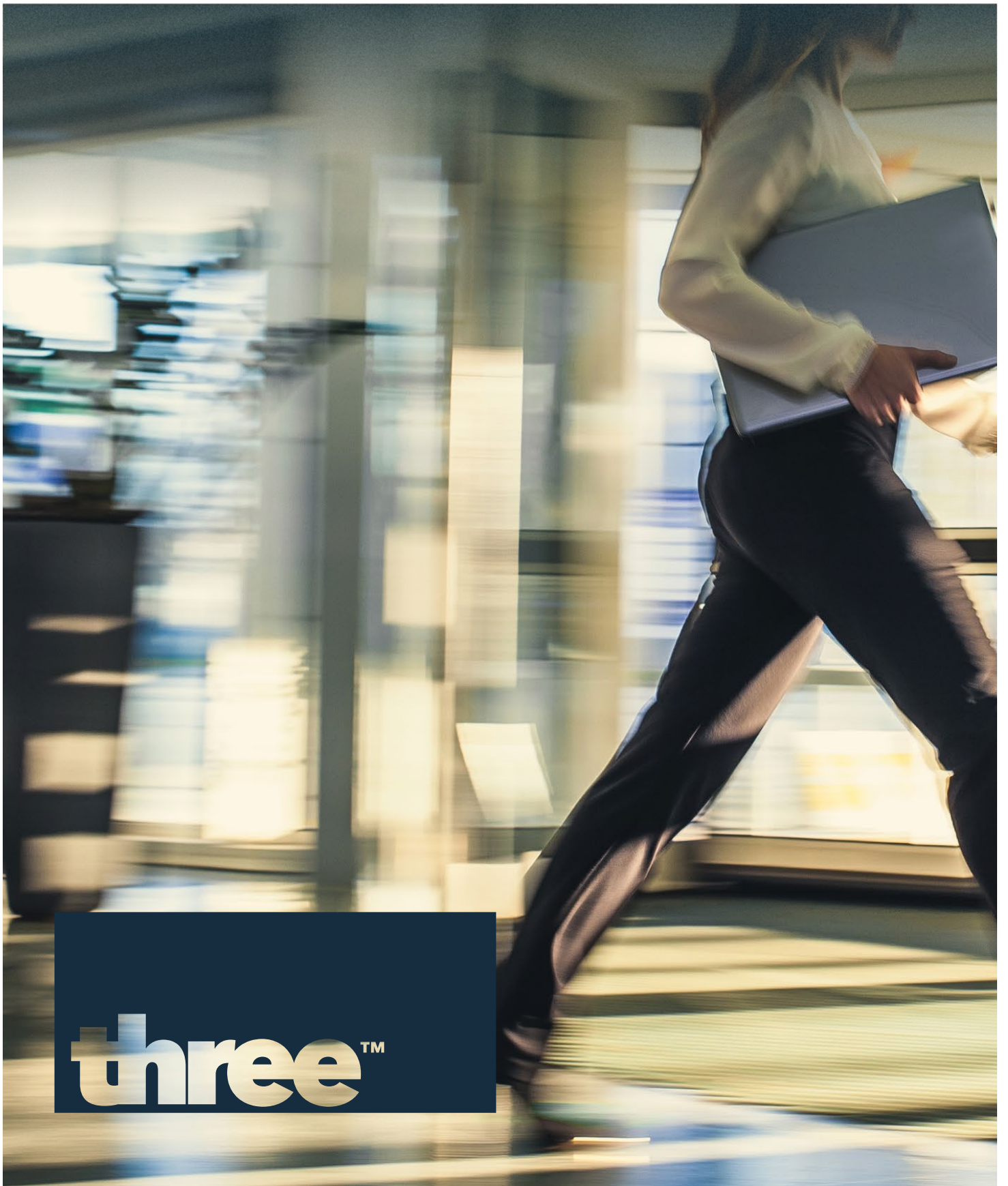
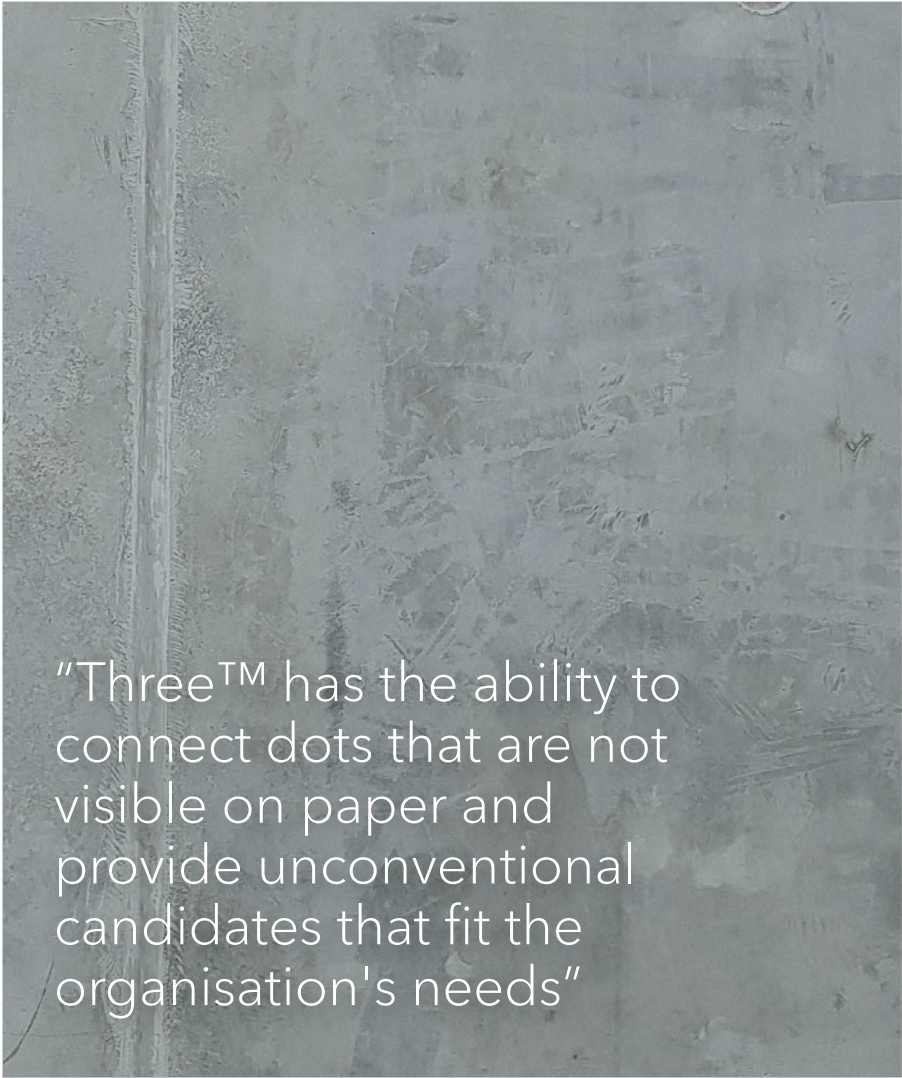




Introducing a new
value proposition in
the recruitment space.



uncompromised placement



“Three™ has the ability to connect dots that are not visible on paper and provide unconventional candidates that fit the organisation's needs”

Three was founded on the belief that combining our deep industry expertise and long-term experience can deliver unparalleled client results.

Chris, Joe, and Tom bring a unique blend of skills to the table - Chris excels at high-level strategy and client engagement, and Joe and Tom are masters of delivery and execution.

This powerful trio has a proven track record of driving successful technology transformations and placements. We understand the challenges our clients face because we've been there ourselves.

Our empathetic approach allows us to grasp their needs and provide tailored solutions.

At Three, we are a new business with a great history. While we may be a new company, our team's track record makes us a trusted partner for organisations navigating the complex world of IT and digital change.

We are committed to unbiased and inclusive recruitment practices, ensuring that everyone feels valued and respected regardless of their background.



IT Recruitment Expertise

Projects & Transformation

Our combined project delivery experience and ability to secure the right people at pace means we are uniquely placed to address what are often pressured situations in scaling project delivery teams.

Business Intelligence & Data Analytics

As the technology landscape and the use of AI continue to change, the one constant is the importance of an organisation's data. The ability to consolidate, manage, and analyse has never been more important. From Developer to Analyst, we deeply understand this sector.

Digital

Maintaining a customer centric online experience has become a competitive advantage for our clients large and small. From Product Development, UX/UI through to Digital Marketing

Software Engineering

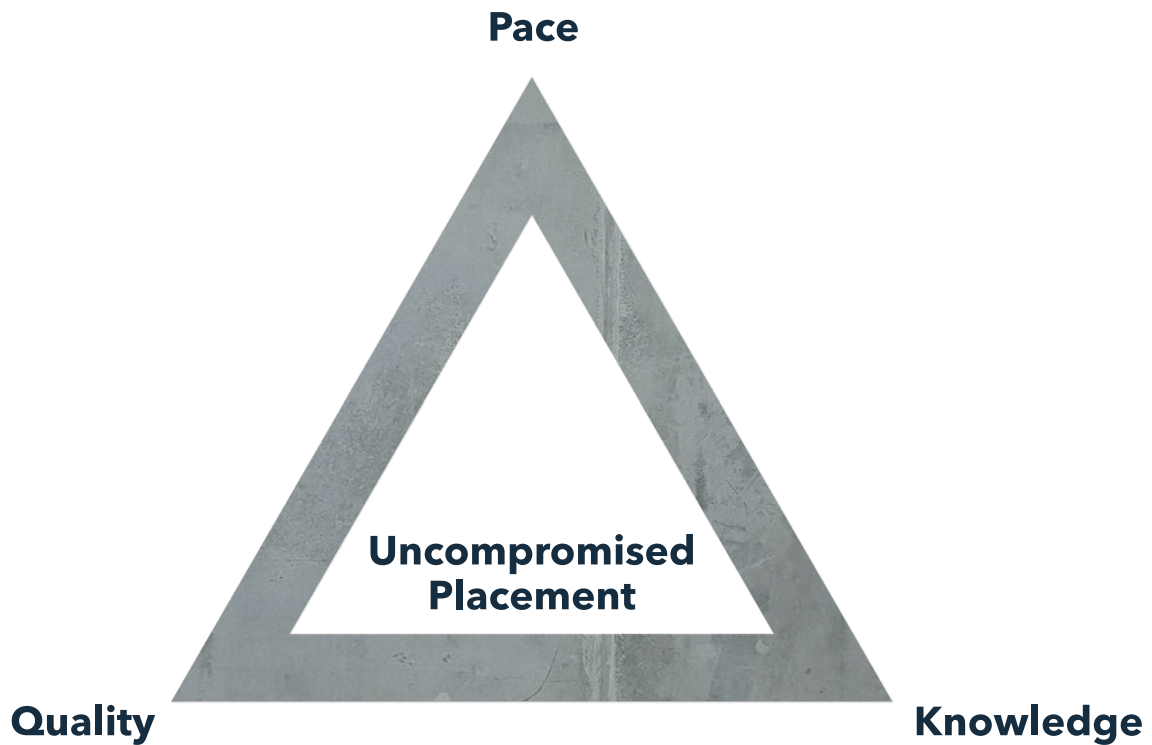
We specialise in all aspects of software engineering, from targeted application development to an entire engineering team.

Infrastructure & Cloud

Whether 'On-Prem' or Cloud, we understand the unique skillsets, technology experience, and vendor management skills that in-house teams need to succeed.

Security

Organisations and society as a whole are faced with an increasingly sophisticated set of cyber threats. Our ability to understand the risks this creates for our clients and our ability to secure the right skills in an increasingly competitive sector are paramount.



What Three Brings to Recruitment

Three excels at recruitment by combining decades of industry experience, deep knowledge in project and transformation delivery, and an unwavering commitment to quality and professionalism.

The team's unique blend of backgrounds in program management, technical placements, and recruitment within specialised sectors allows them to fully understand both client and candidate needs.

They emphasise emotional intelligence (EQ) to ensure the right fit, while their collective experience and knowledge allow them to deliver high-quality talent at pace.

Three brings a holistic approach, offering tailored solutions that de-risk projects and help clients achieve their goals efficiently.

Joe Pillino



I bring a wealth of knowledge, ensuring an excellent experience for candidates and clients. Our team combines diverse backgrounds in program management and placing hundreds of candidates across various industries. We're a powerful unit offering unmatched expertise.

Chris Young



I understand what it takes to succeed. My expertise ensures we match the right resources to the right situations, helping organisations de-risk and achieve their goals. The team brings together a wealth of skills and experience to drive successful transformations.



Tom Peard

Recruitment is more than finding candidates—it's about truly understanding client needs and delivering the perfect fit every time. My approach combines experience, crafted expertise, and high emotional intelligence to ensure I seamlessly match the right candidates to the right roles.



Giving Back

As part of our commitment to social responsibility, Three™ is proud to introduce our 'Share the Love' initiative. This program reflects our belief that a great workplace leads to exceptional service, and we're dedicated to giving back to the community that's supported us.

With two of our directors having immigrated to Australia, we are deeply grateful for the opportunities this country provides. For every placement we secure, we will donate \$100 to one of three charities, with the candidate choosing which charity receives the contribution.

This year, we're on track to donate \$10,000 to support causes such as First Nations communities, domestic violence prevention, and cancer research, making an even more significant impact.

Beyond financial contributions, we're committed to making a positive difference with every interaction. We provide valuable advice and support, even when we can't directly assist because we believe in the power of our collective efforts.

We're raising recruitment standards and fostering inclusive, diverse workplaces, and we welcome partnerships with organisations that share our vision of meaningful impact.





Unbiased Placement

At Three, we are committed to unbiased and inclusive recruitment practices. We actively support and represent individuals from diverse backgrounds, including those underrepresented in the technology and IT sectors.

Our team is committed to providing equal opportunities and empowering all candidates, irrespective of gender, ethnicity or age.

We firmly believe in the transformative power of diverse perspectives and are proud to champion inclusion in our industry. We are committed to ensuring all backgrounds feel valued and respected.



Committing to respond
to every applicant



Connect with Tom

www.linkedin.com/in/tompeard



Connect with Joe

www.linkedin.com/in/joepilling



Connect with Chris

www.linkedin.com/in/chris-young-95361a/



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