



CAPABILITY STATEMENT · 2026

# Relationships first. *Business* second.

*Australia's leading Aboriginal-owned recruitment and consulting firm. Walking alongside organisations to turn good intentions into meaningful employment outcomes.*

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WHAT WE DO

RECRUITMENT / TALENT MAP /  
CONSULTING / TRAINING

*Aboriginal-owned · Since 2009*



WHO WE ARE

# Family at heart. *Indigenous* in approach.

*"We do business the Indigenous way. Relationships first, business second."*

Shine People Solutions is a proudly Aboriginal-owned and operated recruitment and consultancy business, founded by Tegan and Greg Sax in 2009.

We are a small business that values genuine connection, and we treat our team, candidates, and clients like family rather than transactions.

We draw on the wisdom of how our people thrived for 60,000 years, prioritising collective wellbeing over individual gain, and we bring that ethos to corporate Australia.

Today we are Australia's leading Aboriginal-owned recruitment and consulting firm, partnering with organisations across metro, regional and remote Australia to deliver workforce solutions that help meet Indigenous Employment, RAP and Indigenous procurement commitments.

ACKNOWLEDGEMENT OF COUNTRY



We acknowledge the Traditional Owners and Custodians of the lands on which we live, learn and work.

We pay our respects to Elders past and present. We recognise the enduring connection of First Nations peoples to land, waters, skies and community, and acknowledge that sovereignty was never ceded.

ARTWORK: "MINERALS CREATION" · DEAN ROTUMAH, MINJUNGBAL

OUR CAPABILITIES

# Four services. One *integrated* partner.

Designed to work together, so you can attract, retain and grow Aboriginal and Torres Strait Islander talent at every stage.



## Recruitment Services

Specialist recruitment connecting Indigenous talent with organisations across every industry, from emerging professionals through to executive and board-level appointments. Our proactive, targeted approach reaches candidates that traditional job ads do not.



## Indigenous Talent Map

Australia's only Indigenous workforce planning platform, with 32+ features and 20,000+ professionals integrated with ABS Census data. Generate board-ready IPP Tender Feasibility Reports, RAP Workforce Reports and Sector Snapshots.



## Workforce Consulting

Strategic advisory to build culturally safe, inclusive workplaces. Policy development, strategy design, career pathway planning, recruitment process review, culturally safe interviewing and assessment, and Indigenous panel member support.



## Professional Development

Practical skill-building and strategic capability development for leaders, hiring managers and HR teams who want to recruit and retain Aboriginal and Torres Strait Islander people in a culturally safe way.

OUR SUPERPOWER

## The Talent Map. *Data that turns intent into action.*

The Talent Map is what sets us apart. It is the largest Indigenous white-collar talent network in Australia, allowing us to quickly identify and connect exceptional Indigenous professionals with your organisation. From compliance reporting through to long-term workforce strategy, the Talent Map turns workforce data into action.

SOME OF OUR WORK

# Real *outcomes* across the country.

A snapshot of recent projects across executive search, board appointments, government advisory, and volume recruitment.

<b>16+</b> YEARS IN BUSINESS	<b>20,000+</b> PROFESSIONALS MAPPED	<b>520+</b> PLACEMENTS	<b>200+</b> PARTNER ORGANISATIONS	<b>96.9%</b> RETENTION RATE
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**EXECUTIVE SEARCH** CANBERRA, ACT

**CEO Recruitment, National Indigenous Research Institute**

Executive search process for a CEO. An Identified position open only to Aboriginal and/or Torres Strait Islander candidates.

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*67 EOIs · 18 applications · 4 shortlisted*

**EXECUTIVE SEARCH** REMOTE WA

**CEO Recruitment, Aboriginal Community Organisation**

Executive search for the CEO of a regional Aboriginal organisation serving multiple cultural blocs across the Kimberley.

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*29 applications · 7 first-round · 5 shortlisted*

**GOVERNMENT ASSESSMENT** SYDNEY, NSW

**Director and Senior Management Assessments, State Government**

Management of capability and suitability assessments for 19 senior roles across two phases of a major state government department's functional review.

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*19 roles · 42 applications · 30 panels · 100% filled*

**BOARD APPOINTMENTS** NATIONAL SEARCH

**Board and Committee Appointments, Federal Government**

Executive search to identify Aboriginal and/or Torres Strait Islander candidates for board and committee positions, including positions for Traditional Owners.

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*4 positions filled · 19 shortlisted · 100% fill rate*

**EXECUTIVE SEARCH** FAR NORTH QLD

**Executive Director, Aboriginal Health Service**

Comprehensive executive search for an Executive Director at a remote hospital and health service.

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*16 applications · 5 shortlisted · 100% Indigenous shortlist*

**VOLUME RECRUITMENT** SOUTH EAST QLD

**Rapid Recruitment of 35 Frontline Staff**

Rapid-turnaround recruitment of 35 frontline positions across multiple roles and locations for a not-for-profit organisation.

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*35 positions filled · 6 role types*

**GOVERNMENT ADVISORY** NATIONAL

**Eight Years of Government Indigenous Recruitment Advisory**

Ongoing Indigenous specialist advisory and panel support across multiple federal and state government departments, including eight consecutive years partnering with Services Australia on their Indigenous Apprenticeship Program.

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*8 consecutive years · 4+ government departments served · Continuous engagement 2019 to 2026*

WHY ENGAGE SHINE

# Five reasons *clients* partner with us.

01

## Aboriginal Operated

Authentic cultural authority, not a tick-box. Founded and run by Aboriginal people and trusted allies.

02

## Largest reach

The biggest Indigenous white-collar talent network in the country, refreshed continuously through community.

03

## Proven retention

Cultural fit and candidate care drive a 96.9% retention rate, well above the industry average.

04

## Relationship-driven

We walk alongside candidates and clients to turn good intentions into meaningful employment outcomes.

05

## End-to-end capability

From a single executive search to whole-of-organisation workforce strategy, one trusted partner across the journey.

### WHO WE WORK WITH

Partnering with organisations *across the country* and across sectors.

- Federal, state and local government
- ASX-listed and corporate Australia
- Not-for-profit and community-controlled
- Education, health and human services
- Resources, infrastructure and professional services
- Metro, regional and remote Australia

### OUR TEAM

# The people *behind* the work.

CO-FOUNDER · DIRECTOR

Greg Sax

A proud Taungurung man from country Victoria with a Bachelor of Management and 30 years across HR, recruitment and operations.

CO-FOUNDER · DIRECTOR

Tegan Sax

An Indigenous ally and advocate with 25 years across recruitment, employment and training, and a Bachelor of Arts.

MANAGING CONSULTANT

Broni Crear

A proud Wiradjuri woman with 12+ years in HR and recruitment, specialising in senior executive and management roles.

MANAGING CONSULTANT

Dani Fitzgerald

A proud Kooma woman with 10+ years of recruitment experience across consulting projects, high-volume recruitment and executive search.



LET'S WORK TOGETHER

# Ready to *Shine*?

*Whether you are filling a single executive role or designing an organisation-wide Indigenous workforce strategy, we would love to talk.*

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