



DIGITAL GARAGE

CAPABILITY STATEMENT

DIGITALGARAGE.CO.NZ

Deloitte
FAST50 | **bnz** 

Fast 50 business 2024 #38



OUR VALUES

PERSON TO PERSON

Bringing together a diverse selection of elite tech specialists with your core business is the heartbeat of Digital Garage. We believe augmentation is about human connection; by uniting the right minds, we strengthen your existing teams so you can accomplish far greater success together.

CREATIVE THINKING

The building blocks of scalable digital teams. We don't just supply technical skillsets; we provide creative problem-solvers who bring fresh perspectives to your workflows, actively driving innovation, progression, and faster project delivery.

ALIGNED GOALS

Augmentation only works when goals are synchronised. Whether it is matching a contractor's career aspirations or a client's urgent project milestones, we are passionate about getting the alignment right. Strong relationships, deep collaboration, and a true meeting of minds is our commitment to you.

ENABLE DEVELOPMENT

We don't just source talent; we invest in it. By proudly sponsoring and aiding the continuous upskilling of our specialist network, we ensure our clients always gain access to cutting-edge expertise, making us an integral partner to the growth of the New Zealand tech industry.



SERVICES

ENGINEERING & ARCHITECTURE

- Head of Leadership
- Enterprise Architects
- Solution Architects
- Integration Architects
- Frontend
- Backend
- Fullstack
- Middleware
- API Specialists
- Mobile
- CRM
- VR/AR
- Automation Testing



DATA, ANALYTICS & AI

- Head of Leadership
- Master Data Management
- Data Governance
- Strategic Insights
- Data Excellence
- Data Analysts
- Data Architects
- Data Engineers
- ETL Engineers
- BI Engineer
- Reporting & Visualisation
- Data Science
- AI / ML Engineers
- Deep Tech



TRANSFORMATION & PRODUCT

- Head of Transformation Leadership
- Programme Manager
- Portfolio Manager
- Project Manager
- Delivery Manager
- Functional Consultant
- Business Analyst
- Product Manager
- Product Owner
- Change Manager
- User Experience
- Customer Experience
- Digital Experience
- Project Coordinator



CLOUD, AUTOMATION & SECURITY

- Head of Leadership
- Cloud Architects
- Cloud Engineers
- Cloud Operations Specialists
- Platform Architects
- Platform Engineers
- Data Platform Engineers
- AI Security
- Cloud & Platform Security
- DevSecOps
- SRE
- DevOps
- Governance / Risk / Compliance



WHY DIGITAL GARAGE



SPECIALIST TECH EXPERTISE

- With deep roots in New Zealand's tech ecosystem, we understand the specialist skills businesses need to close capability gaps and accelerate project delivery.
- Our network spans Engineering & Architecture, Data, Analytics & AI, Transformation & Product, and Cloud, Automation & Security.



TALENT READY TO DEPLOY

- We proactively build and engage our specialist talent network, giving our clients access to highly skilled, vetted digital professionals when they need them.
- From individual specialists to blended teams and complete project squads, we can scale with your requirements.



FLEXIBLE DELIVERY MODELS

- Every project and workforce challenge is different. We offer flexible solutions across Augmentation, Squad Builds and Contingent recruitment.
- Our approach is tailored around your project timelines, capability requirements and organisational needs.



ADDING VALUE

1

Access to a highly specialised network of technology professionals across Engineering & Architecture, Data, Analytics & AI, Transformation & Product, and Cloud, Automation & Security.

2

From augmentation and squad builds through to contingent recruitment, we provide flexible talent solutions tailored to your project, workforce and long-term hiring needs.

3

Your Digital Garage consultant manages the full recruitment process, from sourcing and screening through to offer management, onboarding and aftercare.

4

Add specialist capability to your existing team quickly, helping close skills gaps, increase capacity and keep projects moving.

5

Build the right combination of people for your project, from individual augmentation and blended squads through to standalone project teams.

6

87% fill rate
92% success rate
75% success rate placing candidates aligned with our clients' DEI objectives.

7

+15,500 candidates
+1,900 contractors
+25,000 1st LinkedIn connections

8

#38 in the Deloitte Fast 50 - 2024
Finalist RCSA Awards - 2024,2023,2022
Finalist SEEK Awards - 2023, 2022



DIVERSITY EQUITY AND INCLUSION (DEI)

COMMITMENT TO DEI

We are dedicated to fostering a strong DEI culture within the technology sector, traditionally an area with challenges.

CLIENT COLLABORATION

When a client aimed to enhance diversity in their technology department, they turned to Digital Garage. We worked closely with their hiring managers to implement their DEI roadmap, targeting 33% of DEI candidates in each shortlist.

INCLUSIVE PRACTICES

Our approach includes tracking candidates from underrepresented groups, including Māori and Pasifika, women in technology, and the LGBTQ+ community using our AI assisted CRM and automation tools (intense reasoning / deep research in Gemini). We use non-gendered language in our advertising and offer comprehensive support throughout the hiring process, from salary coaching to job offer management.

TIMELY DELIVERY

For each role, we delivered shortlists with qualified DEI candidates within 1-2 weeks, achieving a 75% success rate in placing candidates aligned with our client's DEI objectives.

ONGOING SUCCESS

We have numerous examples of successful DEI recruitment efforts, which we are happy to share upon request.



OUR LATEST CRM, AUTOMATION & AI ↗

Accelerated Recruitment Lifecycle

We use Gemini to automate and streamline critical administrative tasks, from transcribing interviews to generating concise, actionable summaries. This provides deeper insights into each candidate's background and qualifications, and significantly shortens the time to hire, allowing us to present highly qualified candidates to you faster.

Deeper Technical Vetting & Candidate Matching

Our integrated AI plays a crucial role by generating insightful, role-specific interview questions. It also helps our recruiters decipher complex terminology on resumes and assists with language recognition for diversity and inclusion efforts. This comprehensive approach allows us to accurately identify and thoroughly vet top technical talent that might otherwise be overlooked, ultimately guaranteeing a higher quality of candidate matching

Enhanced Role Definition & Alignment

Our AI tooling transforms our initial consultation calls directly into comprehensive job descriptions. By analysing the transcript of our meeting, we can rapidly capture the requirements and nuances of the role, ensuring alignment from the very start, even without a pre-existing job description.

Commitment to Unbiased & Diverse Hiring

To mitigate unconscious human bias, we utilise custom-configured tools within Gemini to screen and summarise candidates based solely on objective criteria like skills, qualifications, and experience. This data-driven approach promotes a fair evaluation process, helping to build a more equitable and diverse candidate pool for your consideration.

WHAT OUR CUSTOMERS SAY *Deloitte* FAST50

I've worked with Jamie and Mike over the last decade, supporting multiple organisations and supporting me – they know the NZ tech industry and know what great looks like.

Kate Hughes was absolutely fantastic, made the entire hiring process easy and stressless, always engaging, keeping me informed and updated throughout the hiring process. Highly recommend Kate and her team at Digital Garage.

Digital Garage was really great to work with and was able to secure a Software Developer who had all the experience and technical expertise we required within just a few days.

Digital Garage team is meticulous with their processes. They keep you updated on every step of the engagement. From their guidance in securing the business insurance to final step of the recruitment process, they were helpful. Even after the recruitment, they are continuously checking on me. Thanks Team

Digital Garage is the No. 1 choice for talented IT professionals to join and facilitate career opportunities. Whether hiring for teams or individuals you get exceptional service.

I had an absolutely amazing experience with Digital garage that helped me secure my current role, and I cannot praise **Sofia** enough. She is not just a consultant, but truly a standout individual in her field. Unlike many others who are solely focused on the business side of recruitment, Sofia brings an unparalleled level of kindness, passion, and genuine care to everything she does.

Google Reviews



4.9 stars | 18 reviews

OUR MARKET KNOWLEDGE

ENABLE DEVELOPMENT

We are deeply committed to the professional growth of our team members and to contributing significantly to New Zealand's Software, Data, and Delivery communities. Our consultants regularly attend seminars, conferences, and industry events to stay current with the latest trends. We then act as a conduit for the industry, sharing these insights with our clients and candidates, and also frequently through our company blogs. Furthermore, every Digital Garage employee becomes ICAgile certified after 12 months of tenure, ensuring a high standard of expertise across our team.

Check out our blogs.

<https://digitalgarage.co.nz/blog>



OUR MARKET KNOWLEDGE

PERSON TO PERSON ↗

Connectivity is key at Digital Garage. We regularly organise "hot topic" events featuring panel speakers and open discussions to explore current trends and share insights across industries. These events provide us with real-time market data, allowing us to refine our business and recruitment strategies.

Click here to see our events;

<https://digitalgarage.co.nz/events>



OUR MARKET KNOWLEDGE

HI-TECH AWARDS SUPPORTER

As a proud supporter, we gain deeper exposure to market trends through various events and closed-door sessions. These sessions offer valuable insights into the Māori and Pasifika tech communities, scholarships, and the growth of the NZ tech sector, covering key areas such as investment, legal updates, and talent trends. Our Consultants actively participate in these sessions, engaging with industry leaders and investors, which then allows us to communicate these insights to our clients and candidates.



PROUD SUPPORTER OF THE
NZ HI-TECH AWARDS



RCSA MEMBERSHIP

Being members of the RCSA keeps us well-informed of recruitment changes. We are also part of the RCSA NZ Industry Advocacy Portfolio, where we assist with government reform, industry governance & compliance, and champion high industry standards.



SOME OF OUR CUSTOMERS



New Zealand Government
Te Kāwanatanga o Aotearoa



serko

Propellerhead.



Σ MMC™



Fisher & Paykel
HEALTHCARE



Beca

WORLDLINE



KOTAHI

Deloitte.





CONTACT US

DON'T BE SHY, SAY HI! ↗

Send us a message, give us a call or drop by for a coffee. We'd love to hear from you.



022 622 8870



INFO@DIGITALGARAGE.CO.NZ



MIKE@DIGITALGARAGE.CO.NZ



JAMIE@DIGITALGARAGE.CO.NZ

