

INTRINZIC

Capability Guide | 2026

Two founders. No layers, no handoffs, no noise

Intrinzic was founded in 2023 by Adam & Aaron who had a shared frustration: an industry obsessed with KPIs that had nothing to do with client service, candidate experience, or long-term value.

We left to build something different. A firm where the people you meet are the people who deliver. Where quality isn't a tagline, it's measured in the retention of every person we place, the trust of every client who comes back, and the reputation we've built one partnership at a time.

"We're not building a recruitment business. We're building a great business that happens to do recruitment. That distinction changes everything – from who we hire for, to how we show up, to why every client works with us again."

With **20 years** of combined experience, Adam & Aaron bring the depth to understand your business and the network to move with precision.

Adam Wilkinson

Co-founder - Director

adam@intrinzic.com.au



Area of expertise

A technical engineering and operations specialist. Adam owns the engineering side of the business — the deep-stack capability that builds and keeps platforms running, the pre and post-sales teams that wrap around them, and the AI / ML talent shaping what gets built next.

Infrastructure & Ops

DevOps

SRE

Platform Engineering

Cloud

Network Engineering

Solutions Engineering

Pre/Post Sales

AI/ML

Software Engineering

Aaron Richmond

Co-founder - Director

aaron@intrinzic.com.au



Area of expertise

A recruiter who has delivered across multiple industries — financial services, telco, insurance, consulting and SaaS. Aaron's core focus sits across project delivery, transformation and change, with deep additional bench strength in product, commercial leadership and the analytics layer behind better decisions.

Project Delivery

Transformation

PMO & Change

Strategy & Commercial

QA

Product

Sales & GTM

Data, Analytics & BI

Talent solutions built around how you actually work

No team is the same. We perform an in-depth needs analysis to match the right engagement model — whether you're scaling a team, closing a capability gap, or making a strategic leadership hire.

Permanent

Building teams with long-term talent that grows with your business.

Contract

Specialist capability to close resource gaps and deliver projects on time.

SoW

Outcome-based delivery for defined workstreams and programs.

AREAS OF EXPERTISE

DevOps, Cloud & SRE

Pre, Post & Solution Engineering

Project Delivery & Transformation

Data, Analytics & BI

AI/ML Engineering

Infrastructure & IT Operations

Software Engineering

QA & Automation

Sales & GTM

Product

Speed without shortcuts. Quality you can measure

2.2 Wks

Average time from briefing to placement

We move fast because the slow work is already done. We spend the time upfront - understanding your business, your team, the technical reality of the role, and what good actually looks like for you.

By the time the search begins, we already know who we're looking for.

3 CVs

Average submissions per role filled.

We know the people we send. We know the businesses we send them into. The fit is built, not hoped for.

By the time names land in your inbox, we've interviewed, pressure-tested, and ruled out anyone who looked good on paper but wouldn't have lasted. You only see the ones worth meeting.

90 %

Probation clearance rate over three years

Probation passes aren't a coincidence. They happen when both sides know what they are signing up for.

When the candidate understands the role, the team, and the reality of the business, and the business understands exactly who they're hiring. We do that work before the offer, not after the start date.

The first 90 days aren't where the fit gets tested. They're where it gets proven.

100 %

Of clients who used us once have used us again

Every client we've worked with has come back.

That's the number we're most proud of, and the one we'd point to before any other on this page. Because it isn't a metric we built around. It's the result of every other decision we make.

We didn't reinvent recruitment. We just refuse to lower the bar

Don't take our word for it. Here's what the work looks like

ENTERPRISE | FINANCIAL SERVICES

The leadership-led build

Macquarie came to us to strengthen digital and platform capability across BFS and COG — and the hires that mattered most were at the top. We placed a Head of Digital Platforms to set the direction, an Associate Director for Platform Engineering to own the function, and ten high-impact engineers across Cloud, Platform, and SRE to deliver against it.

↗ Leadership first. Capability second. Everything else followed.

CONFIDENTIAL STARTUP | SAAS

From zero to live product — full team build

An early-stage SaaS company came to us with a problem most agencies wouldn't take on: build the engineering and delivery team that would decide whether the product, and the business, survived. We built the team end to end — engineering, delivery, the layers needed to go from concept to production. The product launched on schedule.

↗ They bet the business on the build. So did we

ENTERPRISE | INSURANCE

Building a PMO from the ground up

Liberty came to us as their global modernisation program ramped up — and the project delivery function needed to grow with it. Over three years, we placed eight contractors to support the program directly, and ten permanent hires to build the long-term capability behind it.

↗ Long engagements happen when the first hire was the right one.

ENTERPRISE | INSURANCE

Rebuilding a DevOps function, role by role

Auto & General came to us looking to grow their DevOps capability and reset the culture of the team. Over a single year, we placed every role on the build — a Manager to anchor it, five Senior engineers to drive it, and three Mid-levels to round out the bench.

↗ A whole team, built from the same playbook

WHO WE WORK WITH

Trusted by leading organisations



WHAT PEOPLE SAY WHEN WE ARE NOT IN THE ROOM

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Intrinsic were extremely impressive on what they could deliver in such a short timeframe. We had another agency working these roles for over a month and had no joy — Intrinsic turned these around within two weeks. The contractors are brilliant.

Chris Ford

GM Networks & Service Engineering — Aussie Broadband

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Aaron was a key Talent Acquisition Partner for our EPMD at Optus. Over 3+ years he always made himself available with an eye to timely sourcing of the best-fit candidates. A great communicator and a pleasure to deal with..

Stephen Donaldson

Director of Portfolio Management — Optus

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Intrinsic has placed a number of roles with Transgrid over the last year. Each time they have moved fast to identify an excellent shortlist of candidates. We've always had a number of great people to choose from. Intrinsic made the interview and background checking process super-easy.

Tim Stone

Head of Telecommunications

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INTRINZIC

Let's build something together.

Adam Wilkinson

Co-founder & Director · Engineering & Data

adam@intrinzic.com.au

+61 451 479 278

Aaron Richmond

Co-founder & Director · Commercial & Delivery

aaron@intrinzic.com.au

+61 412 406 332