



Driving Secure and Scalable IT Recruitment for Australia's Federal Government

Geography

Australia

Industry

Information Technology

Service

Sourcing

Client Tenure

21 Months

Case Study Period

09 Months

Team Size

02 Resource

Client Profile:

A Canberra-based IT recruitment firm specialising in providing highly skilled, security-cleared professionals to Australian government departments.

Client Objectives:

- Source qualified IT professionals with appropriate security clearances for government contracts.
- Strengthen data protection through secure access and storage systems.
- Ensure on-time sourcing, submission, and delivery within defined SLAs.

Solution:

Our Compliance Framework

- Data security: Cyber Essentials, GDPR, HIPAA
- Information Management: ISO/IEC 27001 (ISMS), ISO/IEC 27701 (PIMS)
- Quality & Environment: ISO 9001 (QMS), ISO 14001 (EMS)

How We Ensure Compliance

- Robust data security: Adhering to ISO/IEC 27001 and 27701 standards to ensure complete data protection.
- Comprehensive security measures: enforced secure password protocols and physical access controls (ISO 9001).
- Deployed multi-factor authentication (2FA) and secure password management via 1 Password.
- Offered static IP allocation and enhanced login controls when required by the client.
- Process transparency: Regular performance reporting and dashboards for full visibility.



Impact:

- Achieved 100% compliance with the client's data security standards.
- Improved TAT by 35%, ensuring faster candidate submission and placement.
- 3.1 times ROI generated
- 694 added to database strengthening the candidate pool.
- 143 jobs posted on client website and 175 CVs formatted and helped creating submissions filling in coversheet to be submitted to end client.
- 1617 applications reviewed and bifurcated candidates according to skills so easy to find when a requirement comes in.

2025 Performance Data

Month	January	February	March	April	May	June	July	August	September
New Jobs	12	32	24	27	22	10	21	21	24
Candidate Sourced	323	595	537	489	373	307	612	636	640
Candidates added to ATS	28	27	32	35	22	24	230	225	71
CV Formatting	13	16	15	15	26	15	27	23	25
Job Posting	7	30	19	16	11	6	11	19	24

Disclaimer: This case study is the property of IMS People Possible. It is based on actual activities and factual data, with some figures being referential. Client data is kept confidential.

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