

Supporting career transitions Australia-wide

About Career Management Services

Career Management Services (CMS) is an Australian organisation with 15 years of experience in career management, transition coaching, and career consulting. With a national presence and specialisation in outplacement, redeployment, and career transition assistance, particularly for clients affected by organisational changes or injuries.

CMS Career Consultants have strong recruitment backgrounds (each with a minimum of 10 years+), which included reviewing job applications, screening resumes, interviewing candidates, and advising hiring managers. They effectively apply this lived experience, leveraging their recruitment expertise, industry insights and market intelligence to empower clients with greater confidence and certainty in navigating the local labour market.

Their collective experience spans various sectors, from public to private, and includes blue-collar and white-collar roles, from entry-level to executive positions.

CMS supports clients to achieve exceptional return-to-work (RTW) results in re-imagining their careers, whether due to workplace injuries, motor vehicle accidents, or organizational changes.

CMS Consultants use a strengths-based approach and positive psychology to help clients achieve their career goals. They offer personalised one-on-one coaching and apply reverse-engineered tactics to help employees embrace new career directions.

CMS provides comprehensive support, including coaching and guidance during periods of change, helping clients understand their transferable strengths, how to articulate their unique proposition to a prospective employer, and simplifying the job-seeking process. Our person-centric approach makes it easy as possible, to expedite the best and most sustainable return-to-work outcomes for our clients.



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Jo Kwok OAM

Executive Consultant –
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Jo is a commercially astute professional drawing on over 20 years' experience in strategic consulting, corporate HR, People and Culture, Marketing, and Community Development. She has worked with individuals, SMEs, and large corporates across a diverse range of industries including banking and finance, retail, IT and telecommunications, FMCG, advertising, consulting, hospitality, not-for-profit, and professional services.

Renowned as a trusted advisor and business partner, Jo brings a strong track record in account direction, senior stakeholder engagement, and the delivery of strategic outcomes. Her ability to foster high-impact relationships and align initiatives with broader business goals has consistently resulted in tangible improvements for individuals, organisations, and partnerships.

Jo draws on her expertise in organisational development, talent management and behavioural economics to offer pragmatic, results-driven solutions. Her approach is informed, consultative, and strategically focused, enabling her to identify opportunities, drive change and support long-term success.

Her background spans strategic and operational HR, marketing, and community development, with extensive experience in business and marketing consulting, project management and leadership coaching. Jo is a qualified career coach, holds a Bachelor of Economics and a Graduate Diploma in Marketing.

Jo thrives in dynamic, fast-paced environments and is driven by a passion for enabling others, optimising performance, and delivering value. Recognised for her contribution to youth and community, she was awarded a Medal of the Order of Australia (OAM) in the Australia Day 2024 Honours List.



Marinda Wilson

Lead Career Consultant
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Marinda prides herself on providing individuals with expert career advice, sound knowledge, and out-of-the-box solutions. At CMS, she works alongside a broad spectrum of candidates to assist them in navigating and understanding the different tools, platforms, and services available to help them be efficient and effective in the next stage of their career transition.

With over 20 years of account management and recruitment experience, Marinda has worked nationally across multiple industries and sectors. This vast experience is perfectly aligned with providing expert advice to the individuals she works alongside, offering them a specialised career transition coaching service.

Marinda's passion for creating meaningful change and opportunities is one of her absolute strengths, and is applied at CMS in supporting a broad cross section of clients – supporting individuals with physical and/or psychological injuries, to long-term unemployed including those with complex barriers—into sustainable work. With a very empathetic and individualised approach, Marinda delivers tailored services such as, but not limited to, change management coaching, career re-directioning, career assessments, career advice, interview coaching plus general job search strategies and guidance.

Marinda takes a holistic and collaborative approach, working with other team members, coaches, and specialist writers to ensure all individuals receive professional career support and guidance in line with organisational expectations and external stakeholder requirements, while providing exceptional team leadership, quality execution, and service delivery.

CMS Career Consultants give workers an Employability Edge™, arming them with the right Mindset, Skillset and Toolkit to secure a rewarding job and pursue a fulfilling career.



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Amy Hampel
Career Transition Advisor
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With a solid background in teaching and communications, and extensive experience in recruitment, management, training, and consulting, Amy brings a supportive approach to helping others achieve their goals. She has worked with startups to global organisations across various industries, including professional services and mining. Her track record includes managing a team of recruiters, providing coaching services, sourcing and selecting top talent, developing recruitment strategies, and building strong relationships with stakeholders.

For the past six years, Amy has been with Career Management Services. She began as a Career Consultant, supporting injured workers in returning to meaningful employment. Amy's goal has been to help her clients navigate the recruitment and HR landscape, understand industry trends, and develop strategies to secure their next job. She works closely with clients to build their confidence and equip them with the tools they need to succeed.

In more recent years, Amy has shifted into the role of Career Transition Advisor. In this role, she supports CMS by training new starters, upskilling team members, and assisting with projects to improve company efficiency and service quality. By working closely with the CMS national team, Amy contributes to the team's growth, optimising their ability to support clients in achieving their goals.



Liz Bird
Lead Career Consultant
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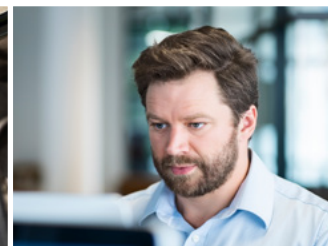
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Liz brings over three decades of experience in internal and agency recruitment and talent acquisition across two continents. Her expertise spans both professional and blue-collar sectors, and she has a strong passion for coaching and developing high-performing teams.

Liz's recruitment career began in Accounting and Finance, where she worked across public practice, corporate environments and SMEs. Operating within small, agile teams primarily based in London and Essex, she proactively sourced Senior Accountants, Auditors, Tax Accountants, Financial Controllers, Financial Analysts and Business Support roles for clients in practice, insurance, banking, motor and retail sectors, covering both temporary and permanent positions.

For the past 15 years, Liz has been based in Western Australia, focusing on the highly competitive, candidate-driven mining and resources sector. Collaborating closely with a range of mining, construction and maintenance clients, she has recruited high-quality engineers, planners, administrators, tradespeople and skilled workers for both temporary and long-term roles. Her deep familiarity with the challenges and nuances of this sector brings a wealth of valuable industry knowledge.

Liz is known for her proven track record in building strong relationships and consistently delivering personalised, high-quality service.



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Jeana Peden
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Jeana brings over 16 years of recruitment experience across agency and internal roles, and has been part of the Career Management Services (CMS) team for the past three years. She began her career as a recruitment consultant and progressed into account management and branch leadership, gaining broad exposure across sectors such as Transport & Logistics, Manufacturing, Pharmaceuticals and Mining.

Jeana has worked closely with global organisations including Amazon, Coca-Cola and Toll, developing deep expertise in high-volume recruitment and onboarding. Her collaborative, outcomes-focused approach has consistently delivered results in fast-paced and complex environments.

At CMS, Jeana draws on this experience to provide tailored career coaching, helping individuals gain clarity, build confidence and take their next steps with purpose. She is passionate about empowering others and takes pride in supporting clients through meaningful career transitions.

Jeana's calm, professional style and genuine commitment to helping people succeed makes her a trusted guide for clients from all walks of life.



Clair Vann
Career Consultant
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With over 20 years of experience in senior recruitment, Clair brings a strong blend of strategic insight, commercial acumen and people-focused leadership. Known for her communication skills and relationship management, she consistently drives high performance across teams and projects.

Clair has led and delivered in-house and on-site recruitment programs across a range of industries, including Mining, Construction, Industrial, Engineering and Manufacturing. Her versatility and adaptability enable her to thrive in fast-paced environments, balancing team leadership with hands-on recruitment, business development and stakeholder engagement. She has managed teams of up to eight consultants, while remaining actively involved in sales, administration and delivery.

In addition to her recruitment expertise, Clair offers deep experience in career coaching and workers' compensation. She works closely with insurers, case managers and rehabilitation professionals to provide holistic support and ensure the best possible outcomes for individuals and employers alike.

Clair's early career in tourism on the Whitsunday Islands National Marine Park has shaped her ongoing passion for adventure, conservation and the natural world. This unique background complements her professional life, underscoring her commitment to making a positive impact—both in people's careers and in the broader community.





Kate Fleay
Career Consultant
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Kate brings over 15 years of recruitment experience gained in both Perth and the UK to her role at Career Management Services. Now based in Margaret River, Kate has been a valued member of the CMS team for four years, supporting clients through personalised, people-first career coaching.

With a deep understanding of the employment landscape, Kate works closely with individuals to help them define their goals, break them down into achievable steps, and confidently pursue their career ambitions. Her open and collaborative style allows clients to feel supported, heard and empowered at every stage of their journey.

A passionate advocate for inclusion, Kate believes everyone has unique talents and skills to offer. She is committed to creating a safe and supportive space where clients feel understood and valued.

With a strong background in white-collar recruitment, Kate has previously partnered with organisations across a wide range of sectors. She developed a strong presence within the not-for-profit sector, particularly Housing Associations and Charities. She was also a key supplier to major FMCG and manufacturing brands including Amcor, Kraft Foods, Kerry Foods, Bosch, Cryoservice, Tyrrells, USN, and Karndeane. Her experience extends to the building, property and construction industries, working with clients such as Thomas Vale Group, Mainstay and Domestic & General.



Kali Antoniadis
Career Consultant
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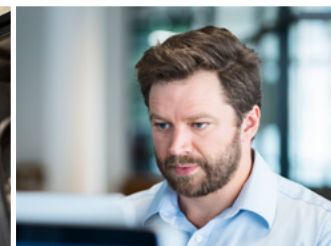
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Kali is a seasoned Recruitment and Career Consultant with more than 15 years of experience spanning career coaching, end-to-end recruitment, talent management, HR consulting and executive search. Her expertise is underpinned by an Associate Diploma in Office Administration, providing a solid foundation for her career in people-focused roles.

Throughout her career, Kali has successfully recruited for a broad spectrum of positions — from graduate roles through to senior management — across both blue- and white-collar industries. Her experience includes working within the mining, engineering, health and safety, and not-for-profit sectors. She is known for achieving outstanding results by working collaboratively with clients, candidates and key stakeholders to ensure the right fit and long-term success.

Kali first joined Career Management Services in 2014 in a casual capacity as a Resume Writer. Her exceptional communication skills and strong client focus quickly stood out, and in 2020, she transitioned into the role of Career Consultant. Since then, she has continued to support individuals at all stages of their professional journey — offering guidance, structure and encouragement to help them identify opportunities, build confidence, and move forward with purpose.

With a thoughtful and results-oriented approach, Kali is passionate about helping people realise their potential and navigate meaningful career transitions.



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Linda Jeffrey
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Linda is a highly experienced Career and Employment Consultant with postgraduate qualifications and a strong commitment to supporting positive career transitions. Known for her practical and compassionate approach, she is results-driven and dedicated to helping individuals achieve sustainable employment outcomes.

She began at CMS as a Senior Writer, overseeing document quality control, before transitioning into her current consulting role. Over the past eight years, Linda has built respectful relationships with clients across all levels—from executives to tradespeople—guiding them through change with clarity and confidence.

Based in Tasmania for the past 12 years, Linda has supported individuals facing career transitions due to redundancy, injury, digital change, and personal choice. Her community engagement includes collaborations with Tasmanian Government Departments on initiatives such as the 'Make it Tasmania' program, Rapid Response Skills Initiative, and co-leading the first CDAA/Tasmanian Department of Education professional development conference.

A registered professional member of the Career Development Association of Australia (CDAA), Linda was elected National President in 2021 for a three-year term, reflecting her leadership and dedication to advancing the career development profession nationally.



Kate Davie
Career Consultant
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Kate is a seasoned career professional with over 15 years' experience in recruitment across public and private sectors. Since joining Career Management Services in 2022, she has drawn on her strong recruitment background to help clients achieve successful return-to-work outcomes and career pathways.

Born and raised in Tasmania, Kate brings deep insight into the local labour market and a broad employer network. Her experience spans blue- and white-collar roles, including national recruitment for Mondelez Australia (Cadbury Claremont and Ringwood) and major events like Taste of Tasmania, Red Hot Chili Peppers, and Day on the Green.

Kate is known for her exceptional service and personalised approach, with a strong reputation and valued industry connections. At Workskills Employment Solutions, she specialised in workforce reintegration, supporting long-term unemployed individuals transition into sustainable employment. She also has a passion for creating meaningful opportunities for people with disabilities and her commitment was nationally recognised when one of her candidates featured in a Centrelink commercial.

A standout achievement was her collaboration with the Tasmanian Department of Justice on a pioneering Transition to Work program for incarcerated individuals, improving reintegration outcomes and reducing reoffending. Kate's local knowledge, drive, and passion for creating meaningful opportunities underpin her success—and she proudly aims to "make a difference."



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Paul Monson
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Paul is a recruitment and workforce management professional with over 25 years of experience delivering employment solutions across Tasmania. Raised on a dairy farm on the state's northwest coast, he brings a grounded, community-first approach to connecting people with meaningful work and helping businesses build reliable teams.

Paul has led recruitment operations across regional Tasmania, managing internal teams and delivering labour hire and permanent staffing solutions across diverse industries. He has built and retained client relationships, led recruitment strategy, and ensured compliance with safety and industrial relations standards.

He has managed workforces of up to 150 employees, including executive, trade-qualified and general labour personnel. His project experience includes staffing for civil works and infrastructure rollouts, coordinating crews under tight deadlines and complex regulations.

Earlier in his career, Paul focused on apprenticeship coordination and employment program development, working with employers, training providers and government agencies to create pathways for young people and the long-term unemployed.

Paul volunteers with the Beacon Foundation, mentoring school leavers in rural communities. He also manages stadium staffing for AFL games in Launceston, showcasing his leadership in high-pressure environments. He is people-focused, results-driven, and rooted in a deep understanding of Tasmania's employment landscape.



Richard Tuxford
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Richard brings extensive experience across career coaching, business development and executive search, offering a unique blend of strategic insight, industry expertise and a human-centric approach to career transitions and talent acquisition.

As a Career Consultant with Career Management Services, Richard empowers individuals through tailored, high-impact career transition coaching. He delivers bespoke strategies in interview preparation, career assessments, personal branding and job search navigation. Working with professionals across diverse industries, he provides personalised, results-driven guidance that equips clients with the tools, insight and confidence to excel in their next career chapter.

Richard takes a collaborative approach, working closely with internal teams and specialist writers to ensure every client receives professional, actionable support that meets organisational standards and exceeds individual expectations. His commitment to excellence has helped countless clients gain clarity, secure new opportunities and align their careers with long-term aspirations.

With a strong background in executive recruitment and business development, Richard brings deep market knowledge, industry credibility and a strategic lens. In senior roles at Nicriell Partners, Oceans Group and Michael Page, he partnered with major private and public sector organisations, specialising in sourcing and placing senior talent in Infrastructure, Engineering and Operations.





Katie Greene
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Katie brings over 20 years of recruitment experience across Australia and the UK, with a strong commitment to supporting individuals through meaningful career transitions. Her background spans agency, non-profit, corporate services and finance sectors, giving her broad insight and adaptability across diverse industries.

As a Temporary and Permanent Recruitment Consultant, specialising in light industrial and commercial clients, Katie encompassed business development, account management, candidate care, administration and occupational health and safety — experience that sharpened her ability to deliver practical, people-focused solutions.

Based on the Central Coast, Katie has been with Career Management Services for over four years, providing tailored support to clients navigating change. She offers career assessments, resume development, job search coaching, interview preparation and personalised career advice, helping individuals move forward with clarity and confidence.

Katie is known for her calm, supportive approach and is deeply committed to empowering clients to achieve their professional goals.



Richard Bradley
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With over 20 years of global experience across Australia, the UK and Hong Kong, Richard brings unparalleled insight to Career Management Services. As one of Australia's first professionals accredited by the Association of Career Professionals International, he has held pivotal roles in Government, including as a Commissioned Officer in the British Army, with the Criminal Investigations Department of the Hong Kong Police, and as Managing Director of a multinational corporation and Regional Commercial Director for Asia Pacific.

Since 2009, Richard has guided professionals through career transitions, leveraging a deep understanding of public and private sectors. His expertise spans leadership, sales and marketing, manufacturing, retail management, licensing and export. At Career Management Services, he partners with clients and our professional writing team to deliver personalised career coaching, resume development, LinkedIn profiling, interview preparation and strategic job search planning.

Richard's approach is strategic and empathetic, focused on building long-term relationships and delivering tailored solutions that empower clients to achieve their career aspirations. His commitment to excellence ensures individuals navigate career changes effectively and thrive in their chosen paths.

Partnering with Richard means gaining a dedicated advocate equipped to unlock potential and drive meaningful career outcomes.



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Brad Hartley
Lead Career Consultant
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Situated in Newcastle, Brad brings 20 years of experience in the recruitment industry. He has worn just about every hat there is — from Recruitment Coordinator to Account Manager, Team Leader, Business Manager, and ultimately, Regional Manager.

Brad has successfully matched talent to roles across NSW and spent two years managing major accounts in London. He has had the privilege of working with local Newcastle clients, national organisations such as WesTrac, Downer, and UGL, and global companies including Caterpillar, Sandvik, Komatsu, and Hitachi.

With a trades background, Brad's early experience in engineering and as a boilermaker in the underground mining industry has contributed to his exceptional knowledge of blue-collar recruitment.

He has recruited for a broad range of blue- and white-collar roles, from general labouring through to specialised tradespeople, and office administration through to engineering draftspeople.

Brad has also recruited extensively for the teams he has led, and excels in delivering a personalised, high-quality service to clients throughout the Newcastle and Hunter Valley region.



Julie Wells
Career Consultant
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With more than 17 years of recruitment experience, Julie has worked as an external recruitment consultant within labour hire companies and recruitment agencies, as well as an in-house recruitment manager and talent acquisition strategist across the Asia-Pacific region.

A true recruitment specialist, Julie has delivered effective solutions to a diverse range of clients in sectors such as transport and logistics, trades, construction, supply chain, warehouse, 3PL, banking and finance, sales, marketing and engineering.

Having worked with everyone from trainees up to the executive suite, Julie's experience includes managing a team of recruiters, developing recruitment strategies, creating training manuals and delivering coaching, change management and process improvements for high volume recruitment and onboarding.

Possessing a strong talent for shifting people into a positive mindset, Julie is passionate about unlocking the future potential of her clients.





Katie Kirkland

Career Consultant
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Katie brings over two decades of experience in recruitment and career coaching, delivering results-focused support through a strategic and human-centred approach. Originally from the UK, Katie relocated to Australia in 2006 and is now based on the Gold Coast.

With more than 14 years of specialist recruitment experience in the Property and Construction industry, she has placed Project Managers, Development Managers and related professionals across Australia and internationally. This deep sector knowledge enables her to provide valuable insight and guidance to individuals navigating career transitions within competitive and evolving markets.

Katie draws on a strong foundation in agency recruitment, talent strategy and coaching, integrating behavioural profiling and mindset frameworks to support lasting, purpose-driven change. She partners closely with clients to help them redefine their professional identity, overcome challenges and pursue their goals with clarity and confidence.

Having supported hundreds of individuals at pivotal career moments, Katie is passionate about helping others thrive in their next chapter.

CMS Services:



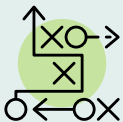
Career Exploration & Guidance

Including Birkman assessments and other psychometric profiling tools



Career Pathway Planning & Mapping

Clear, structured career plans to align with skills, goals, and market opportunities



Career Coaching

Career assessment, transition support, and change management, plus career counselling, guidance and direction



Personal Branding

Professionally written CVs, résumés, and LinkedIn profiles



Job Search Support & Job Concierge

Targeted job search and reverse engineering the recruitment process



Interview Coaching & Preparation

Practical training and strategies to build confidence and improve performance



Selection Criteria Writing & Assistance

Expert guidance in addressing key selection criteria to strengthen job applications



Salary Negotiation

Negotiating salary and employment conditions to secure the best possible offer



Job Applications

Including tailored cover letters and capability statements



Post-Placement Support

Ongoing assistance after securing a role to ensure long-term success



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