

# Donald Wade: Curriculum Vitae

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## Personal Summary

I have been passionate about computing since my father first came home with a Sinclair ZX81 with a whole 16KB of extra RAM.

Until now it has been a hobby; now it's time for me to make my living from my passion.

I have a strong track record in business. Most recently I've been working for myself as a specialist recruitment consultant for some of Australia's best known organisations.

I have a variety strengths and experience that blend with my improving software development skills to make me a valuable asset for an organisation looking to build tools that make a real difference to people.

Very quick to learn new skills, extremely passionate, professional, ambitious, I am also a powerful communicator with strong emotional intelligence.

I combine strategic vision with a very hands-on ability to generate and build new business from scratch, across any vertical or horizontal. I can engage credibly with the most senior level executives and have broken into a number of major and notoriously difficult accounts in Australia and internationally.

I can rapidly understand new business environments and dynamics and have the strong opportunistic streak essential to identifying and winning new opportunities from a cold start.

I am looking to work with an organisation where I get to share my values and passion with other like-minded people looking to make their dent in the universe.

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### Key technical skills

HTML | CSS | Ruby | JavaScript | Sinatra | Ruby on Rails | BackboneJS | RSpec | Capybara | Tape | Selenium

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### Current areas of additional study:

Arduino | Node | Express | MongoDB | TDD / BDD | C | Algorithms

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# Education Summary

**Web Development Immersive course - General Assembly Sydney - September 2015 - December 2015**

**Masters in Medieval and Modern Languages (Distinction) - University of Oxford - September 1999 - June 2000**

**BA (Hons) in Modern Languages - French and German (First Class Honours) - University of Oxford - September 1995 - June 1999**

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# Career Summary

**January 2012 - Present | Renwick Associates Pty Ltd | Founder, Owner, Managing Director**

In 2012 I set up my own, one-man headhunting firm specialising in recruiting for senior positions, primarily in the field of Business Improvement.

As the sole business owner, I have been responsible for everything.

I am strong at business development and won major national and international accounts, helping clients to build high performing teams of business change professionals.

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**September 2011 - January 2012 | FinXL | Senior Consultant**

I spent five months working for the Consulting division of Finite Recruitment.

My job was that of full '360' Consultant covering Business development, account management and candidate resourcing.

At the time the company was looking to improve its offering in the Professional Services space; my job was to help with positioning that alongside the company's existing generic recruitment activities.

During my time there I played a pivotal role in helping the company obtain a major banking client.

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**November 2009 - July 2011 | Practicus Australia | Associate Director**

I was one of a team of three asked to set up the Australian arm of Practicus, a UK-based business change recruitment consultancy.

My role as 'Associate Director' meant that I was second in command of the Sydney operation.

Alongside these more administrative functions, my main responsibility, as with any startup, was to get the business into the black, which I did (thankfully not entirely on my own).

I was responsible for winning the vast majority of new business, and I was the top biller for the entire Australian operation (which grew to include a Melbourne office during my tenure with the business in Sydney).

## **Responsibilities**

### **Initial start up:**

I was part of the core team that set up the company's Australian operations. At the outset I was heavily involved in day-to-day problem solving around our launch strategy, issues around telephony and IT systems, growing our candidate and client database, marketing and new business development.

### **Full 360 degree Senior Recruitment Consultant:**

I had the normal responsibilities of a fully autonomous 360 degree recruitment consultant, covering the full recruitment lifecycle. My primary area of focus was Business Improvement, specialising in Lean and Six Sigma; I also worked in the Learning and Development space, as well as Program Office Management, Technical Business Analysis and Project and Program Management.

### **Deputising for General Manager:**

As 'second-in-command' of the Sydney office, I took responsibility for the day-to-day management of the business in the absence of the General Manager.

### **Business Strategy:**

I was intimately involved in developing and implementing the revised business architecture for the Australian business, including re-positioning the company's proposition for the Australian market, determining target sectors and identifying the USPs we were to take to market.

### **Marketing:**

I had primary responsibility for our marketing operations, covering both marketing strategy and execution. I liaised with our UK marketing team around the content of our Australian website and had overall responsibility for the quality and output of our email marketing campaigns.

## **Achievements**

### **Successful start-up of Australian operations:**

The initial start-up team for the Australian business was highly successful very quickly and I am proud to have played a pivotal role in creating and nurturing a solid business that rapidly gained a very strong reputation in the market.

### **Top biller in Australia:**

Throughout my time there, I was the top biller in the Australian Practicus business. I also achieved one of the highest margins across the business globally.

### **Leadership:**

I am a natural leader by example, and have a very strong reputation amongst my former colleagues, as well as both clients and candidates across the Sydney market and beyond.

**New account development:**

I was well regarded internally for my track record in opening new accounts. I am very proud that during the 18 months I worked for Practicus Australia, I secured new business from, and agreed commercial terms with, a good number of our key target accounts:

**Commonwealth Bank of Australia | Westpac | Bankwest | BT Financial | ING Direct | Insurance Australia Group | Railcorp | Marsh | Canon | SAI Global | News Limited**

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**September 2006 - October 2009 | Practicus UK | Associate Director / Senior Consultant**

I joined this company with no recruitment experience. My role was that of '360 degree' consultant, winning new business and working accounts and placements from start to finish.

I was the first Consultant in the history of the business to write £100,000 worth of business in a single month.

I built the media and pharmaceutical desks from scratch and became known internally as the 'go to' consultant for particularly tricky assignments, such as working on major change programmes within Central Government departments.

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**September 2002 - June 2006 | Writing Machine | Head of Writing**

Writing Machine is a Winchester, UK based Marketing Copywriting Agency with very strong track record working for major technology accounts such as Avaya, BT, Cisco, Juniper Networks, the erstwhile Nortel Networks, the British Department of Trade and Commerce.

I was a full-time professional writer, working my way up to Head of Writing, where I managed a team of five writers.

I was responsible for quality control, as well as providing strategic marketing consultancy to major clients.

I was the editor of Nortel's very highly regarded Dialogue publication, which existed in print and online formats.

We wrote and produced anything in the written word, from articles for placement in magazines, to technical white papers on the latest metadata technology, to in-depth pieces on how the Session Initiation Protocol worked and how IP version 6 was going to transform the world.

# Recommendations

“Donald is an exceptional talent. He is an extremely intelligent person and demonstrates drive and integrity throughout his work. I have watched him first hand engage strongly at various levels, within a multitude of industries and on very complicated subjects linked to project and program work. His performance is focussed around quality and he displays a personable, professional and focussed approach to his work. He is a very supportive colleague and a natural mentor. Something that really stands out about Donald is his ability to understand complex and detailed ideas, digest the key points quickly and then provide input and solutions that are practical and relevant.”

## **Former colleague**

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“Donald has been an invaluable support in creating contracting opportunities for me. I have appreciated his thorough management of each interview that he has arranged and in addition the quality of service during the contracts has been outstanding. I would recommend Donald not only in a professional capacity but also as a person who has genuine concern and provides the extra support when needed.”

“Of all the people I have encountered in my professional life, Donald is the most generous in sharing his expertise and skills. He has a knack for earning and keeping the trust of everyone he meets. He is a very balanced individual capable of dealing with very tough situations with a natural serenity. He exemplifies what any company would want in an external outsourcing professional.”

## **Process Improvement Team Lead - former candidate**

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“Donald is one of the most thorough and professional people I have worked with when being placed in a consultancy position within an organisation. He ensured that not only were his client’s requirements met, but that my aspirations and interests would be fulfilled within the role he was proposing. I would definitely use Donald if I were looking for the right person & skill set to successfully fulfil a role in any organisation I worked with.”

## **Senior Process Improvement Specialist - former candidate and client**

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“I am fortunate to have worked with Donald. After 30 years of work experience Donald played a very important role in helping me establish myself as an interim marketing consultant. He showed regular interest in my progress throughout my first assignment and still continues to demonstrate his professional support for me. I would not hesitate to recommend his services.”

## **Senior Marketing Executive, Pharmaceutical industry - former candidate and client**

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“Donald has a great combination of being truly professional and also incredibly personable. He is light-years away from the old school of delivering impressive sounding lines with little action and instead he takes the time to understand situations, create connections and he operates with a remarkable level of emotional intelligence. Most importantly, Donald get things done! He follows through with high integrity and his passion for the success for all parties involved in a consultancy or interim assignment is clear.”

## **Senior Brand specialist, Pharmaceutical industry - former candidate**

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“Donald is a very professional individual and was a great help to me when placing me in my current interim position. The information that he gave about the client was very clear and accurate and enabled me to prepare fully for the interview and to secure an interim roll. I look forward to dealing with Donald again in the near future.”

**Retail Systems Specialist - former candidate**