

Specialist Resource Placement

Connecting talent. Strengthening cyber resilience





Excelium's Specialist Resource Placement (SRP) Division provides a governed, high-assurance approach to workforce augmentation for organisations operating in complex, regulated and high-trust environments.

SRP is designed for clients who require rapid access to specialist cyber security and ICT capability, without compromising quality, security, or long-term organisational maturity. Unlike transactional recruitment or labour-hire models, Excelium's SRP model is built on an employee-based framework, with flexibility to support contractor and casual engagements where appropriate. All supported by strong governance, technical oversight, and a commitment to enduring value creation.

Through SRP, Excelium delivers trusted specialists who are not only technically proficient, but also embedded within a broader ecosystem of advisory, assurance and operational cyber expertise.

What We Do

Excelium SRP delivers specialist capability across cyber security, ICT and national security domains through a structured model of capability development, acquisition and placement.

We support organisations (public and private) to augment existing teams, reduce risks and technical gaps, accelerate delivery, and uplift internal capability through the placement of vetted, security-cleared professionals who operate within clearly defined scopes, budgets and delivery expectations.

SRP is not a traditional labour-hire or transactional talent placement model. It is a controlled, quality-led placement model designed to support delivery outcomes while maintaining appropriate cost, risk and value controls.

Typical roles and Specialisms we place include:

- **Governance, Risk and Assurance**
GRC Consultants, Cyber Risk Analysts, Assurance and Audit Specialists, IRAP and ISO Support Specialists
- **Security Architecture and Engineering**
Enterprise and Solution Security Architects
Cloud and Zero Trust Architects, Security Engineers
- **Cyber Operations and Incident Response**
SOC Analysts, SIEM Engineers, Incident Response and DFIR Specialists
- **Offensive Security and Testing**
Penetration Testers, Vulnerability Assessment Specialists, Application and Cloud Security Testers
- **Threat Intelligence and Risk Analysis**
Cyber Threat Intelligence Analysts, Threat Modelling and Adversary Simulation Specialists
- **Critical Infrastructure and National Security**
SOCl and CIRMP Specialists, Insider Threat and Supply Chain Security Analysts, Defence and National Security Advisors

- **ICT Program and Delivery**
Cyber and ICT Project Managers, Technical Program Managers, Transition-to-Operations Specialists
- **Technical and Business Integration**
Technical Business Analysts, Security Change and Capability Uplift Specialists

The Excelium SRP Model

1) Employee-Based, People-First Framework

- Permanent, casual and contractor arrangements supported through Excelium.
- Focus on professional development, wellbeing and retention.
- Personnel remain connected to Excelium's culture, standards and delivery disciplines throughout their placement.

2) Long-Term, Sustainable Engagements

- Engagements typically structured over 12, 24 or 36 months.
- Designed to support delivery continuity, knowledge transfer and capability uplift.
- Aligned to agreed budgets, delivery milestones and client priorities.

How We Engage

Role Definition and Validation

- Collaborative shaping and validation of role requirements prior to placement.
- Clear articulation of scope, responsibilities, dependencies and success measures.
- Alignment to organisational context and delivery environment.

Beyond Skills Matching

- Assessment extends beyond technical capability to include:
 - Cultural alignment
 - Delivery context
 - Regulatory and assurance awareness
- Focus on achieving immediate impact and long-term strategic value.
- Clear Budget Alignments and Spend Tracking.

Dedicated Client Engagement

- Ongoing engagement through Excelium's Talent Acquisition Coordinator & Executive Team
- Active performance oversight and relationship management.
- Flexibility to respond to changing requirements and emerging priorities.



Integrated Excelium Advantage

Excelium's Specialist Resource Placement Division is underpinned by the organisation's broader Advisory & Consulting capability, enabling placed personnel to remain connected to a deep and multidisciplinary pool of cyber security and ICT expertise. Through this model, SRP personnel can "reach back" into Excelium for specialist guidance and support across governance, risk and compliance, assurance and IRAP assessment, security and enterprise architecture, cyber operations including SOC and SIEM, offensive security and penetration testing, and ICT project and delivery disciplines.

This integrated ecosystem ensures that SRP placements are not operating in isolation. Clients benefit from faster access to specialist insight, reduced delivery risk, and the ability to respond effectively to emerging or unplanned requirements. By leveraging consulting-grade expertise alongside embedded capability, Excelium minimises rework, shortens resolution timeframes, and maintains consistent quality across complex and evolving programs of work.

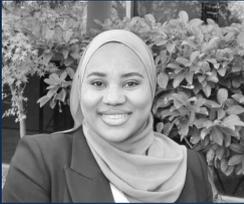
Quality, Security and Governance

All SRP personnel operate under Excelium's ISO-aligned Quality and Security Management Systems, ensuring consistent standards of professionalism, performance, and assurance across every engagement. Excelium's DISP membership underpins its ability to support placements within Defence, national security, and regulated environments, supported by a workforce holding current AGSVA security clearances at NV1 minimum, but also NV2 and above, as required by engagement context

Oversight of all SRP engagements is provided through Excelium's leadership and governance functions, ensuring clear accountability, performance monitoring, and transparent reporting. Each engagement is subject to defined quality controls, regular cadence reporting, and structured issue escalation pathways, providing clients with confidence that risk, delivery and personnel performance are actively managed throughout the lifecycle of the placement.

Unlike transactional labour-hire models, Excelium placed personnel (SRP) remain connected to Excelium's wider advisory consulting & advisory division allowing them and their clients to leverage the organisation knowledge, domain expertise, and specialist support on demand. This creates a hybrid ecosystem of embedded talent and consulting-grade capability, resulting in higher delivery quality, stronger retention, and genuine organisational uplift.

Get in touch



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