



VERTICAL SCOPE
GROUP

CONSULTANCY CAPABILITY STATEMENT

Version 3.3 April 2022

SECURITY CLEARED SPECIALISTS
PROVEN IN ICT & CYBER

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Digital Marketplace

[marketplace.service.org/
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ACKNOWLEDGEMENT OF COUNTRY

Vertical Scope Group acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea and community. We pay our respect to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.

We also acknowledges the services of the Aboriginal and Torres Strait Islander men and women who have contributed to defending Australia and its national interests.



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ABOUT VERTICAL SCOPE GROUP

Vertical Scope Group (VSG) are a security cleared specialist, providing end-to-end ICT consultancy services to federal government departments and corporate clients. Our consultancy services are supported by our recruitment division, which provides our business with dedicated talent pools so that we can access Australia's highly skilled security cleared experts, and deploy them across Commonwealth and Corporate programs.

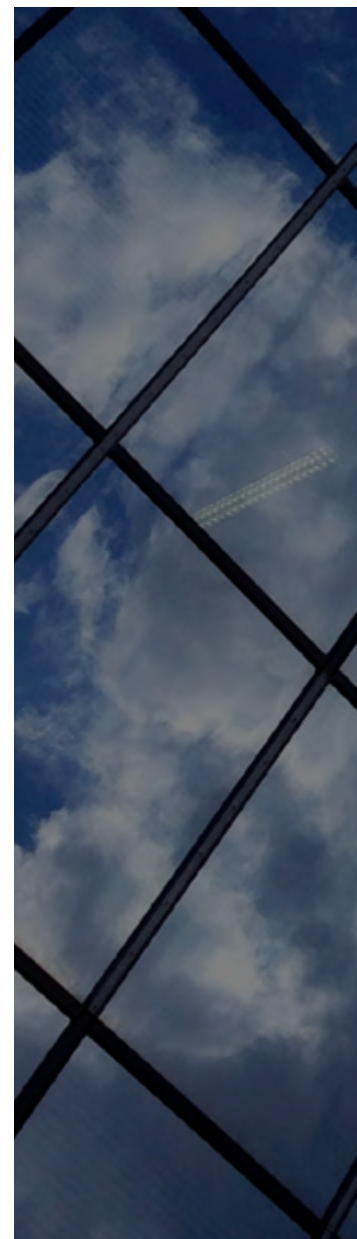
Operating nationally, we are focused on providing agile, integrated solutions to help meet the challenges within the evolving security environment. Our organisation possesses a Defence Industry Security Program (DISP) membership, a Supply Nation Certified Indigenous Australian supply chain, 100% Australian ownership and nearly 50% veteran employment.

Our team have extensive national security, military, government, law enforcement, and corporate experience, and we have direct access to 700+ registered PV cleared

consultants across multiple domains. As a highly compliant and trusted government service provider, we have implemented the NIST 800 53r4 Cyber Security Framework, ASD Essential Eight, Standards Australia AS4811-2006 Employment Screening, AS4804-2001 Occupational Health and Safety Management Systems, AS 3100:2018 Risk Management, SFIA Foundation Guidelines for independent/objective assessments, and the RCSA Code of Professional Conduct.

We place an emphasis on strategically supporting your organisation, and enhancing the value of your workforce through the specialised capabilities our personnel provide.

The VSG team look forward to working with you and building a strategic and trusted relationship.



History Timeline

1

2009

Vertical Scope Defence Industry Recruitment (VSDIR) is founded by David to provide security cleared recruitment management services to defence and federal government.

2

2011-2019

VSDIR adds consulting services to its recruitment management services and provides a range of personnel to the National Intelligence Community and some of Australia's most secure projects and areas including the Joint Defence Facility Pine Gap (JDFPG).

3

2020

A new era begins as David launches the Vertical Scope Group (VSG), focused on being a prime end-to-end consultancy provider to government dedicated to servicing the Australian Intelligence Community and supporting our Sovereign Industrial Capability.

4

2021

VSG launches its WorkPath Australia (WPA) Training and Employment Program, commencing with a veteran focused stream. The program gains the attention of Australia's largest management consultant firms, defence contractors, and ICT multinational including Red Hat. WPA successfully transitions and organises employment for multiple veteran leaders to the program being nominated and receiving multiple awards from the RCSA Defence Connect, Seek SARA and other peak bodies.

David Jam
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VSDIR Email Signature
2009



VSG Website Transition
2012 to 2022

MISSION

To strengthen Australia's sovereign industrial capability by ensuring access to security cleared personnel.

VISION

To be Australia's leading provider of security cleared personnel services to government, corporate clients and professionals.

VALUES



Experts

in consultancy services



Trusted

to deliver outcomes



Proven

in ICT and Cyber



Reputable

in line with local and global standards

AWARD WINNING TEAM SERVICING OUR CLIENTS

Over the past 10+ years, we have supported premier government and corporate programs in an above-the-line and below-the-line capacity, delivering value for money, outcomes based solutions to our clients. We work across complex projects which supports the Australian Intelligence Community, the 'warfighter', and Australia's defence industrial capability.

Our success has been recognised by various peak bodies and we are honoured to have received the following awards:



RCSA
Industry Awards 2021
Excellence in Social Purpose
WINNER



RCSA
Industry Awards 2022
Excellence in Candidate Care
FINALIST



RCSA
Industry Awards 2022
Excellence in Social Purpose
FINALIST



RCSA
Industry Awards 2022
Excellence in Client Service
FINALIST



RCSA
Industry Awards 2021
Excellence in Candidate Care
FINALIST



SEEK
SARA Awards 2021
Best Diversity, Equity and Inclusion Initiative
FINALIST



Defence Connect
Australian Defence Industry
Awards 2021
Start-up of the Year
FINALIST

LEADERSHIP TEAM

David Jam

Position: Chief Executive Officer

Vertical Scope Group (VSG) was founded in 2020 by David Jam, an entrepreneur and innovator who has provided security cleared workforce solutions to corporate and government clients since 2009. His multidisciplinary businesses, VSG and Bullroarers, are trusted to deliver expert and reputable, security cleared consulting, workforce and recruitment services. VSG is honoured to work with and support the men and women who serve, secure, and protect our country, and have built trusted relationships with veterans and stakeholders across the defence and national security sector.



Having worked with transitioning veterans since 2009, when David started his first defence business VSDIR, his first-hand experience with the discrimination, underutilisation, underemployment, and unemployment, that veterans face when transitioning from the Australian Defence Force, it is this experience, which fostered David's interest in VSG helping to provide transitioning veterans and Indigenous Australians with meaningful training and employment pathways into government and industry, leading to the creation WorkPath Australia.

David business' are proud to be veteran employers and enablers of veteran employment. He believes in developing Australia's people and preparing the 'people of today, for the jobs of tomorrow'.

Peter Spiridis

Position: Operations Manager

Peter is a driven, adaptable lawyer with experience across a range of academic, athletic and corporate environments.

Since joining VSG as our Operations Manager and Chief Security Officer, he has used his 7 years management and customer service experience to implement Australian and international standards, obtained a DISP membership for our organisation, and implemented new systems and processes to ensure positive outcomes for our clients. In his spare time, Peter is a proud Officer in the Australian Army Reserves and mentor for young professionals.



CONSULTING TEAM

Our Consulting team is comprised of former defence members, Australian Public Service, National Security and Law Enforcement professionals, specialising in ICT, cyber and STEM fields. They bring inter-agency, multidisciplinary experience and are committed to the mission of protecting Australian and its national interests, and achieving our client's desired operational outcomes.

Our leadership team maintain regular engagement with all of our consultants and ensure all of employees embody our values, share our vision and possess the capability to achieve our mission. All of our personnel are vetted extensively in line with Australian Standards AS4811-2006, the Defence Industry Security Program, and Fair Work Standards.

Our consultants deliver across a diverse range of programs including complex transformation projects, security operation centres, defence force facilities, critical infrastructure and integrated geospatial centres. VSG Consultants utilise Australian, ISO and Defence ICT principles, frameworks and standards, using technology to deliver agile solutions within critical high side and low side environments. We possess the capability to manage and support ICT projects throughout their lifecycle, from inception to development, build, integration, evaluation and deployment stages.

Some of our expert consultants...



Rae-Maree P

Position:
Senior Business Analyst /
ITIL Specialist



Qasim M

Position:
Data Centre Infrastructure
Lead / Business Analyst



Matthew B

Position:
Australian Intelligence
Community Consultant



Sam S

Position:
Australian Intelligence
Community Consultant

HOW WE SUPPORT OUR TEAM

All of our employees are security cleared, highly qualified and accredited, possessing industry leading qualifications.

In addition to this, we offer our team ongoing professional upskilling through our award winning WorkPath Australia (WPA) program and Registered Training Organisation (RTO) providers, ensuring our teams formal qualifications are up to date, and they remain at the forefront of their chosen profession.

We offer:

Competitive salaries



Goal-based career development and planning



Flexible work/life balance



Interesting and challenging work



Generous study and training support



Recognition and awards



Loyalty and bonus program



Paid leave (study, reservist, etc)



It is these advantages which allow us to attract, retain and sustain our extensive network of consultants, including direct access to 700+ PV cleared professionals.



LAND



AIR



SEA



SPACE



CYBER



Government Project Experiences

- | JP2047 Tower Lead Tactical interfaces (TACINT) Programme
- | SEA1000 Attack Class Future Submarine
- | DEF7013 Phase 4 Tranche 2
- | Cyber Resilience Task Force
- | Australian Cyber Security Centre Change Management
- | Australian Army Cyber Threat Intelligence (CTI) Cell
- | National Security Committee of Cabinet Briefs



EXPERTS, TRUSTED, REPUTABLE AND PROVEN

VSG have a track record of providing specialist consultancy services to the Commonwealth.

Government clients we directly support with publicly listed contracts include the Australian Signals Directorate and the Department of Agriculture, Water and the Environment. Separately, we support a number of department and agencies within the Australian Intelligence Community including the Attorney General's Department and the Department of Foreign Affairs and Trade and others, in addition to supporting joint Australian US military bases and facilities.



Experts

We employ Australia's best and brightest professionals to deliver our consultancy services. Our team includes strategic leaders with the highest qualifications in the country, and our consultants have even written some of the standards and certifications we adhere to, when servicing our clients.



Trusted

VSG is a 100% Australian owned and operated consultancy firm. As a DISP member, and veteran employer, we understand the mission criticality of the programs we support. Our consultancy team are all security cleared, and come from military, national security and law enforcement backgrounds. Our consultants are strongly aligned to the mission of defending Australia from threats and our team are committed to advancing Australia's national interests.



Reputable

VSG is a highly accredited organisation, adopting Australian and Global Standards ensuring our services are delivered to the highest standards.



Standards, Certifications & Memberships



AS ISO 31000:2018 Risk Management
AS4811:2006 Employment Screening
AS4804:2001 Occupational Health & Safety Management Systems



Defence Industry Security Program Member



NIST SP-800 R4
Security and Privacy Controls



Victorian Labour Hire
License: VICLHL02436



Recruitment, Consulting and Staffing
Association of Australia
Code of Professional Conduct



Discrimination in Recruitment
Guidelines / Workplace Discrimination
and Harassment Policy



ACT Labour Hire
License: ACTLHL00000058



Signatory to the Prime Minister's
Veterans' Employment Program



UN Office of Audit
Investigation Guidelines



Australian Industry
Defence Network



Australian Information
Security Association



Australian Partners
of Defence

OUR SERVICES

Consultancy

- | Proven ICT project delivery
- | Integrated life-cycle approach
- | Stakeholder engagement
- | Value for money solutions
- | Security-cleared workforce
- | Government and defence industry ready

Recruitment

- | Expert/specialised
- | Executive search
- | Board search services
- | Recruitment process outsourcing
- | Capacity demand management
- | Dedicated talent pools

Specialist

- | Direct access to 700+ TS PV consultants
- | Indigenous Australian supply chain
- | Psychometric testing
- | Board advisory services
- | Bid management and tender teaming
- | Veteran transition services



ICT CONSULTANCY DOMAINS

Assisting our clients to deliver their projects within the constantly evolving ICT and cyber landscape.

VSG are specialists in ICT and Cyber capability. Our extensive network and diverse team enable us to deliver programs of national significance for our corporate and government clients.

Some of the specific ICT categories our multi-disciplinary team provide services for include:

- | Agile Delivery and Governance
- | Business Analysis
- | Change and Transformation
- | Cloud Architecture, Engineering and Administration
- | Customer and Service Desk Analysis and Support
- | Cyber Operations
- | Cyber Resiliency
- | Cyber Security
- | Digital Transformation
- | Emerging Technologies
- | Geospatial Information Systems Analysis and Development
- | Integrated Systems
- | ICT Systems Integration
- | ICT Risk Management & Auditing Activities
- | ICT Organisation Uplift
- | Support and Operations
- | Platforms Integration
- | Project Management
- | Reverse Engineering
- | Security Operations Centre
- | Service Integration and Management
- | Software Engineering and Development
- | Solution Architecture
- | Strategy and Policy
- | Training & Development
- | User Research and Design



CYBER SECURITY SPOTLIGHT

Cyber is the future of Australia's defence industry and sovereign industrial capability. Our country is in the process of developing a world-class offensive and defensive cyber capability to help manage the constantly changing geopolitical and strategic environment.

We are at the forefront of this expanding domain, providing industry leaders to our customers, training future cyber experts through our WPA program, and expanding Australia's pool of security cleared professionals.

AN INTEGRATED APPROACH

Our team adopt a methodical, integrated and proven method for service delivery.

We are strategic enablers with a team which complements your organisation's values, and adds capability to your projects. VSG build a strategic relationship where trust flows in both directions as we achieve timely and effective outcomes.

FUTURE READY	STRATEGIC ENABLER	RISK MITIGATION	MARKET ALIGNED
Always up to date with the latest ICT trends and emerging skills	Established to respond to client's agile employment cycles	Full compliance with Commonwealth government policies and procurement processes	Permanent recruitment and contracting fees in line with commercial market expectations
Extensive training and development pathways to prepare the candidates of today for the jobs of tomorrow	Scalable services to meet current and future client needs	Adoption of industry leading standards and qualifications	Direct access to exclusive candidates and emerging talent pools
Streamlined engagement model to enhance productivity	Ongoing strategic support	Track record of delivering solutions for clients within PSPF and DSPF frameworks	Transparent communications with clients and stakeholders
Dedicated talent pools to address emerging skills shortages	Simple, seamless engagement model with stakeholders to ensure long term relationships	DISP membership	Equal opportunities and merits-based employment services

DELIVERY ADVANTAGES

We do more than just fulfill panel requirements for our government clients, we create and deliver high performance teams who blend in with our customers and deliver complex, multi-year programs and outcomes.

We provide clients with the workforce, and capability they require to successfully deliver their projects. Our team continuously review their performance and work with clients to identify how a better outcome can be achieved. Our services are tailored to each specific client, and our dedicated talent pools and project teams distinguish us from other organisations.

Award-Winning Service

- | Industry-leading team
- | 100% Australian owned
- | Proud veteran employer
- | Leading diversity and inclusion programs
- | Peak body awards for excellence in service delivery, innovation and social purpose

Bespoke Solutions

- | Agile delivery response
- | Tailored consultancy team based on customer requirements
- | Extensive network of consultants across Australia
- | Consistent stakeholder engagement
- | Dedicated Point of Contact

Enabling Sovereign Capability

- | All consultants are Australian Citizens
- | 100% security cleared workforce
- | Victoria, ACT and NSW Offices
- | \$10M PI and \$20M PL
- | Peak body and outreach membership
- | 100% Australian owned

CONSULTANCY SERVICE DELIVERY PROCESS

1



Planning & Discovery

Prior to commencing a project, we meet with our client to develop a clear understanding of the task, the organisations goals, their intended aims, targeted end-state and conduct a capability and capacity analysis to identify the resources which are needed for a successful delivery.

We then jointly align on the key pain points/challenges and propose effective solutions. Typical deliverables at this stage can include a detailed project plan which outlines our proposed delivery model.

At this preliminary stage, we assign a dedicated point of contact to work with the client full-time. Their role is to maintain clear and concise communications with the client and our personnel to ensure a seamless delivery.

2



Commencement

Our team begin creating and delivering a project plan which forms part of our team's project framework. During this stage, our consultants establish support processes, procedures, identify capability and capacity requirements, and engage with stakeholders to ensure their buy-in and manage accountability across multiple teams.

As the project progresses, our team provide regular reports in addition to the weekly stand up meetings our leadership team conduct with all of our personnel.

Our consultants adopt a proven process for delivering our award winning services. Throughout each stage, we actively work with our clients to offer them as much or as little involvement as they want in the service delivery.

3



Solution Development & Delivery

The VSG team continues to build and test the agreed upon solution. This includes regular reviews and process improvements to ensure deliverables meet contractual and performance standards.

Throughout this stage our team provide recommended improvements to stakeholders for their consideration and our Executive Team continue to monitor the program and our team to ensure the services delivered are to the highest standard.

4



Final Delivery & Knowledge Transfer

The end-project goes live and our teams focus becomes providing support and maintenance. Our team work with your staff to ensure they have the resources, knowledge and continuity management, to take over your solution and maintain it moving forward.

We submit a Final Report outlining the tasks which have been completed and work with Government or Corporate teams to ensure appropriate Knowledge Transfer has occurred.

CLIENT CASE STUDIES

Federal Government Transformation Project

In 2020, VSG were invited by a leading defence prime, to be a teaming member on a large \$500 million Federal Government tender process, we were successful in winning all six of the programs work streams, and we were given responsibility of providing Azure Technical, IT Infrastructure, Business Analyst, Database Administrator, Platform Engineer, Program Managers, and Software

To meet this extensive demand and scale our services appropriately, VSG developed a dedicated talent pool comprised of our WPA Program to create a pipeline of suitable professionals to service this program. Following this activity, we shortlisted consultants to assist with the delivery of the program over multiple years.



Global Security Operations

Throughout 2019, our CEO David Jam provided several high-level briefings to their United States parent company approaching VSG to assist with their security operations.

In response, we completed a detailed, trans-national talent search, which was screened, vetted, and found suitable by our client. Although the team was multifaceted and highly skilled team comprised of the in-house and external resources.

Agile Delivery & Governance

At the height of the COVID-19 pandemic in 2020, VSG provided Agile Delivery and Governance consultancy services assisting the ETO Technology Sub-Programme. Our team were tasked with ensuring the delivering of the Sub-Programme within an extremely tight timeframe, whilst complying with a variety of legal and regulatory requirements including the organisational suitability assessment (OSA) process, the Protected Information Act 2009 (PIA), the Criminal Code Act 1995 (Cth), and Work Health and Safety legislation.

Our consultants began a consultative process within the multi-vendor environment to create and establish an overall governance framework, identifying key milestones with the security and WHS processes which had been impacting the delivery timeline. Our team ensured that the project was delivered within the timeframe, meeting the client's expectations whilst complying within the strict security and regulatory requirements.

ent ICT Transformation Project. Following a competitive
providing Application Developer, Solution Architecture,
Software Engineering consultants.

of over 200 ICT professionals across Australia and utilised
ed and built a comprehensive team consisting of over 40



ons Centre Resourcing

ghly skilled PV cleared Software Engineers to one of our United States clients based in Australia. This activity resulted in
o provide them with 28 qualified ICT and cyber personnel for their international Security Operations Centre (SOC).

ent pipeline market map and successfully interviewed and secured over 28 SOC personnel who were subsequently
ugh this activity was heavily impacted by the Covid-19 pandemic, VSG demonstrated that we could successfully build a
information security and cyber leads from banking, finance, critical infrastructure, software and security firms.

ing a prime with the delivery and management of an
remely short timeframe while complying with a broad
ective Security Policy Framework (PSPF), the Commonwealth

vernance framework, which aligned the project's
the prime successfullt delivered the program in a short



QUALITY CUSTOMER CARE

VSG pride ourselves on delivering expert, trusted and reputable consultancy services. We have incorporated Industry and Government standards into our holistic delivery approach, which has led to us receiving a high number of positive Google Reviews and being listed as a finalist in the 2021 RCSA Industry Awards for the Excellence in Candidate Care Category.

We provide clients with the workforce, and capability they require to successfully deliver their projects. Our team continuously review their performance and work with clients to identify how a better outcome can be achieved. Our services are tailored to each specific client, and our dedicated talent pools and project teams distinguish us from other organisations.

ETHICAL CONSULTING

VSG are a registered Labour Hire Provider, possessing a Victorian and ACT Labour Hire Licences and adopting the RCSA Code of Professional Conduct. We have adopted the Australian Human Rights Commission step-by-step guide to preventing discrimination in recruitment, the Fair Work Ombudsman's toolkit for Diversity and Discrimination to increase parity and prevent Modern Slavery in our supply chain.

This means that we:

- | Fulfill any promises we have made or promoted
- | Ensure contract transparency
- | Treat stakeholders with courtesy and dignity
- | Protect work seekers from exploitation
- | Implement flow down contract clauses
- | Possess the appropriate level of insurance



DIVERSITY & INCLUSION

VSG are committed to diversity and inclusion and use all reasonable endeavours to encourage people from different backgrounds to apply, including Aboriginal and Torres Strait Islander peoples, veterans, people with disabilities and people from culturally and linguistically diverse backgrounds.

To promote increased diversity and inclusion within our industry, we actively engage with peak bodies, including working with the RCSA, to identify opportunities that will improve the employment outcomes for people with disabilities and access requirements.

We use all reasonable endeavours to ensure there is an even gender distribution in delivering our services. Specifically, all VSG advertisements include the following statement:

“We always encourage people from different backgrounds to apply, including Aboriginal and Torres Strait Islander peoples, veterans, people with disabilities and people from culturally and linguistically diverse backgrounds in all of our job advertisements, and use all reasonable endeavours to ensure an even gender distribution in delivering our services.”

This has led to VSG winning the RCSA ‘Excellence in Social Purpose’ award and being a finalist in the Seek SARA ‘Diversity and Inclusion’ award.



MODERN SLAVERY STATEMENT

Our organisation believes in facilitating jobs growth in a way which is fair, safe and reasonable. As an RCSA Corporate Member, we have implemented and are bound by the RCSA Code for Professional Conduct which was authorised by the Australian Competition and Consumer Commission in 2019. Under the Code, Members are accountable to RCSA for meeting the Code's standards of professional conduct.

Our Modern Slavery Statement is proudly published on our website, and our policy is distributed to all employees and suppliers. We also conduct annual awareness training so that our consultants are up to date with the latest Modern Slavery risks which may impact their workplace.

As an RCSA Corporate Member, we are bound by the RCSA Code for Professional Conduct which was authorised by the Australian Competition and Consumer Commission in 2019. Under the

Code, Members are accountable to RCSA for meeting the Code's standards of professional conduct.

Specifically, the Code requires Members to adopt values of personal professionalism and operational integrity which, amongst other things, require Members to protect work seekers from exploitation (including forms of modern slavery), conduct business in a way that avoids causing or contributing to exploitation through their activities, seek to prevent or mitigate risks of exploitation that are linked to their operations or services by their business relationships, even if they have not contributed to those risks.

All of our suppliers are extensively vetted in line with DISP standards and a Modern Slavery Questionnaire prior to working with us.



Australian
Human Rights
Commission



INDIGENOUS BUSINESS NETWORK & ENGAGEMENT

VSG have a strong connection to Australia's First People and we are dedicated to increasing parity for Indigenous Australians. It is through our creation and prioritised use of Indigenous enterprises in our supply chain and the employment of Indigenous Australians that enable us to contribute to reconciliation.

In 2020, VSG CEO David Jam, co-founded Bullroarers Australia with his long-time friend, Neal McGarrity, to help increase the participation of Indigenous and Torres Strait Islanders within defence, national security and government.

We utilise Bullroarers to support our consultancy and recruitment divisions to increase parity. Bullroarers' Chief Cultural Ambassador Edwin James 'Jim' Mi Mi advises our business on how to be more culturally aware, and strategies to increase opportunities for Indigenous Australians through our consulting and recruitment services. This has led to the creation of a dedicated Indigenous Employment stream in our WorkPath Australia (WPA) Training and Employment Program where we offer Indigenous Australians fully paid for training with our RTO partners and a pathways to employment opportunities.

To pay our respects to Australia's First People, we include an Acknowledgment to Country in all of our communications, display traditional artwork in our office, and have provided assistance to the Wakka Wakka people in developing their Remote Indigenous Veteran Embedded Ranger Services (RIVERS) program which was submitted to the North Burnett Regional Council in 2020.





Enhance your workforce

Experts, Trusted, Reputable

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