPPORT FOR TODAY**

Immediate hiring needs? Optimal Resourcing offers a range of bespoke recruitment services including comprehensive managed services, targeted permanent recruitment and RPO.

Tailored to fit seamlessly into your existing recruitment team, our services are designed to provide efficient and effective support right when you need it.

## **SUPPORT FOR TOMORROW**

We leverage our extensive network and experience to not only fill your current vacancies, but to anticipate and prepare for your future talent needs.

Beyond recruitment, we focus on enhancing your employer brand and EVP, making your business an attractive proposition for top-tier talent and setting the stage for long-term employee engagement and retention.

## **SUPPORT FOR THE FUTURE**

We utilise our expertise to provide strategic advice on shared services, offshore outsourcing and the integration of technology solutions to support the evolution of your business.

Whether you're a start-up or enterprise, our aim is to provide you with innovative, forward-thinking strategies that ensure your workforce is not just prepared for tomorrow, but for the future.

**Building workforces that transform organisations**

# OUR SERVICES



**Our expertise extends beyond recruitment, encompassing strategic consulting in human capital, technology and offshore outsourcing.**

**“A huge thank you to Jude and the team at Optimal Resourcing for the fantastic work done in supporting the end-to-end transformation of our talent space. In these challenging times, having an efficient and future-proofed recruitment function is critical. An absolute pleasure to work with, Optimal Resourcing made navigating this complex space very easy.”**

**Toni G: HR Director**

## WE PROJECT MANAGE ANY SHIFTS IN SERVICE DELIVERY MODELS, WHETHER THAT IS TO A SHARED SERVICE STRUCTURE, OUTSOURCED MODEL OR WITH OFFSHORED COMPONENTS AND ACTIVITIES.

We will work with you to:

- define your future state workforce requirements based on your business strategy;
- assess your current workforce and suppliers;
- design and implement resourcing activities that address the gaps.

Our services focus on your most critical resourcing issues and opportunities:

- how and where to **find the right people**
- how to **grow and develop** your team
- how to **retain** your critical talent
- how to build the **skills and behaviours** you need for the future
- how to **automate, centralise, outsource or offshore** activities to optimise your team focus

The background of the slide is a photograph of a modern office environment. In the foreground, several people are seated around a long table, engaged in a meeting. A large screen is visible in the background, displaying a presentation. The entire image is overlaid with a semi-transparent orange filter. On the right side, there is a blue circular logo consisting of concentric arcs.

# WHO WORKS WITH US?

Our clients are organisations who have identified people as a critical component of their business strategy.

We provide support to local, remote, national and international companies.

# OUR CLIENTS ARE LOOKING FOR PRACTICAL, FIT-FOR-PURPOSE SOLUTIONS TO THEIR SKILLS SHORTAGES, GROWTH REQUIREMENTS, PRODUCTIVITY GAPS OR SUCCESSION PLANNING AND RECRUITMENT.

We support all sectors with a focus on:

- Mining & Engineering
- Renewables & Environment
- Professional Services
- Manufacturing & Construction
- Government & NFP
- Emerging Pioneers

## WHY PEOPLE WORK WITH US

With more than 30 years of experience in building scalable, adaptable, capable workforces, our clients know they can trust their business to our expertise. Our expert team are practical, resourceful, and handpicked for every project.

We bring deep, functional resourcing expertise, but are known for our holistic approach. We take the time to understand your business and its needs, and we develop bespoke workforce solutions to meet those needs - We are invested in your success!

The Optimal Resourcing team values long-term partnerships – We are committed to delivering comprehensive talent solutions that drive sustainable organisational outcomes.

# CASE STUDY

“ Optimal Resourcing’s Workforce Planning audit and evaluation provided a clear gap analysis of our talent management maturity. Jude and her team prepared a roadmap that detailed specific improvement activities for us to implement.

They applied a pragmatic approach that was supported by relevant expertise, and delivered an excellent outcome. I would not hesitate to use them again. ”

**Stuart C, Business Services**

# GLOBAL EPCM: RESOURCE PLANNING

## BACKGROUND

This global business (2500+pax) had acquired two entities in the APAC region to build end-to-end capability in EPCM delivery with the intent to expand its Tier 1 client base and undertake IPO.

## CHALLENGE

Optimal Resourcing was engaged to provide solutions to:

1. Identify resource project allocations, utilisation, availability, reimbursable hours and FTE tracking at the “touch of a button”
2. Identify 6-12mth recruitment plans to meet growth target

*Midway through implementation of the first recommendation, the scope of the project was adjusted to also include a restructure of the operating model. This was a significant undertaking requiring flexibility and resourcefulness from the Optimal Resourcing team.*

## SOLUTION

Our team conducted a three-step workforce planning and talent management audit, across the APAC business using our 3-2-1 Future-Fit Workforce Roadmap.

From there, we evaluated the data collected, analysed gaps and recommended a three-stage solution and blueprint.

1. A **standard tool** to provide real-time workforce reporting using existing data and software, agreed reporting requirements, PowerBI dashboards (also developed by Optimal Resourcing)
2. Talent segmentation matrix and high-level actions: Identify **critical professional roles** to design and develop recruitment, retention, redeployment and development plans
3. Support services **delivery model review** to capitalise on synergies in efficiency and effectiveness across the business units

Through our efforts, Optimal Resourcing was able to deliver cost savings of \$1M to the client in nine months.



# CASE STUDY

“Optimal Resourcing’s change management capability enabled us to pivot and work within the challenging parameters of COVID-19 as it emerged. They were able to identify impacts early, allowing us to train and transition the work well within the confines of the contract end-date.

Optimal Resourcing’s positive attitude, expertise and ability to change approach and work within those constraints was impressive.”

**Rhiannon F, Director**

## TIER 2 MINING COMPANY: INSOURCING

### BACKGROUND

This Pilbara-based mine (600+pax) had an approved business case to standardise operational support of their Rail division's signalling and communications systems. The aim was to sustain and/or increase production through a reduction in lost time due to technology

### CHALLENGE

Optimal Resourcing was engaged to provide solutions to:

1. Transition systems support from the current external supplier to in-house resources by the end of the supplier contract agreement date.

*This six-month program was completed during COVID-19 which presented unique and significant challenges. The resulting lock downs prevented in-person training and assessments, saw travel restrictions to site for non-essential personnel, and meant the on-site training lab build was incomplete.*

### SOLUTION

The Optimal Resourcing team developed and implemented change management and transition plans.

We prioritised:

1. The development of extensive stakeholder engagement and communication plans with **detailed roll-out schedules**, talking points, presentations and delivery methods
2. **Workforce design** and impact assessments detailing process stop/start/continue, knowledge transfer action plans and people transition and development actions
3. The completion of a **training** needs analysis, development and delivery project plans allowing remote and flexible delivery options to suit limited manning on-site, restricted travel, employee and trainer/assessor availability
4. The development of **transition plans** to cover people changes (location, roles), knowledge transfer and supplier change-out

These efforts resulted in a cost saving of \$2.5M for the client.

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[OptimalResourcing.com.au](http://OptimalResourcing.com.au) | [hello@optimalresourcing.com.au](mailto:hello@optimalresourcing.com.au) | +61 861 421 012



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