

CONNECT **ENGAGE** NURTURE

Welcome to **ENGAGE**, responsible in **EDEN SMITH**, for bringing businesses together with data talent to solve staffing challenges. Whether you are looking to grow your data-centric team or are personally seeking your next challenging role within the data marketplace, the **ENGAGE** team can help you achieve your goals.

Why EDEN SMITH?

EDEN SMITH recognized early on that the data market was specialized and they identified that engaging talent for their customers needed a fresh approach. Businesses were connecting and collaborating, talent was meeting and sharing but outside traditional networking environments. In response, **EDEN SMITH** launched their eco-system to provide a framework to bring data-centric people together. The result is an extensive international network of data expertise and a unique approach to servicing this marketplace.

The **ENGAGE** business unit is focused on staffing for 4 key data-centric areas:

- Data Governance & Information Management
- Data Analytics and Data Science
- Data Engineering
- Data Architecture

EDEN SMITH will deliver a professional service that is tailored to your requirements to assist you to build your team (permanent or interim professionals) or develop your career.

Our team of experts

Consultants at **EDEN SMITH** are educated in the data sector by our partner network ensuring they understand the industry and culture - we are confident in their ability to help us identify the best people for your business. The team in **ENGAGE** are always available to advise on which companies are expanding their data teams, what specialist skills are sought and the expectations those companies have of talent.

How we work

Expanding your team in a highly competitive market is challenging even for the most attractive brands. The team in **ENGAGE** understands your business, culture and strategic plans, collaborating with you to establish how best to represent your brand in the market– First impressions always count! As your trusted advisor the

team will work with you to fulfill your staffing challenges by running a rapid and successful hiring process including:

- Provision of market intelligence on talent availability
- Company profile development
- Job description development
- Candidate qualification
- Guidance on successful data sector interview processes
- Independent vetting of talent expertise by **EDEN SMITH** and their partners on your behalf
- Salary/package insight and benchmarks
- Offer management
- Management of contractor agreements

Services for data-centric professionals

Whether you are in search of your next career challenge or want a current market update you will find the team in Engage open and approachable. When you decide it's time to make that move we will use our expertise and market intelligence to match your skills and ambitions with the most suitable opportunity. We are passionate about ensuring job seekers are treated with the same level of respect, integrity and professionalism that we offer our customers. On a practical level our consultants will work with you to:

- Refine your CV
- Match your expertise to the customer's requirements
- Approach target companies on your behalf
- Prepare you for different interview structures
- Provide comprehensive post interview feedback on your performance
- Navigate the hiring process an duration
- Manage the offer process and alleviate the stress of those awkward discussions

With **EDEN SMITH** your career is in good hands and we believe passionately in being open and respectful to everyone – we will do our very best to ensure you are never left without feedback and follow-on from a customer engagement.

Next steps?

Whether you are looking to hire permanent team members, engage interim professionals or wish to discuss your career do contact us for a chat – we'd love to hear from you.