



VIRTUAL BENCH

OUR MISSION IS TO TRANSFORM TRADITIONAL RECRUITMENT MODELS

Since 2013, The Network has been redefining technology recruitment across Australia. From our Sydney and Canberra offices, this award-winning, Australian-owned enterprise delivers excellence nationwide, spanning every state and territory.

We look beyond today's tech landscape to pioneer tomorrow's innovations. Our approach is both strategic and forward-thinking, we're building connections that shape the future of technology.

Our Virtual Bench is a highly curated, handpicked and AI driven ecosystem of proven resources. This solution allows for real-time resource availability by enabling them to update their availability and skillset themselves.

In cutting down the time to hire and by providing on-demand resources that can be deployed on client site at short notice, our clients can retain intellectual property and maintain their company culture while hiring vetted, tried and tested professionals.

Our proactive approach to cultivating resources ensures that we only offer the highest quality professionals who have been reference checked, interviewed, and technically assessed, ready to be deployed on client site. Each Workforce we create is tailored to meet your specific needs.

We can provide resources for both short-term and longer-term outcomes, ensuring you always have access to the right professionals in a fast and efficient manner.

AGSVA Security Cleared Resources

The Network is a DISP member, which means we operate in a secure business environment with strengthened security practices. The Network manages and maintains our own security-cleared resources with the ability to upgrade to higher clearance levels for specific client requirements.

Levels of AGSVA clearances include: Baseline - NV1 - NV2 - TSPV



Typical engagement types:

- Projects / benchfills / backfills
- Contingent workforce
- Capex vs Opex invoicing models
- Consulting, Professional Services, Managed Services, Operations & BAU
- Transformation

AREAS OF SPECIALISATION

- ➔ Cloud, DevOps & Infrastructure
- ➔ Cyber & IT Security
- ➔ Data & AI
- ➔ Digital & Design
- ➔ Government & Defence
- ➔ IT Sales
- ➔ Project Services & Transformation
- ➔ SAP / CRM / ERP
- ➔ Security Cleared Resources
- ➔ Software Engineering
- ➔ Technology Leadership
- ➔ Workforce Solutions

CASE STUDIES

Department of Defence (SRNRP Program)

Our Virtual Bench provided 12 pre-vetted security-cleared professionals for an 11-month network security uplift program. Within 72 hours of the client request, we deployed a custom-tailored workforce including 4 Network Engineers, 3 System Engineers, 3 Security Engineers, 1 Business Analyst, and 1 Change Manager—all holding NV1 or NV2 clearances. Through our AI-driven matching system, we identified resources with the precise security domain expertise required, eliminating traditional recruitment delays. Our Virtual Bench platform enabled real-time visibility of resource allocation and streamlined monthly bulk invoicing.

Defence Service Provider

Leveraging our Virtual Bench ecosystem, we implemented a comprehensive Managed Contingent Workforce Solution for this defence contractor. In just the first 4 months, our AI matching algorithm identified 8 ideal permanent staff placements while simultaneously assuming management of their existing 55 contractors with security clearances.

Managed Services Provider

Our Virtual Bench revolutionized this MSP's staffing approach through an outsourced Managed Contingent Workforce Solution. By providing on-demand access to our curated talent pool, we facilitated 28 permanent placements within 12 months—each professional having been technically assessed and reference-checked through our standardized Virtual Bench vetting process. The client gained competitive advantage through immediate access to pre-qualified professionals, reducing their average time-to-hire from 6 weeks to just 8 days while maintaining their organizational culture and standards.

Real Estate and Infrastructure Group

When this client needed to re-platform their core Leasing Management system, our Virtual Bench delivered an entire project team within days. Through our AI-driven matching system, we identified and deployed a Senior Project Manager, Senior Business Analyst, Test Lead, and two Developers—all with relevant real estate technology experience. Each professional had been pre-vetted and technically assessed through our Virtual Bench screening protocol. Based on this success, our Virtual Bench became their preferred technology talent solution, providing on-demand access to pre-qualified professionals across multiple disciplines.

Construction

Selected for a multi-year Digital and Business Enterprise transformation, our Virtual Bench proved instrumental in supplying multiple project teams across diverse roles. Using our AI-driven talent matching, we deployed pre-vetted professionals including Trainers, Change Managers, Project Managers, Business Analysts, Solution Architects, and Developers—all with construction industry experience. Our Virtual Bench platform enabled real-time visibility of resource allocation and skills, allowing the client to quickly scale teams up or down as project phases evolved. This approach preserved their company culture while providing immediate access to specialized expertise, eliminating weeks of traditional recruitment delays.

THE NETWORK VALUES

Breaking free from conventional recruitment, we're revolutionising how the tech industry connects talent with opportunity. Our philosophy is simple yet powerful: **People First, Success Follows.**

As champions of Australia's emerging technology landscape, we're more than recruiters – we're community architects and thought leaders. Our consultants don't just place individuals; they immerse themselves in tech communities, becoming trusted advisors who truly understand both the technical and human elements of every single workforce engagement.

Built on the pillars of Collaboration, Authenticity, Passion, and Innovation, The Network transforms how tech professionals navigate their careers.

COLLABORATION

→ We work with you to provide professional and efficient recruitment services of the highest quality, offering confidential, trusted advice to both clients and candidates.

PASSION

→ We embrace the passion our consultants have about what we do. We are committed to making a difference to both candidate careers and our clients' businesses.

AUTHENTICITY

→ We guarantee honesty with all our clients and candidates, ensuring strong business morals are at the core of our recruitment processes.

INNOVATION

→ We evolve simultaneously with the IT industry, pushing ahead of our competitors who adopt more rigid recruitment frameworks.

Modern Slavery

The Network is committed to operating our business lawfully and ethically and only work with suppliers that are aligned to our values. We expect our suppliers to operate in accordance with all applicable modern slavery laws.

Diversity & Inclusion

The Network recognises its talented and diverse workforce as a key competitive advantage. Our business success is a reflection of the quality and skill of our people. We believe that our employees from many different cultural, linguistic and national backgrounds provide us with valuable knowledge for understanding complex and diverse markets.

Merit-Based Selection

The Network uses merit-based selection methods, rating applicants against individual selection criteria to select the highest rating applicant for the role.

Our core values drive our recruitment process, transforming us from vendors to vital partners in our client's technology advancements and success.

OUR RECENT AWARDS

