

Therese Tano

Senior Consultant | Project Services

About Method

Method Recruitment Group offers a unique service proposition to counteract the challenges and gaps that our clients are facing, including lack of transparency, recruiters over-promising and under-delivering or by being transactional in nature.

Method provides Technology, Finance, Sales and Marketing recruitment, dealing with startup businesses through to SME / Enterprise organisations with a long-term mindset to deliver above expectations.

Why Method



Specialist Approach
(No Advertising)



Transparent Process



Quality Focus



Reduced Time



Community Focused

Mission

Go beyond, be creative and exceed all expectations

Vision

To elevate the reputation of the recruitment industry.



Therese Recruits

Product

Product Analyst
Product Owner
Product Manager
Product Lead / Head of Product
Product Director / CPO

Project Services

Service Designer
Technical Writer
Project / Program Coordinator
Project Manager
Program Manager
PMO / Portfolio Manager
Change Manager

Agile Delivery

Scrum Master
Iteration Manager
Delivery Manager
Head of Delivery
Agile Coach
Release Train Engineer
EPIC Owner

Analysis

Business Analyst
Process Analyst
Systems Analyst
Functional Analyst

About Therese

Therese specialises in recruiting across the Project, Delivery and Product Services market in Melbourne for both contract and permanent. With a focus on those within Business Analysis, Project Coordination, Change Management, Project Management, Product Management, Iteration Management, Delivery Management and Program Management. Therese has a passion towards helping and consulting whilst building and maintaining **real relationships** with both clients and candidates.

Her **excellent track record** of building **trustworthy** and **honest** rapport gives her the ability to focus and manage the needs of both clients and candidates, generating true value for both parties by delivering flexible and tailored solutions to her clients. She offers more than just a one-off placement; working with clients for the long term and **taking the time** to understand the client's business needs to deliver the **best talent** to the team.

Therese gets satisfaction out of a candidate accepting a job offer and an equally pleased hiring manager who just landed a top asset. Successfully recruiting a gun candidate and seeing them contributing to the team's success. Knowing her efforts impact the bottom line keeps her going every day.

Therese's candidates and clients appreciate her **responsiveness**, **transparency** and that she does not sound like your typical salesperson who just loves to sell. Her candidates will always know where they stand in the recruitment process. If there is no update, she will keep her candidates updated and let them know that there is no new update from the client. She provides **honest feedback**, she gives candidates both the **good and constructive feedback**. After all, the market is too small, Therese believes that she will cross paths with them again, so she makes sure to give her best service whether they are hired or not.

When Therese is not recruiting, she is probably **taking videos** and creating **aesthetic** and **cinematographic** film visual content. She loves her film cameras, lenses and drones. She also loves to binge watching Netflix shows and movies.

Therese holds a Bachelor Degree in Business and Accounting from RMIT University. If she were to go back into university, she would have probably taken a degree in **Information Technology**. Therese enjoys talking about technology **digital transformations** and trends. She is very interested talking to her candidates and clients about the latest technology initiatives they are involved in.

Projects / Technologies

- Cloud Transformation (AWS, Azure, GCP)
- Content Management Systems (Adobe, Sitecore, Kentico)
- CRM & ERP – Microsoft Dynamics, Salesforce, Oracle
- Cyber-Security – IDAM, InfoSec, SOC, GRC
- Data – APIs, Mulesoft, Data Warehouse, Business Intelligence, Data Analytics, ML/AI
- Digital Personalisation / Omnichannel / Ecommerce
- Infrastructure – Telephony, Video-conferencing, SCCM / MDM / SOE, Data Centre Migration, Cisco, Routers & Switchers
- Loyalty / Rewards
- Software as a Service (SaaS)
- Supply Chain, Logistics, Distribution Centre technology
- Workforce Management – HRIS, Payroll, Time & Attendance

Case Study

Therese partnered with a client within the Automotive Industry who was setting up their team from scratch. She caught up with the General Manager (GM) who needed a Program Manager (PM).

As part of her recruitment process and to gain commitment from the client, she took an **extensive** job specification, booked potential interview slots and feedback interview times. She **educated** the client with realistic timeline of getting the PM on boarded, putting into consideration the candidate's notice period and getting all necessary documents signed by both parties.

Therese then went out to her network and **utilised LinkedIn Recruiter** and **Seek Talent Search** to find this PM. She found a PM based in Melbourne but working in Queensland at that time. She got him to agree on representing him for the role. The 3-stage interview process involved the PM to **come down to Melbourne** for the last stage interview.

The role was offered to the PM. The GM **was extremely happy** with how Therese managed both his and the PM's expectations. They needed 8 more resources in the same team. As Therese is specialising in Project, Product and Delivery, she recruited for the Delivery Lead and Business Analysts roles, then her colleagues who were specialising in Testing recruited for these roles. All the roles were **successfully placed** by Therese and her team.

The GM **recommended Therese** to other hiring managers within the company. They would ask for her to recruit in their team. She allocated the roles that weren't under her specialism to Methods **respected recruitment specialists**. Build your credibility like what Therese did, so you would not have to do the same thing twice before someone believes it.

Testimonial

*Therese has always **amazed** me with her industry insight and her recruitment process. She is **very thorough** in everything she does and can be depended upon to get the job done. During my hiring process at Progressive Therese provided one of the **most outstanding** experience I've ever had even when things were so hard due to COVID. She always kept the communication going even if there were delays in the process from the client's end.*

*At Toyota she helped us **build our team** for our new project and we hired for various roles like Program Manager, Project Lead, Test Lead, Test team members which were **hard to find** due to the Tech requirements. She has a **strong understanding** of Technology Recruitment as well as Project Services. She always found a perfect match for the roles we hired for. I would definitely recommend her for Project Services & Tech Recruitment.*

- Saundarya Pathak – Delivery Manager - Toyota

Contact Therese

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