

# FUTURE ROLES REPORT



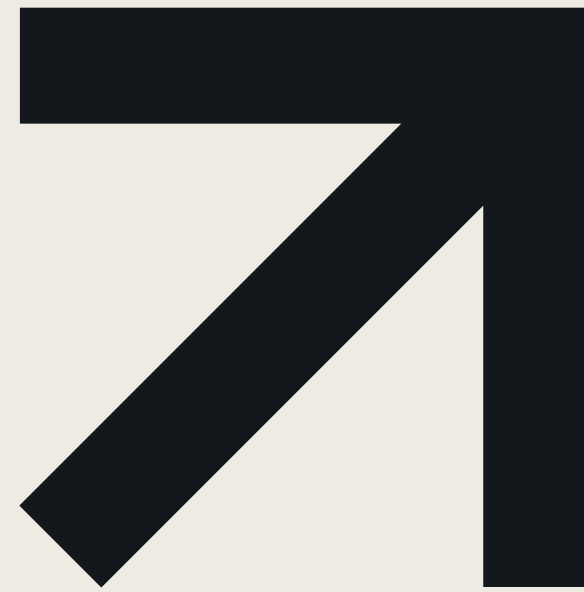
THE TALENT  
ENGINEERING  
SITUATION

# OVERVIEW

**‘Talent Engineering’ is going to shake up the market. As tech is rapidly democratized across every sector, it's become crystal clear that a company's talent is the only moat left.**

After watching Meta and OpenAI battle for elite AI professionals with salary packages topping \$1Bio last year, the time is now for TE to rise. The chasm between AI-fluent and non-fluent talent is exploding, and companies relying on old-school, effort-based talent models are already suffering the consequences.

TE puts a stop to treating recruitment as a manual administrative task, and starts treating it as a deeply engineered, predictive system.



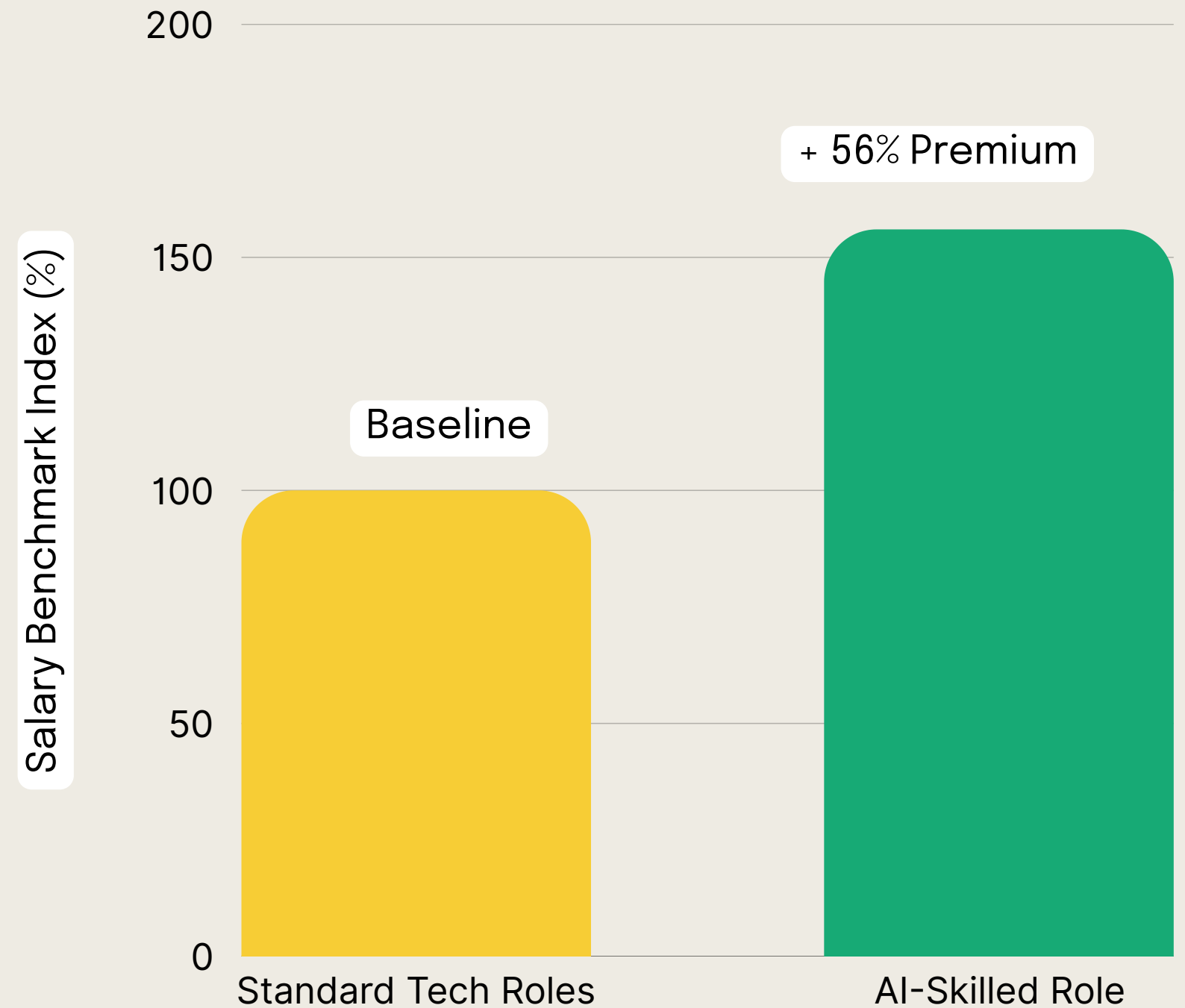
- 1 WHY IS TALENT ENGINEERING REPLACING TRADITIONAL RECRUITMENT?**
- 2 ARE YOUR COMPETITORS ALREADY BUILDING PREDICTIVE HIRING PIPELINES?**
- 3 HOW CAN YOU AVOID BIDDING WARS FOR TOP TECH TALENT?**
- 4 DO YOU ACTUALLY NEED A TALENT ENGINEER?**
- 5 WHERE DO YOU FIND THE "INVISIBLE 95%" OF CANDIDATES AND HOW DO YOU ENGAGE THEM?**

# TALENT ENGINEERING GROWTH

MARKET METRIC	GROWTH INDICATOR
<b>The Capital Anchor</b>	Elon Musk's xAI is actively building a specialized Talent Engineer squad, paying base salaries of US\$240,000 just to build custom talent surfacing systems.
<b>The Talent Chasm</b>	The performance and valuation gap between companies acquiring AI-fluent talent versus those relying on legacy skill sets is exponentially compounding.
<b>Efficiency Multiplier</b>	System-engineered recruitment architecture allows companies to scale without bloating internal HR headcount.

(02)

## THE TALENT CHASM



Source: [PwC](#)

# ANATOMY OF A TALENT ENGINEER

**Recruitment is an incredibly underestimated, highly complex process.**

You can no longer rely on a single recruiter manually grinding out LinkedIn messages. We are building autonomous agents at every single stage of the funnel. Just as software engineering split into specialized disciplines, modern recruitment requires a "full stack" approach.

Winning companies need recruiters who have built a proprietary methodology that leverages this architecture across three distinct layers.

Phase	Core Capability	Execution Focus
Back End (Data)	Identification	Abandoning traditional searches to build systems that ingest alternative data streams and map top-tier talent.
Back End (Data)	Engagement	Designing algorithmic, hyper-contextual outreach that cuts through the noise and commands the attention of passive professionals, way before a job is 'live'.
Front End (Human & AI)	Evaluation	Deploying structured, data-backed models to rapidly validate a candidate's actual technical depth and cultural alignment.
Front End (Human & AI)	Conversion	Understanding deep psychological motivators to construct a compelling narrative that ensures they sign with you.
The Loop	Iteration	Feeding data from every single outreach and interview back into the architecture, continuously training the engine to make the next search faster.

# THE PREDICTIVE PIPELINE

## RECRUITING LIKE A VC

This is about connecting with talent long before the point of *"I have a job, are you interested?"*

It is pure pattern matching. By understanding the data signals that define strong talent potential, TE's help professionals realize the trajectory they are on before they even know it themselves. Top-tier VCs have been doing this for years to build early cohorts of future founders.

By applying this logic to talent, TE's generate a hyper-engaged, long-term pipeline of evolving candidates we know we can place in five years. The dying, reactive incumbent model of waiting for a vacancy simply cannot compete.

(04)

# MARKET FRUSTRATIONS

The market is shifting, but forcing this capability into an existing business is painfully complex. These people are incredibly rare, and building the function requires a completely new approach to recruitment.

The Frustration	The Reality
<b>The "Unicorn" Rarity</b>	Engineers don't want to recruit, and recruiters can't build AI architecture. Finding a professional who understands both API logic and complex candidate psychology is incredibly valuable.
<b>Cultural Rejection</b>	Legacy TA teams optimize for activity metrics (calls, emails). Talent Engineers optimize for system efficiency. Dropping a builder into a legacy team triggers corporate antibodies.
<b>Vendor Sprawl</b>	Companies attempt to solve this by simply buying disjointed SaaS platforms. A Talent Engineer builds a unified architecture; without it, you merely scale chaos.
<b>Logo Fishing</b>	Defaulting to candidates with elite "logos" on their resume is an unsustainable strategy. As competitors surge and tech giants offer untouchable salaries, outbidding them is impossible. TE's bypass the logo entirely to find the raw performance data that actually matters.

# TALENT ENGINEERING IS MONEYBALL



We cannot, and do not need to, compete with \$1M salary bidding wars. TE's work with your overall budget to find immense, overlooked value in the market before it becomes prohibitively expensive.



“  
**IF WE WANT TO COMPETE AGAINST THE BIG-MARKET TEAMS,  
WE HAVE TO FIND THE INEFFICIENCIES IN THE GAME.**”

- *BILLY BEANE, MONEYBALL*

## 1 ON-BASE PERCENTAGE VS. PEDIGREE

Traditional recruiters look at a candidate's "jawline" - the Ivy League degree or the ex-FAANG resume. Talent Engineers look at the underlying data. We ignore the pedigree to find elite output hidden behind non-traditional resumes.

## 2 RECREATING THE AGGREGATE

You don't need a bidding war for one \$1M unicorn. We map the market to find three x \$150k specialists whose complementary skills output the exact same results, with far less flight risk.

## 3 THE MESSAGE FROM THE FUTURE

By bypassing the bidding war, we reach talent first. It's like getting a call from the future:

*"I know your career trajectory is likely headed in these 3 directions over the next 24 months, and I'm here to help you navigate that. I also represent Company X, and they're very interested in your decisions too."*

# PREDICTIONS

**Recruitment today is exactly where Go-To-Market (GTM) was five years ago.**

Sales used to be completely relationship-led. Then it evolved into "GTM Engineering," driven by data and tech-enabled executors. Recruitment is making that exact leap right now.

## THE FALL OF GIANTS

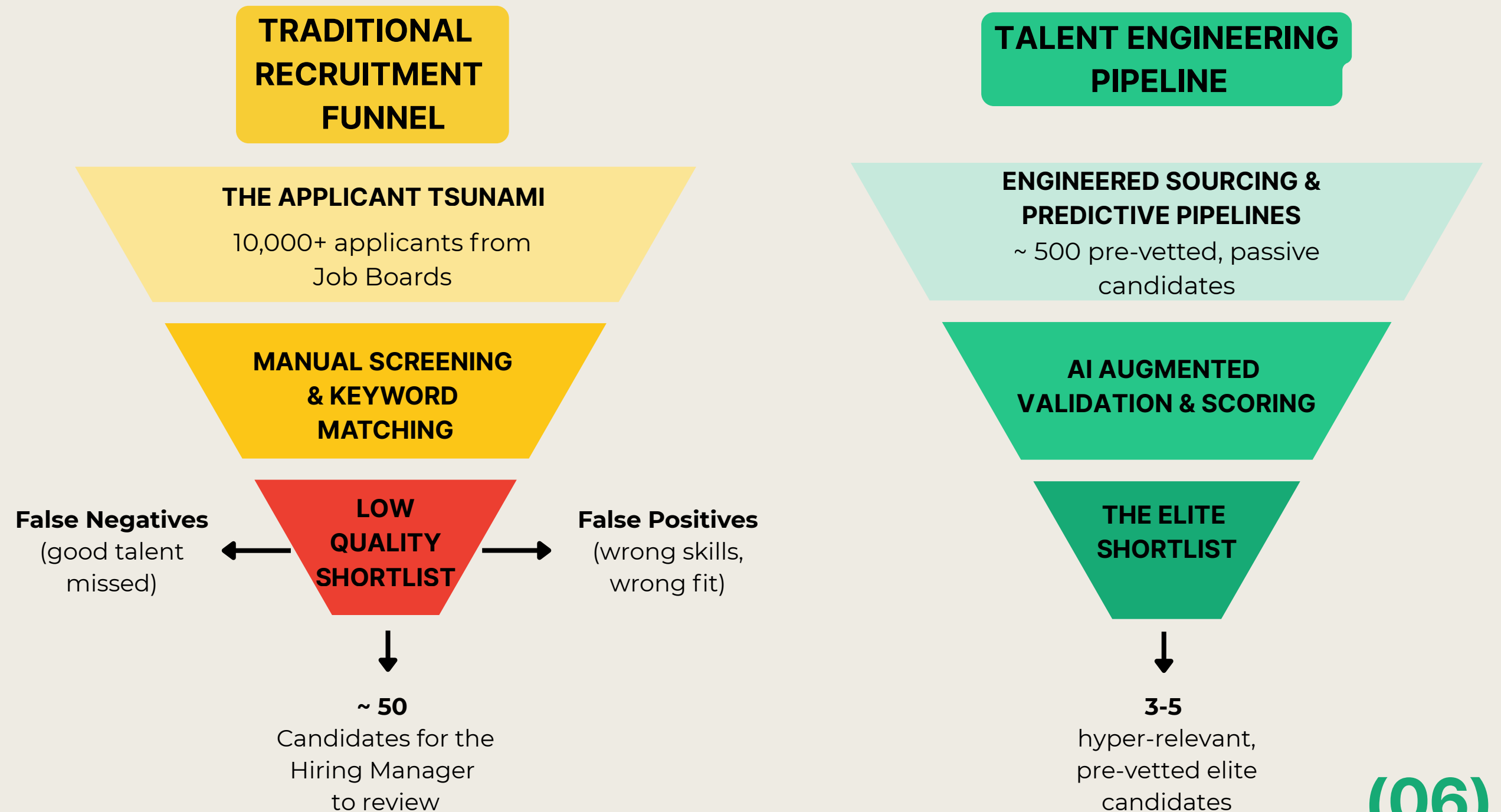
Large organizations like Hays, Robert Half, and Michael Page will continue seeing their profits slide. They are simply too big and culturally tied to manual KPIs to catch up to the agility the market now requires.

## JOB BOARDS STRUGGLE

On LinkedIn alone, roughly 11,000 applications are submitted every minute. With falling ROI from Job Boards, Job Ads will exist but will be hyperpersonalized instead.

## THE GTM EVOLUTION

Recruitment will finalize its transition into a deeply engineered, data-driven revenue function.



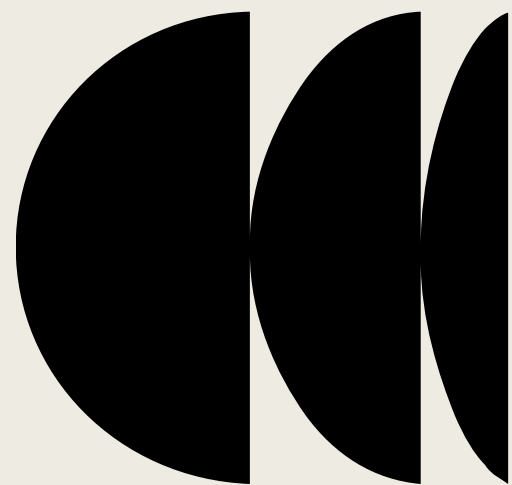
# BIG RECRUITMENT AGENCIES ARE DOOMED

**Hudson went into Administration last month, RPOs don't make sense anymore, and the biggest Recruitment companies in the world are failing.**

The Talent Engineer will reshape internal and agency teams to agile, AI fluent/native and extremely well data-architected teams. Candidate ownership becomes paramount, so companies will need to factor in when an agency has representation over a company-changing candidate into their budgets more and more.



# WHAT THIS MEANS FOR FOUNDERS AND CEO'S



## **THIS SHIFT FUNDAMENTALLY CHANGES HOW YOU BUY RECRUITMENT SERVICES. HERE IS WHAT YOU NEED TO PREPARE FOR:**

### **Your recruitment panel will need to be shaken up:**

You can no longer rely on a lone-wolf, 360-degree recruiter. To win, you need to plug into specialized "pods" optimized for front and back-end talent engineering.

### **A completely new archetype of talent partner:**

The best talent professionals won't come from traditional HR. They will come from data and GTM backgrounds - partners who actually speak your language.

### **The Capital Reality of the Fractional Workforce:**

The market is shifting heavily toward fractional talent. Small boutique agencies do not have the financial plumbing to float complex fractional payrolls. You will need well-capitalized infrastructure partners.

### **Accessing the "Invisible 95%":**

Traditional recruiters fight over the 5% of active applicants. Talent Engineering maps the ecosystem, engaging top-tier talent who aren't even looking yet.

### **Protecting your Employer Brand:**

Desperate, legacy agencies are trying to keep up by blasting AI spam. Partnering with elite systems protects your brand's reputation while delivering hyper-precision at scale.

# DO YOU NEED A TALENT ENGINEER?

## YES, DEPLOY TALENT ENGINEERING IF:

YOUR CURRENT TRADITIONAL AGENCY RELATIONSHIPS FEEL LIKE FRICTION RATHER THAN LEVERAGE.

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YOU WANT A DEEPLY ENGINEERED, PREDICTIVE CANDIDATE PIPELINE THAT COMPOUNDS IN VALUE OVER TIME.

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## NO, RELY ON TRADITIONAL RECRUITMENT IF:

YOU ARE EXCLUSIVELY HIRING HIGH-VOLUME, LOW-COMPLEXITY, OR ENTRY-LEVEL ROLES.

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YOUR INTERNAL TA TEAM MEETS ALL OBJECTIVES WITH STANDARD JOB BOARD POSTINGS AND INBOUND APPLICANTS.

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# LOOKING AHEAD

## Plug-and-Play Infrastructure

If your top competitor deployed an automated, predictive candidate discovery system tomorrow, your manual hiring processes would instantly become obsolete.

But you don't need a \$240,000 internal TE hire to close that gap. TE structured agencies like Real Time operate as a plug-and-play infrastructure partner. We have already built the proprietary Talent Engineering architecture and the long-term predictive pipelines.

# TALENT TECHSTACK

Don't bring a knife to to a gun fight...

The Incumbent Recruiter (Linear Stack)	The Full Stack Talent Engineer (Ecosystem)
<b>Sourcing:</b> LinkedIn Recruiter, Seek Ads	<b>Back End - Identification:</b> Eightfold.ai (Predictive Candidate Sourcing based on trajectory data, not just keywords).
<b>Messaging:</b> Manual InMails, generic email templates	<b>Back End - Engagement:</b> Claude (Powering dynamic, hyper-personalized messaging agents that craft contextual outreach at scale).
<b>Screening:</b> Phone calls, reading PDF resumes	<b>Front End - Evaluation:</b> Ceridian (Automated Screening), Sapia.ai (Structured Interview Software), Equalture (Unbiased Candidate Assessment).
<b>Closing:</b> Manual negotiations, reference calls	<b>Front End - Conversion:</b> Zinc (Automated, data-driven Reference Checking providing the final validated intelligence to close).
<b>Analysis:</b> Spreadsheets, gut feelings	<b>The Loop - Iteration:</b> Starred (Candidate Experience Analytics feeding back into the Back End).

# WHO WE ARE

AUSTRALIA'S LEADING RECRUITMENT CONSULTANCY

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10,000 PLACEMENTS  
1,000 TECH COMPANIES  
35 YEARS OF FAMILY LED BUSINESS

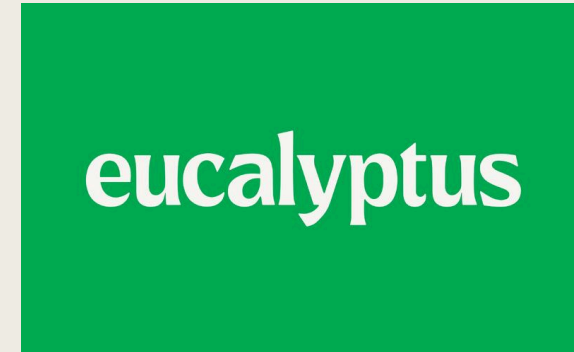
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3,000 CANDIDATE CONVERSATIONS PER WEEK  
EXCLUSIVE AI PLATFORM INTEGRATION  
15 WONDERFULLY HUMAN HUMANS

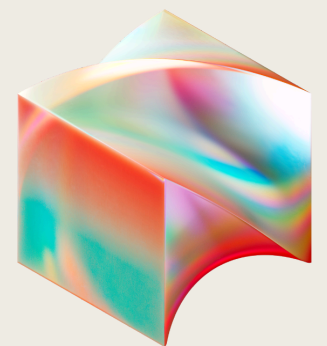
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