



ILLOURA SERVICES

SUPPLY NATION REGISTERED · FIRST NATIONS OWNED

Capability Statement

Specialist recruitment and workforce solutions across seven sectors, Australia-wide — delivered by a First Nations-owned business built on accountability and outcomes.

Supply Nation Registered

Black Business Finder Listed

Est. 2018

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Prepared for government & corporate procurement submissions

OUR STORY

Built on trust. Measured by outcomes.

Illoura was founded in 2018 by Lane McEwan — a proud Wiradjuri and Ngiyampaa Wayilwan man with more than a decade of recruitment experience across IT, construction, and healthcare. Lane established Illoura because he saw a market with no shortage of recruiters and a persistent shortage of genuine expertise, accountability, and follow-through.

The business was built around a simple conviction: that recruitment done properly creates meaningful economic opportunity — for the individual who gets the right role, for the business that gets the right person, and for the communities those individuals belong to.

2018

FOUNDED

7

SPECIALIST SECTORS

1,200+

CANDIDATES PLACED

94%

CLIENT RETENTION

80+

EMPLOYER PARTNERS

AU-Wide

COVERAGE

BEHIND THE NAME

Illoura — *a pleasant place*

Our name comes from *illoura*, an Aboriginal word recorded as meaning *a pleasant place* — a good camping ground, with water and plenty of food. A place people came to because they knew they would be looked after. That's what we set out to build: good ground for the people who trust us with their careers, and for the employers who trust us with their teams.

OUR VALUES

Integrity

No candidate oversold, no role misrepresented.

Accountability

We own outcomes and respond immediately if a placement isn't working.

Respect

Every enquiry gets a response — candidate or client.

Responsiveness

Employer briefs within 1 business day; applications within 2.

Partnership

We invest in understanding your business well before hiring is urgent.

Impact

Success measured in economic opportunity, not just placements.

WHAT WE DO

Service offering

Permanent Recruitment

End-to-end search and placement for permanent roles across all seven sectors.

Contract & Labour Hire

Flexible workforce solutions for project-based and short-to-medium term needs.

Embedded / RPO

Embedded recruitment partnership for high-volume or ongoing hiring programs.

Vacancy Registration & Advisory

Register a role directly with our team, with a specialist consultant in touch within one business day.

WHERE WE SPECIALISE

Sector expertise — seven specialist sectors

IT & Telecommunications

Network engineers, DevOps, and project managers for enterprise, government, and high-growth environments.

Construction

Site managers, estimators, schedulers, and WHS professionals across commercial, civil, and government infrastructure.

Healthcare

Allied health professionals and clinical leaders across acute, community, and primary care settings.

Nursing & Aged Care

Registered and enrolled nurses for residential aged care and rural/remote postings, with visa support.

Data Science

Data scientists, ML engineers, and data engineers building analytics and AI capability.

Cyber Security

SOC analysts, penetration testers, and security leaders defending critical infrastructure.

EV Waste & Recycling

Technicians, compliance, and sustainability leaders building Australia's battery and e-waste circular economy.

RECOGNISED WHERE IT MATTERS

Accreditations & memberships

Every credential below is independently verifiable — proof, not promise.

Supply Nation Registered VERIFIED ANNUALLY	Black Business Finder Listed CURRENT	NSW Indigenous Chamber of Commerce Member
Pilbara Indigenous Business Network Group Member	Northern Territory Indigenous Business Network Member	Karratha & Districts Chamber of Commerce & Industry Member

VERIFIABLE CREDENTIALS, REAL COMMITMENT

What our First Nations commitment means in practice

Illoura is a First Nations-owned and operated business. Our identity isn't a procurement angle — it's who we are and why we exist.

Procurement policy At least 20% of our own procurement spend directed to Supply Nation certified or Indigenous-owned businesses.	Community give-back A portion of annual profit supports Indigenous youth employment and vocational pathways.
Cultural protocols Acknowledgement of Country in all formal settings; annual cultural awareness training for our team.	Economic participation We support clients in meeting Indigenous Procurement Policy (IPP) obligations, including reporting assistance.

For organisations operating under the Commonwealth IPP or a state equivalent: Supply Nation registration, ABN verification, and state registration documentation are available on request.

WHO WE WORK WITH

Trusted across government and industry

Department of Health, Disability & Ageing

Australian Government

Department of Home Affairs

Australian Government

Coforge

Private sector

LEADERSHIP

Lane McEwan

Founder & Managing Director — a proud Wiradjuri and Ngiyampaa Wayilwan man with more than a decade of recruitment experience across IT, construction, and healthcare.

GET IN TOUCH

Let's talk about your workforce needs

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