



potentia
great people

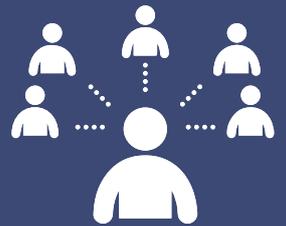


**Your technology and
change recruitment partner**

Introducing Potentia

Because it's people that change businesses

Launched in 2004, Potentia has been on a growth journey that's seen us evolve with the sectors we work in. While we've met those changes head on, one thing has remained the same: our focus on connecting great people and helping businesses to reach new heights. Partnering with organisations of all sizes, from New Zealand's latest startups to global enterprises, it's this approach that drives everything we do. But what makes us different?



1.

Industry experts

When it comes to attracting top tech talent, we know there's more to it than simply posting a job. We take this challenge seriously. That's why for us, it's about knowing your world inside-out and staying connected to our shared communities. Not only does this mean keeping on top of trends and facilitating industry meetups to evoke conversations, but actually consuming technology ourselves – it's easy because we have so much passion for the areas we work in.

2.

Community support

From hosting events and attending meetups, to one of our many sponsorships with local businesses and universities – everything we do is done with our communities in mind. Why are we so involved? It's simple. It comes down to being passionate about giving back to those who drive the local tech industry, not to mention helping to build tomorrow's tech professionals from the grassroots up. It's another way we make a difference.

3.

True partnerships

We know that recruitment is a partnership – one between yourself, our team and the tech professionals we work with up and down the country. We only truly succeed when both our clients and candidates come together and do the same. It's a compound effect and what we call a 'three-way win'. Of course, developing these long-term relationships is something that we're committed to; we're with you every step of the way.

4.

A value-centric approach

To us, values are not something you just talk about – they need to be lived and breathed at every touchpoint. This value-centric approach is a massive part of the Potentia brand, not only driving our own internal hiring but how we work alongside you. By undertaking detailed values assessments, we dig deep to understand exactly what makes your organisation tick. After all, you want to be sure that the people you're bringing onboard aren't just a good culture-fit, but aligned with your business from a values perspective too.



Our specialisations



Development



Data



Transformation & Project Services



Cloud, Infrastructure & Security



Digital

Our services



Permanent recruitment

With demand for tech professionals only going one way and skill shortages compounding the issue, recruiting permanent team members is more challenging than ever, often becoming a full-time job in its own right! Drawing on an extensive track record in the local technology market, we're not only able to connect you with active job seekers, but the best off-market talent you'll find – passive candidates that partner exclusively with us throughout their career journey.



Executive search

Being one of New Zealand's only recruitment agencies with a dedicated tech-focused search offering, we have a long history with C-Suite and leadership appointments, as well as unique roles with a strategic remit. Within our exec search team, you'll find search professionals with vast experience in your industry; they've been in similar roles themselves, so you know you're working with a recruitment partner that knows what it takes to assemble a winning team.



Contract recruitment

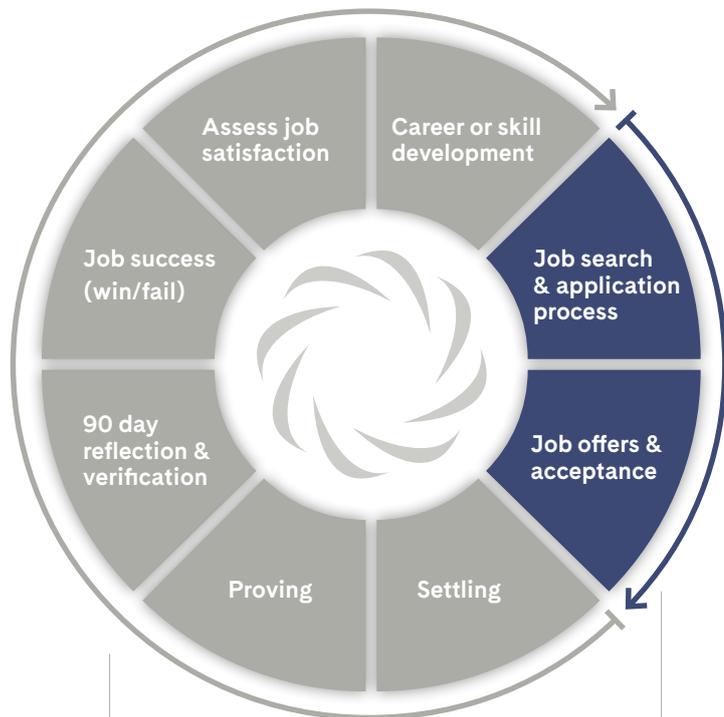
The nature of your business means that when a need for contractors arises (sometimes with little or no warning!), speed and flexibility is critical. As experts in the tech recruitment space, we have a comprehensive view of the domestic contracting market. So, whether it's meeting unexpected peaks, bridging a skills gap or having the expertise for your next big project, our contract team has you covered.



Personal effectiveness coaching

While recruitment will always remain our core offering, we understand that starting a job can be an emotional experience. There's a lot going on; with new people and processes, unexpected surprises and other pressures to deal with, it's a stressful and demanding time that can take its toll. We want your new starter to be successful (as quickly as possible) just as much as you do. That's why every Potentia candidate benefits from a unique post-placement coaching programme with our in-house coach. The three confidential coaching sessions help affirm wins, clarify challenges and set goals – one more way we help your business on its journey.

The cycle of employment



Coaching phase



Recruitment phase

While it's true we make our biggest impact in times of change, we're not just around when people are searching for jobs. After all, employment is a cycle.

Even during times of job stability, we're on hand to support you (and our candidates) in navigating any opportunities and challenges throughout the employment journey.



Auckland

Level 8, 23 Customs Street East,
Auckland 1010

09 368 5111
info@potentia.co.nz

Wellington

Level 4, 330 Lambton Quay,
Wellington 6011

04 473 9210
wellington@potentia.co.nz

potentia.co.nz

