

Outplacement Services for Information Technology Organizations

Relevante

Support workforce transitions while protecting product momentum, customer trust, and employer brand across software, hardware, semiconductors, and IT services.

Who We Serve

- Software and SaaS
- IT Services and Consulting
- Cloud and Infrastructure
- Cybersecurity
- Hardware and Devices
- Semiconductors
- Data and AI Teams
- Product and Engineering Operations



What We Deliver

Speed and stability

- Launch in 24 to 48 hours
- HR and manager communication toolkit
- Enrollment workflow for distributed teams

High-touch care for people

- 1:1 coaching across tech roles
- Resume, LinkedIn, and portfolio positioning
- Interview and negotiation readiness

Visibility for HR

- Participation dashboards
- Weekly progress reporting and themes
- Escalation path for sensitive cases and executives

The IT Workforce Reality

Technology workforce transitions often occur during product pivots, platform migrations, market corrections, or post-merger integration. Teams are frequently distributed across locations and time zones, and many roles are specialized by stack, domain, or security level. Effective outplacement in IT must address technical interviewing, portfolio signaling, and competitive compensation structures while protecting confidentiality and customer trust.

Common Sector Challenges

- Fast hiring cycles and intense competition for in-demand skills
- Technical interviews, take-home work, and portfolio expectations
- Remote and hybrid job search dynamics across geographies
- Confidentiality and IP considerations related to customers, code, and roadmaps

IT Role Coverage Grid

Engineering

- Frontend, backend, full stack, mobile, platform

Infrastructure

- Cloud, SRE, DevOps, network, systems

Security

- SecOps, AppSec, GRC, IAM, privacy

Data and AI

- Analytics, data engineering, ML, MLOps

Product and Delivery

- Product management, program, scrum, QA, UX

Go-to-market and Operations

- Sales engineering, customer success, RevOps, finance

What HR Gets

- Launch plan and leader talk track
- Employee orientation templates and enrollment workflow
- Weekly status summaries and dashboard reporting
- Escalation path for sensitive transitions and executive cases
- Optional add-on: manager enablement coaching for separation conversations

Program Design

Core (Staff)

- Orientation and assessment
- Resume and LinkedIn refresh
- Interview prep and job search plan
- Weekly accountability and momentum coaching

Professional (Manager and Specialist)

- Everything in Core
- Targeting strategy by role family (engineering, security, data, product, IT ops)
- Networking plan with outreach scripts and recruiter strategy
- Offer evaluation and negotiation support

Executive (Director, VP, C-Suite)

- Everything in Professional
- Leadership branding and executive narrative
- Market mapping and targeted outreach plan
- Thought leadership support and board bio (as needed)



IT-Specific Modules

- **Portfolio and project signaling:** GitHub, case studies, and impact stories without confidentiality risk
- **Technical interview readiness:** coding, system design, and behavioural narratives for tech roles
- **ATS and keyword strategy:** optimized for job families and modern tech recruiting workflows
- **Compensation and leveling strategy:** base, bonus, equity, and offer evaluation
- **Remote-first search execution:** targeting, networking, recruiter outreach across geographies

Organization Restructuring

- Population: Mixed corporate and operational roles
- Challenge: High uncertainty, limited time, reputational sensitivity
- What we did: Rapid kickoff, tiered coaching, weekly HR reporting, role playbooks
- Result: Faster stabilization, strong participation, consistent employee experience

Need a Rapid Outplacement Launch?

Visit: www.Relevante.com

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How We Run It

- **Day 1 to 2:** HR kickoff, program configuration, messaging toolkit
- **Week 1:** Employee orientation, intake, assessment, first coaching session
- **Weeks 2 to 4:** Branding (resume, LinkedIn), targeting, networking activation
- **Weeks 4+:** Interview cycles, offer negotiation, momentum coaching
- **Ongoing:** Weekly employer reporting, escalations, and outcomes tracking

Outcomes And Reporting

What we track

- Enrollment and engagement
- Milestones (branding complete, outreach launched, interviews secured)
- Time to first interview activity
- Offer activity and alignment signals (when available)
- Themes by role family (engineering vs data vs IT ops vs customer roles)

What HR receives

- Weekly progress snapshot
- Risk flags and support needs
- Themes and recommended actions for leaders