

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 RTW outcomes 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 personalized 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 (RTW) 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.



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.

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.





Liz Bird
Lead Career Consultant
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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.



Jeana Peden
Career Consultant
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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.





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.



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.

