

RM6002 – Permanent Recruitment Framework Solutions

Crown
Commercial
Service
Supplier

Inspire
People
finding the fit

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“ Listened to my requirements and placed me into the perfect organisation, which I wouldn't have otherwise considered. I'm very grateful to Inspire People for their incredible customer service which really is a breath of fresh air in a recruiter-saturated marketplace ”

Hiten, Solutions Architect

About Inspire People

Introduction

Inspire People is a boutique IT recruiter specialising in Digital Transformation, IT Infrastructure and DevOps.

Our purpose is to provide innovative recruitment solutions to organisations and individuals who make a positive difference. Our vision is "A better society, enabled by technology", driven by our core values of Accountable, Ethical and Working Together.

We are proud to work with some of the UK's most inspiring organisations, including not-for-profit, public health, scientific research and managed service providers, where Digital, Data and Technology is fundamental to the outcomes of each organisation.

Services

Executive/Retained Search

Target the best talent in the market with retained search. Our proven search methodology has delivered a 100% success rate in hiring C-level, senior appointments and niche skills on behalf of customers. Building an attractive Employer Value Proposition ("EVP") during planning meetings and market mapping, we work to agreed timelines and KPIs to secure a guaranteed hire.

General Recruitment

Using a mix portfolio including existing talent pools, online advertising, job boards and social media, we will capture the best talent on the market, using intelligent and innovative strategies such as shared video screening to provide you with highly matched, quality candidates with the right skills and cultural fit from a diverse pool of candidates.

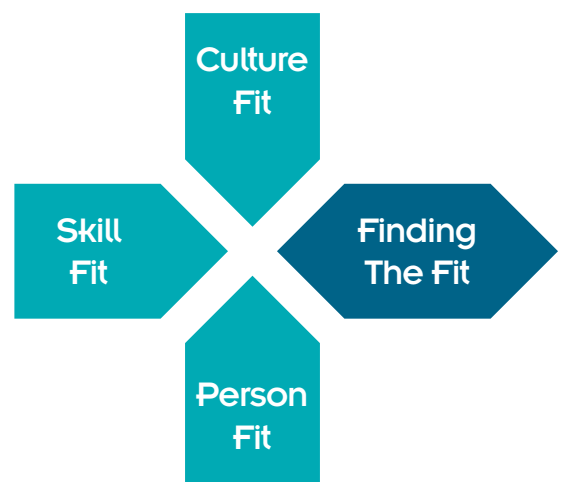
Ethos: Finding The Fit

Recruitment is an industry often renowned for trying to fit square pegs into round holes. Our ethos is to identify the all-round fit between employer and individual. Hence "Finding the Fit".

Screening for essential and desirable skills ("Skill Fit") is not enough. Understanding the criteria and motivations of candidates is also integral to help the transition from new employee to high performing team member ("Person Fit").

Finally, finding the fit between the employer's culture and the individual's, particularly those who want to contribute to society, is essential for any public-sector employer ("Culture Fit").

"In the world of recruitment where job seekers are treated like another statistic, Shayda and the entire Inspire People team bring humanity to recruitment."
Temi, Technical Business Analyst



Providing Value

Innovation

A shortage of skills and the need for new talent in emerging technologies means candidates have more choice than ever before, often with misconceptions of working in public sector. The use of content marketing and promoting employer branding, on-line open days and webinars attract passive candidates and change external perceptions.

Equally, employers and hirers are time short.

Our use of video interviews alongside the traditional CV reduces the time to hire by eliminating telephone interviews and provides valuable insights to aid selection such as cultural fit and increases diversity of candidates.

Market Insight

We live and breathe technology. We're not geeks, but we love the impact that technology brings to organisations and to people.

As experts, we're here to support you and your internal recruitment teams access information vital to your talent acquisition, whether through our own market insight reports or the sharing of information.

With exceptional opportunities offered in public sector across DDaT, particularly in the Digital Transformation of services and the need to deliver more for less, Inspire People will guide you and offer market insight to help reduce time to hire and target your recruitment spend in the most effective and efficient manner.

Diversity & Inclusion

Diversity and inclusion are fundamental guiding principles at the core of our company, which itself has a diverse mix of backgrounds, ages and genders.

As well as moral and ethical sense, teams of different genders, ethnicities, cultural backgrounds, sexual orientations, ages and abilities produce more creative, innovative and effective results, offering a wider range of experiences and ideas compared to people of similar backgrounds, which is why we believe a diverse range of applicants is so important.

We use a broad spectrum of activities to ensure we present a diverse shortlist of candidates as far as possible, including but not limited to:

“What sets Andrew apart is his innovation and use of technology and pro-active approaches. Deep-dive understanding of my recruitment needs and cultural fit that enables his team to match quality candidates to the vacancy brief.”

Drew, PMO Manager

“Dealing with an organisation who recruit IT specialists in the fields of Data Science and Big Data gave me confidence about their integrity & professionalism.”

Director of ICT,
The Wellcome Trust Sanger Institute

- Understanding Employers' Diversity & Inclusion strategies.
- Defining and promotion of Employer Value Proposition (“EVP”).
- Removal of unconscious/conscious bias from anonymisation of profiles/applications.
- Innovative use of video in evaluation of candidates' core competencies and online promotion of employers' EVP.
- Networking with groups promoting diversity.

Lot 6

Executive/Retained Search – Digital, Data and Technology (DDaT)

Specialisms

Digital Transformation;
IT Infrastructure, DevOps.

Service Highlights

Customer Briefing Visit, Employer Value Proposition ("EVP"), C-Level Video Promotion, Face to Face Screening, Market Mapping, Planning Meetings, Timelines & KPIs, Weekly Status Updates, Two-Way Video Screening (optional)

Additional Services

Competency Based Interview ("CBI")
Scorecards, Interview Coaching,
Psychometric Evaluations.

Executive Search – Digital, Data and Technology Job Roles (The list of Job Roles is not exhaustive)	Chief Digital & Information Officer (CDIO), Chief Information Officer, Chief Digital Officer, Chief Technology Officer, Chief Data Officer, Chief Data Architect, Chief Information Security Officer, Chief Technical Architect, Director of Infrastructure and Platforms, Director of Digital Transformation, Director of Technology Operations, Head of Data Platforms and Security, Head of Digital Programmes, Head of Cloud Services, Head of Infrastructure Services, Head of Enterprise Architecture, Head of Software Engineering Practice, Head of Service Management, Head of Technology Architecture, Head of Global IT, Head of Information Technology.
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Lot 2

General Recruitment – Digital, Data and Technology (DDaT)

Specialisms

Digital Transformation;
IT Infrastructure, DevOps.

Service Highlights

Customer Briefing Call, Employer Value Proposition ("EVP"), Online Advertising, Market Insights, Social Media Promotion inc. LinkedIn, One-Way Video Screening (optional)

Additional Services

Managed Assessment Centres,
Interview Management/Support,
Online Open Days, Webinars

Job Family	Example Job Roles (The list of Job Roles applicable to each Job Family is not exhaustive)
QAT (Testing)	Test Manager, Test Engineer, QAT Analyst
Product and Delivery	Delivery Manager, Programme Delivery Manager, Business Analyst, Product Manager, Service Owner
User-Centred Design	User Researcher, Technical Writer, Content Designer, Content Strategist, Interaction Designer, Service Designer
Data	Data Engineer, Performance Analyst, Data Architect, Data Scientist
Technical	Software Developer, DevOps, Technical Architecture, Technical Specialist Architect, Security Architect, Network Architect, Infrastructure Engineer
IT Ops	Business Relationship Manager, IT Service Manager, Command and Control Centre Manager, Service Transition Manager, Change and Release Manager, Engineer - End User Computing, Problem Manager, Incident Manager, Service Desk Manager, Engineer - Applications Operations, Engineer Infrastructure Operations

Case Study: Executive Search

The Francis Crick Institute

The Francis Crick Institute (“The Crick”) is a world-leading centre of biomedical discovery, formed from a partnership between the UK Government’s Medical Research Council, University College London, Imperial College London, King’s College London, Cancer Research UK and the Wellcome Trust.



Service

Executive Search

Background

The Crick is a brand new, world-leading centre of biomedical innovation, which opened in a new, £7000m purpose-built research faculty in Kings Cross in August 2016 and is home to approx. 1,500 staff.

High Performance Computing (“HPC”) is critical to the data driven research carried out by the 1,250 or so scientists who work at The Crick, with over 3,000 cores supporting a multi-petabyte storage environment.

Challenge

The successful candidate was required to support the current and future computational needs of the Crick’s scientific community, taking into consideration the 100% annual growth in data and the need for a sustainable research computing platform for the Crick within this context for the next 5 years, 2018-2023.

As well as the necessary IT skills required in HPC, the selected individual required the personality and cultural fit to work in a collaborative manner across the organisation and alongside other senior stakeholders.

Solution

Following a previous successful retained search for the Crick’s first CIO, Inspire People were entrusted to conduct a proactive UK and European wide retained search, mapping organisations and talent from organisations within agreed target sectors, including healthcare and academia.

The headhunt for suitable candidates was supplemented by a secondary online social media campaign and associated placement in specialist media.

Result

A comprehensive interview process resulted in an appointment followed by our onboarding of the successful individual, who has since added tremendous value to The Crick’s capability to deliver current and future computational needs.

“Andrew contacted me about a potential role which turned out to be my dream job, of which I would otherwise have been unaware. From the start he was professional, honest and straightforward and was very supportive during the process which culminated in me securing my current role at The Crick. Over 6 months on I can say he did a great job of finding the right fit for both me and my new employer”

Steve, Head of Scientific Computing

Case Study: General Recruitment

Genomics England

Genomics England (“GEL”) is a wholly owned entity of The Department of Health & Social Care, set up to deliver the 100,000 Genomes Project, a flagship NHS project to sequence 100,000 whole genomes from NHS Patients with rare diseases, plus their families, as well as patients with common cancers.



Service

Permanent Recruitment

Background

Sequencing such large numbers of genomes generates enormous amounts of data. Genomics England is thus a big data driven organisation operating at scale with over 30PB of storage and 4000 compute cores collocated across physical data centres and public cloud.

Challenge

Genomics England had significant technology delivery challenges as a result of a rapid increase in the speed and volume of data, placing an increasing demand for compute resources.

This would require a re-think in delivery strategy across all areas of the IT function and require additional resources including people, process and technology, including a much-expanded IT team; the introduction of a DevOps culture and new hybrid Datacentre solution.

Solution

We work closely with GEL's HR and IT teams to best understand not only the right skill fit, but crucially the right cultural fit for working within GEL's fast paced and mission-critical IT environment.

Result

Inspire People have introduced a number of professionals to build their DevOps capability and support the management and delivery of GEL's IT infrastructure projects, introducing highly skilled Infrastructure Engineers, Architects and Technical Project Managers.

“Inspire People were involved during a period of significant headcount increase and supported us for both contractor and permanent hires and were quick to grasp our requirements and make sure candidates were properly vetted before submitting CVs for review. This greatly helped us to fill vacant posts and minimise the amount of time to review and interview candidates because of the quality filter Inspire People applied”

Adam Batchat,
Programme Director

Contact Details

Primary Contacts



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Key Personnel



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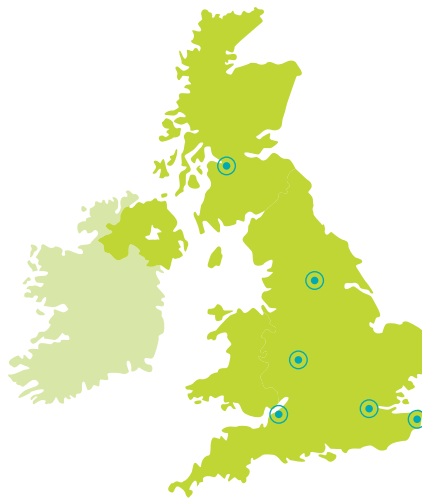
Team Support Helen Biglan

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UK Coverage

Inspire People supply UK wide and our high-quality service is based on a blend of customer on-site meetings, face to face interviews and innovative online video screening tools.

As well as our Head Office in the South East and our London hub, we are able to facilitate off-site interviews and assessment centres where required at co-working sites in Bristol, Birmingham, Leeds and Glasgow.



Locations

Head Office

Innovation House, Discovery Park,
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