

ABOUT THE COMPANY

Thames Valley Police are the largest non-metropolitan force. They cover over 2,200 square miles and three counties: Buckinghamshire, Berkshire, and Oxfordshire. They serve a diverse population of over 2.34 million people.

Thames Valley Police works closely with Hampshire Constabulary and since 2011 they have shared a Joint Operations Unit including ICT, Digital and Business Change.



The Challenge

Following the decision to adopt a Cloud centric approach TVP appointed a 3rd party vendor to complete a complex Microsoft Cloud implementation.

After a positive start, the selected vendor had made numerous mistakes, gone well over budget and failed to deliver, at that point TVP/ HC made the decision to cut ties and bring the portfolio in house.

The highly sensitive nature of the portfolio and the complexity of the applications involved in migrating to the Cloud meant that TVP did not have the specialist skills required to deliver the portfolio, so developed a target operating model that relied heavily on interim consultants in the initial stages, later replacing them with full time employees.

One of their biggest challenges was finding a pool of candidates with highly niche skill sets, that would pass clearance checks all within the tight timeframes.

Key Stats



New hires: 100+



Average turnaround –
4 days for interim and
3 weeks for permanent



Interview to hire
ratio 3.5 -1



Savings 40%

The Solution

Data Careers designed an IR35 compliant solution that allowed Thames Valley Police to work outside of the procurement frameworks for specialist resources that included Architecture, Software Engineering, Programme Office, Cloud and Business Change.

The solution ensured all interim consultants were working compliantly outside of IR35, were billed on one invoice (mandated by procurement) and worked professional working day's of 7.5 hours.

Following the successful delivery of a new contact management platform for 999 calls, new data centre's and an Office 365 implementation we put a project plan together to recruit over 50 full time employees to replace the interim consulting team over the next 12 months.

This solution includes:



Helping TVP to understand what makes someone an unsuitable hire and which enables us to define what we should be looking for in excellent hires.



Understanding the competencies (knowledge, skills, abilities, attitudes and behaviours) that will allow us to source only highly suitable candidates.



Building a standard assessment methodology using their competencies to predict high performing candidates.



Implemented video interviewing to streamline interview process moving from 3 / 4 stages to 2.



Created a sourcing framework and questionnaire for all applicants to ensure they would be able to pass vetting should they be hired.

Key Elements



Key management information



Obtained NPPV clearance to ensure a smooth interview process and make face to face meetings possible



Video interviewing



Video Advertising



Video job descriptions


Summary Results

- ✓ Hired over 50 highly skilled interim consultants in a three year period.
- ✓ Hired over 100 new full-time employees in accordance with new target operating model.
- ✓ Five of the hires were part of the senior management team driving the transformation.
- ✓ Reduced time to hire for interims by 50%.
- ✓ Reduced time to hire for FTE'S by 30%.
- ✓ The campaign achieved 25% against traditional contingency hiring.

Hampshire Constabulary and Thames Valley Police initially engaged James through a consultancy company in 2015, with the demise of the of the consultancy relationship we were fortunate enough to be able to deal with James directly for recruitment purposes. We have worked directly with James since early 2016 and to date this has proved to be a favourable engagement. Police staff recruitment is notoriously difficult, with much bureaucracy, and James fully appreciates this - with much patience he has worked with us to ensure we work within the government framework dictated to us, supplying us with quality candidates in the contract and permanent arena.

DataCareers

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Call us today to book a consultation:  **0330 097 7809** or visit:  **info@datacareers.co.uk**

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