

Paul Deuchar

CEO @ UseVerb.com - it's the new way to hire & apply to jobs.



MEET ME

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About

Robotics & AI Engineer, US Patent holder for AI protocol that solves Hiring & Job Seeking.

"Bringing the right people together, creates jobs & builds businesses."

With a history in building robotics companies, I discovered they all had something special in common... great people.

So I revisited the fundamentals of recruiting and discovered something!

Thesis:

People don't hire resumes or cover letters, they hire people.

Seems simple right.. then how come Jobs ask you to submit a resume.. not say hello and introduce yourself?

AI killed the cover letter - UseVerb is the antidote.

Authenticity & who you are count.

For me, technology holds the power to transform and empower us.

But it's people who count, they make the difference and there is no substitute for hard work.

My strategy:

It's simple: be real, work hard, create value.

Over the past 27 years, I landed my dream jobs, dealt with rejection and grew to start my own companies, building great teams with amazing people.

But then; at 32, reaching for the stars...

I screwed up & lost it all. - It's truly humbling to be broke, over qualified and well, starting again.

So I went quiet, deep and took a 10 year approach on the biggest impact challenge - UseVerb.

At 45 emerging again as the US Video & AI Patent Holder, recognized in a few cool awards inc. 40 Under 40 Business News Awards, E&Y Young Entrepreneur of the Year and Young Engineer of the Year..

I'm a robotics engineer, with a weirdly wired brain, that's social technical. Left & right hemisphered. I polarize, entertain, irritate - some love me, others hate me - I simply give & share while executing on my plan.

Always looking for great people and support.

Hope today's a winner for you!

Paul

Recognitions:

I've been privileged to work with great people.

2025 US Patent Holder Video & AI Recruitment

2014 AntHill Cool Company Awards 100

2014 AntHill Smart 100

2014 Finalist Endeavour Awards "Most Innovative Company Award"

2014 Finalist Endeavour Awards "Australian Industrial Product of the Year Award"

2014 Finalist Endeavour Awards "Technology Application of the Year Award"

2012 Winner "40 Under 40 Awards" in WA Business News

2012 Australian Business Awards, Product Innovation

2012 Finalist Ernst & Young Entrepreneur Of The Year

2011 Honoured with the last official NIC tie

2011 Finalist Ernst & Young Entrepreneur Of The Year

2009 Special Commendation - Young Engineer of the Year WA

2005 Finalist Young Engineer of the Year WA

Talents & Skills

Robotics • Engineering • Sales • Team Building • Entrepreneurship • Leadership

Experience

Director • Experience Eumundi

2025 - Present • Eumundi QLD, Australia

Treasurer • Eumundi Chamber of Commerce

2025 - Present • Eumundi QLD, Australia

Founder & CEO • Verb

2016 - Present • Austin, TX, USA

We're good people, building a great company.

Personality & skill are important.

Empowering Employers and Job Seekers.

People don't hire people that don't fit.

UseVerb was founded to solve this big problem.

Director, Business Technology Partner, Project Director, Pre-Sales • Verus ad Finem

1998 - 2016

Advisor / Executive Director in Business Technology, Energy, EEEICT, QMS, BPA, Data Capture & Management, Analytics, Automation, AI and Collaborative Robotics.

Recognized in; 40 Under 40, Young Entrepreneur of the Year, Young Engineer of the Year, Australian Product Innovation and the Australian Cool Company Awards.

Paul brings to every opportunity he takes on, a passion to achieve, supported by a breadth of practical experience in; startups, business, strategic planning, intelligence, analytics, product development, sales, negotiation & leadership.

Priding himself in being able to bring together diverse groups, with a shared vision and achieve outcomes. As a professional, he seeks to improve situations he engages in, through efficiently and courteously delivering results.

Passionately following his Vision; to inspire, motivate & make the difference.

Working internationally, from early in his career, in technical project management and sales, grounded Paul with a solid understanding of the importance of communication, risk management and how to deal with diverse multicultural stakeholders in both private and government teams.

Experience in start-ups; Paul's always been a sleeves rolled up guy. Creating, operating & advising, he prides

himself to have created and managed a few multimillion dollar organizations, successfully navigating through booms and around busts.

For Paul it's a privilege living in this extremely exciting time. Walking the path of an entrepreneur's been a full one, filled to the brim with success & hard learning experiences. His startup's have provided direct employment & training to hundreds. With strategic foresight; success is hard work, shared with awesome, passionate people.

Paul's strategy is simple: be real, deliver amazing value and inspire.

Founder - Pink Heart Movement

2012 - 2015

I believe in the power of handshakes and hugs. I believe people make the difference and my goal is to build a new platform which connects people, with others who share their passion, and helps them align their actions to create change and improve the world.

Idealist = Yes.

If you're the sort of person who values total transparency, making a difference and genuinely seeks to improve your world. Please take a moment and learn a little more, we're helping small acts of focused kindness move mountains.

Our vision is to: help connect humans, assisting them to focus their efforts to implement change.

We all care about causes close to us.

.... here's to the "can do's"

CEO - Argon

2004 - 2012 . Western Australia, Australia

Industrial Robotic Engineering Specialists.

Executive Chairman - Argon

2004 - 2012

At Argon we believe in challenging the status quo. Solving problems for Government and Private clients to achieve safer, cleaner, higher quality ways to commercially operate.

We believe we can harness technology, reliable technology and provide engineering solutions that enhance capabilities, enhance operational efficiencies and deliver satisfaction to your customers.... As a team we believe by thinking out side the box and following expert engineering process, we deliver our clients unique value.

Argon Technology, the key company in Argon, even though it included a fantastic team with committed effort, fell short of it's growth aspirations and was placed into administration in mid/late 2012. It was a very sad affair for all concerned. Shooting for the stars landed us in outer space. I give many thanks to a loyal and committed team of people, staff, clients, investors and suppliers who made our great company achieve what it did, in the time frames it did.

- Expanded the Argon Australian team of robotic mining specialists
- Focused in the global resources industry
- Specialising in robotic analytical processing
- Resource industry, specialising in Mechanical and Control Systems Engineering.
- Consulting and Solution work also conducted in Manufacturing and Defence.
- Leadership of a team of 36 professionals, engineers and a significant consulting team
- Training and development of staff and teams
- Engineering Management, design, production and delivery of multidiscipline system level solutions
- Lead the ISO9001 accreditation process and innovative internal IS/IT management systems
- R&D leadership
- Leadership and direct Sales, Business development and Relationship management
- Tendering and procurement
- Change Management, Facilitation and internal and external Stakeholder Engagement

- Business Intelligence, Analysis, Complex Technical Forecasting and Modelling

Member | Division Committee · Engineers Australia

2004 - 2008

Board Member of Engineers Australia's, Western Australian Division Committee.

Chairman | Communications & Marketing Sub-committee · Engineers Australia

2003 - 2008

Chaired the CMSC in 2005 - 2006, was a member outside that. EA's membership base was over 10,000 Engineers in WA and 75,000 nation wide. Worked on various initiatives including Engineering Week and the Engineering Excellence Awards.

International Project Manager · Almos Systems

2003 - 2005

Almos Systems is a high tech engineering company, that designs and manufactures Aviation Meteorology Systems, National Meteorological Network Monitoring Systems and Small Arms Weapons Training Ranges.

Government & Private Clients in (Australia, Croatia, Brunei, Singapore, Korea, Hungary, Holland, Taiwan, Afghanistan, Greece, Kuwait, America, Indonesia, Turkey, United Arab Emirates, Britain, Vietnam & China).

From 2003 and on into 2005, I was was lucky enough to be involved in a dynamic period of a West Australian Technology Success story. Initially engaged as a Jnr. electronic design engineer, I lasted a week, before on Friday afternoon Steve Rakoczy, the MD, asked me to review a Vietnamese tender. When I delivered results back inside the afternoon, I believe accurately, I started Monday in a fresh new office of my own upstairs! Thus the adventure began.

This was an exciting fast paced learn, apply, challenge - rise above period of my life. Completely new to this industry I flew out to Project Manage and Install and Commission a project in Singapore within the month. This was successfully delivered inside expectations.

As a Deloitte Tech 200 company, I was lucky to work with amazing teams, leading experts in the fields of electronics, software, international business and meteorology to name just a few.

Highlights included, many relationships made. Including a spot on 60 Minutes, representing Australian export to Eastern Europe, with my work in the area, fostering stronger bus. and gov. relationships between our countries. Another was being a presenter and Australian representative in a team of 5, in Australia's multi \$B bid for China's airport expansion projects. I personally enjoyed a well timed stop over at Oktoberfest in Munich on a layover :)

Responsibilities included;

- International Marketing, Tendering, Quoting, Selling,
- Political and Commercial stakeholder engagement,
- Designing, Developing,
- Project Managing,
- Installation and Commissioning

Engineer · Total Marine Technology

2001 - 2002 · Fremantle WA, Australia

Sub sea robotics engineer, experience in offshore operational maintenance, design and tooling for working class ROVs inc service trained on Shilling Titan 3 hydraulic robotic arm.

Engineer · Diamond Offshore

2001 - 2001 · Perth WA, Australia

Completed FEED for Deep Sea BOP technology and lead on Information Systems Archive digitisation project.

Education

B.eng · Curtin University of Technology

1997 - 2002 · Perth WA, Australia

Perth didn't offer Aerospace engineering courses, but it had just started in Robotics. Taking the gamble on robotics, I

chose to study Mechatronics. It was a challenging course, in its formative years, characterised by squashing all core units of engineering disciplines into 1 degree. The real result was a fantastic amount of knowledge learned.

For me it was a juggle, between study, running my first serious startup and squeezing in socialising. I am very proud to be an insomniac of that era with a near boundless energy... was it not for that fact, I would surely have missed out on many of the fantastic experiences and relationships uni life offered.

Reward, choosing to complete a self sponsored thesis, supported by Sam Cubero, my professor, in advanced energy and aerospace propulsion, great recognition of many years of avid R&D. The result, a VTOL UAV, and aerospace solid state propulsion technology, involving the manipulation and shaping of high strength electric fields.
Fun :)