three™ recruitment

BOUTIQUE IT & TECHNOLOGY RECRUITMENT

Recruiters who have delivered the work themselves.

Three Recruitment is a privately owned Australian technology and transformation recruitment partner, based in Brisbane and recruiting across Brisbane, Sydney, Melbourne and regional Australia. Our team has run technology programs, not just recruited for them, so we understand what your project needs and find people who turn out to be exactly right.

76%
Fill rate on the roles we take on

63%
Of placements from our own network, not advertising

56%
Of our placements are women

24-48 h
Typical contract candidate turnaround

6 mo
Guarantee on permanent placements

2026 AWARD FINALIST

TIARA AWARDS 2026 FINALIST

TIARA AWARDS 2026 FINALIST

SEEK SARA AWARDS 2026 FINALIST New Recruitment Agency of the Year

OUR STORY

Three founders, one shared belief.

Joe Pilling, Tom Peard and Chris Young had worked together long before Three. Tom and Joe bring deep experience in technology recruitment; Chris brings experience leading large-scale, technology-driven transformations. Together we combine real market knowledge with first-hand experience of delivering complex change, including many of the roles we recruit for every day.

We launched Three in June 2024. Running our own business means we choose the clients we work with and focus on quality over quantity, without the short-term pressures that drive so much behaviour in our industry. We never set out to be the biggest. We measure success by outcomes in our chosen markets.

HOW WE WORK

Human first. AI-enabled.

Technology handles the process. People handle the relationship. We use AI to automate the repetitive admin, not the people, so our consultants spend more time talking to you.

- Easy to reach, quick to respond
- An experienced consultant from brief to start date
- Australian-based consultants, no offshore recruiters

What we do

Whether you need one hard-to-find specialist or a delivery team stood up at pace, you deal with an experienced consultant from brief to start date.

PERMANENT

Permanent recruitment

End-to-end search across local, national and international networks. We find the three best candidates, not just the first three suitable ones.

Full market search · 6-month guarantee

CONTRACT

Contract recruitment

A high fill rate and fast turnaround for project and BAU roles, with risk, compliance and contractor care handled for you.

Shortlists typically in 24–48 hours

PAYROLLING

Contractor payrolling

Found a contractor yourself? Engage them through Three. Fully compliant, paid every Thursday, no restraints, and looked after like our own.

Licensed labour hire provider, QLD & VIC

ADVISORY

Three™ Advisory

A boutique management consultancy for transformation design, PMO set-up, assurance and recovery, led by Chris Young.

Advisory + recruitment

Seven practice areas

Each practice area is recruited by people who understand the work, the tooling and the pressure these teams are under.

DAI

Data & AI

Head of Data & AI
AI & ML Engineers
Data Engineers & Architects
Data Scientists
BI & Analytics
Data Governance

DCN

Data Centres

Operations Managers
Critical Facilities Engineers
Commissioning Managers
DC Project Managers
Network & Fibre Engineers
Capacity Planners

CLD

Infrastructure & Cloud

Cloud Architects & Engineers
DevOps & SRE
Infrastructure & Network
Microsoft 365 & Modern Workplace
FinOps
Service Desk & EUC

SEC

Cyber Security

CISO
Security Architects & Engineers
SOC & Incident Response
Penetration Testers
GRC & Cyber Risk
IAM, Essential Eight & IRAP

ENG

Software Engineering

Engineering Managers & Tech Leads
Full Stack, Front & Back End
Mobile Developers
Solution & Platform
QA & Test Automation
Salesforce & Dynamics 365

PRJ

Projects, Transformation & Delivery

Program Directors & Managers
Project Managers & Delivery Leads
PMO Leads
Business Analysts
Change Managers
Agile Coaches & Scrum Masters

DIG

Digital & Product

Heads of Product
Product Managers & Owners
UX/UI Designers & Researchers
Service Designers
Digital Marketing
CRM & Marketing Automation

Permanent, contract and whole teams

From hands-on specialists to heads of function, across Brisbane, Sydney, Melbourne and regional Australia.

Four sector specialists

Dedicated consultants for the sectors where context matters most.

WHERE THREE STARTED

Financial services

Superannuation, banking, insurance and wealth: transformation, regulatory programs such as CPS 230, data and technology teams.

LED BY
Joe Pilling & Tom Peard

PUBLIC SECTOR

State & local government

Technology and digital professionals for agencies and councils, engaged through the LocalBuy LB308 and LB334 panels.

LED BY
Adam Beattie

REGIONAL QUEENSLAND

Mining & resources

Technology professionals for operations where uptime, safety and security carry real consequences.

LED BY
Dan Furlong

PROFESSIONAL SERVICES

Legal

Technology professionals for law firms, where client confidentiality, security and system uptime are non-negotiable.

LED BY
Dan Furlong

How we're different

A boutique firm by design, with the people who started it still doing the work.

Directors
Still on the tools
Our directors run searches themselves. You speak to someone who knows your market.

63%
From our own network
Clients come to us for people who aren't on the market, not for job ads.

56%
Placements are women
We've deliberately built strong networks of women in technology.

Always
Looking after people
Candidates and contractors get the same care, whether or not we place them.

CONTRACTOR CARE

Every contractor looked after like our own.

Whether we found them or you did, everyone who works under the Three banner gets the same experience, from their first day to their last.

Paid weekly, every Thursday
Simple online timesheets through Astute, with a 100% payroll accuracy record.

Benefits of a permanent role
Discounts across 500+ Australian brands, car leasing and free confidential counselling.

Fully compliant
Tax withheld and reported to the ATO, super paid on payday at the full 12%, workers compensation from day one.

A dedicated Contractor Care Manager
Regular check-ins, and extension conversations started six weeks before the end date.

Recent work

Hard-to-fill roles, whole delivery teams and programs stood up at pace. Client names are withheld to protect confidentiality.

LOCAL GOVERNMENT · CONTRACT & PERMANENT

Resourcing a whole-of-council transformation program

Large South East Queensland council

Leading	6+	LB308 & LB334
recruitment provider to the program	specialist disciplines supplied	LocalBuy panels

Three became a leading recruitment provider to the transformation program, supplying contract and permanent specialists across the delivery team.

FINANCIAL SERVICES · ADVISORY & RECRUITMENT

Standing up a CPS 230 compliance program in two months

Financial services organisation

2 mo	8	Sole
to full program approval	person team assembled	recruitment provider

Within two months the program was fully approved, governance was in place and a team of eight had been assembled, setting the client up to meet APRA's compliance deadline.

MINING & RESOURCES · PERMANENT

A senior reliability and planning leader, found in 48 hours

Queensland coal operation, Bowen Basin

2 mo	48 h	2 wk
advertised with no result	to identify the candidate	from interview to placement

We identified a strong candidate from a competing Bowen Basin operation within 48 hours. They were known to site staff and came with references that reduced hiring risk from day one, and they were placed within two weeks of interview.

LEGAL · TECHNOLOGY RECRUITMENT PARTNER

Trusted to recruit every technology role, exclusively

National law firm

Exclusive	~10 yrs	1
technology recruitment partner	working relationship with Dan	agency per role, not several

The firm now partners exclusively with Dan and Three for technology recruitment instead of engaging multiple agencies. Its talent leader describes Dan as the firm's go-to recruiter and preferred external partner for all things tech.

FINANCIAL SERVICES · CONTRACTOR PAYROLLING

Chosen as payroll partner over a long-standing incumbent

National superannuation fund, preferred supplier panel

Chosen	Weekly	Same care
over a long-term incumbent	pay, every Thursday	for every contractor, whatever the margin

How easy we were to work with, and strong praise from the contractors we looked after, led the fund to appoint Three as its new payroll partner, replacing the long-term incumbent. The fund now uses Three to payroll the contractors it selects itself.

TECHNOLOGY SERVICES · CONTRACT RECRUITMENT

Hard-to-fill technical roles for a global IT services provider

Global technology services and managed services provider

5	National	Contract
technical disciplines supplied	recruitment partner	speed-to-start focus

Three became one of the provider's national recruitment partners, supplying contract specialists across architecture, cloud infrastructure, data engineering, cyber security and software development.

Our team

Experienced consultants, led by directors who still run searches themselves. Call or email whoever suits.



Joe Pilling

CO-FOUNDER & DIRECTOR

Financial services and transformation program specialist

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Tom Peard

CO-FOUNDER & DIRECTOR

Financial services and superannuation specialist

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Chris Young

CO-FOUNDER & DIRECTOR

Transformation leader, executive search and Three™ Advisory

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Dan Furlong

PRINCIPAL CONSULTANT

Legal, mining & resources and regional Queensland specialist

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Adam Beattie

PRINCIPAL CONSULTANT

Consulting and government technology & transformation specialist

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Bek Williamson

OPERATIONS & CONTRACTOR CARE MANAGER

Looks after every Three contractor and keeps Three running smoothly

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ACCREDITATIONS & COMPLIANCE

Legal entity	**Three Recruitment · ABN 98 678 488 778**
Queensland Labour Hire Licence	**LHL-08506-R1J8X**
Victorian Labour Hire Licence	**VICLHL10268**
Industry membership	**RCSA Member**
Cyber security	**SMB1001:2025 Gold Certified**
Panels	**LocalBuy LB308 & LB334**
Privacy	**Privacy Act 1988 (Cth) and the Australian Privacy Principles**

COMMUNITY

Proud supporters of Open Haven

Open Haven helps women and children in Brisbane and Logan break the cycle of domestic violence and rebuild their lives, with practical support, counselling and pathways into housing and work.

2026 RECOGNITION

Finalist, TIARA Awards ANZ 2026: The Growth Recruitment Company of the Year, and The Best Company to Work For. Finalist, SEEK SARA Awards 2026: New Recruitment Agency of the Year.

Ready to talk about your next hire?

Brief us on a role, or ask about contractor payrolling. We usually reply within one business day.

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RECRUITING ACROSS
Brisbane · Sydney · Melbourne · Regional Australia

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WEB
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LINKEDIN
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