



# **Specialist Resource Placement**

Connecting talent. Strengthening  
cyber resilience

# Introduction

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**

SOCI 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

Cyber, IT & National  
Security Capability  
Development, Acquisition  
and Placement.

# What we solve

Organisations operating in cyber security, ICT and national security environments often struggle to access the specialist capability required to deliver complex programs safely and effectively. Excelium's Specialist Resource Placement (SRP) helps solve this by providing trusted, security-cleared professionals who can step into critical roles quickly while maintaining quality, governance and delivery assurance.

We help organisations:

- Access scarce cyber and ICT expertise when internal capability or recruitment pipelines cannot meet demand
- Close capability gaps that create delivery risk across major programs, cyber operations or transformation initiatives
- Accelerate project and program delivery by embedding experienced specialists who can contribute immediately
- Operate confidently in regulated or high-trust environments where security clearances, governance awareness and compliance experience are essential
- Strengthen internal capability over time, ensuring knowledge transfer and long-term maturity rather than short-term resourcing fixes

Through our SRP model, we provide more than just people. We provide embedded expertise supported by our broader cyber and ICT advisory capability, ensuring our specialists can draw on additional guidance and insight when required.

# Who we help

- Government agencies delivering cyber security and ICT initiatives
- Defence and national security organisations requiring cleared professionals and trusted capability partners
- Critical infrastructure operators strengthening cyber resilience and regulatory compliance
- Large enterprises delivering complex digital transformation or cyber uplift programs
- Organisations seeking to uplift internal capability through experienced cyber and ICT specialists

# 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

# Excelium's 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.

# 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.

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*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*

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# How we operate

Excelium's Seven Pillar model positions us as a true full-stack cyber and risk management partner. Our seven service lines combine to deliver end-to-end capability and full solutions across the entire security lifecycle from strategy to assurance, engineering to operations, and compliance to resilience. Each pillar is powerful in its own right and together they form the basis of a service which can provide a holistic resilience framework for our clients.



## Excelium's Seven Pillars

- **Assurance & Compliance:** Security framework achievement, certification readiness, and continuous compliance.
- **Consulting:** Strategic cyber advice, regulatory compliance, cyber security maturity assessments, and cyber uplift roadmaps.
- **Critical Infrastructure & National Security Advisory:** *Security of Critical Infrastructure Act 2018* compliance, 'All Hazard' risk assessments, Critical Infrastructure Risk Management Plans, Hosting Certification Framework accreditation, transport security plans and compliance, and national security risk management.
- **Managed Security Services (via CSCC):** Proactive threat monitoring, SOC/SIEM integration, and rapid cyber incident response.
- **Security Engineering:** Secure-by-design architecture, system integration, and security hardening and attack surface reduction.
- **Specialist Cyber Resource Placement:** Embedding skilled professionals (CISO, ITSA, Analyst, Architect and GRC personnel) for immediate impact and long-term capability.
- **Security Operations:** Offensive penetration testing, digital forensics, incident response, operational defence, cybersecurity exercising

Our Cyber Security Coordination Centre (CSCC) underpins the model, acting as a central command hub for managed services and rapid incident response, enabling faster mobilisation, coordinated resourcing, and continuous monitoring tailored to each client's environment - all under a single contract and single account manager.

# Get in touch



**Hawa Donzo**  
Talent Acquisition Coordinator | SRP  
0482699538  
[Hawa.Donzo@excelium.com.au](mailto:Hawa.Donzo@excelium.com.au)



**Matt Lefebvre**  
Managing Partner | Excelium  
0432812041  
[Matt.Lefebvre@excelium.com.au](mailto:Matt.Lefebvre@excelium.com.au)

**ACT – Head Office**  
Ground Floor  
Unit 2, 14 Brisbane Avenue  
Barton ACT 2600

**NSW**  
Level 11  
66 Clarence Street  
Sydney, NSW 2000

**QLD**  
167 Eagle Street  
Brisbane 4000 QLD

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