



DataCareers

Tech • Talent • People



Crown
Commercial
Service

**RM6229 PERMANENT RECRUITMENT 2 (PR2)
- LOT 2 NON CLINICAL GENERAL RECRUITMENT**

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Who are DataCareers?

DataCareers is a Talent Acquisition Specialist who holds over twenty years of experience in providing end-to-end talent solutions across various facets of the Public Sector. We were formed to address the issue of talent scarcity within the public sector, specifically Local Authorities and Police Forces during the first wave of Digital Transformation. What started as providing local Authorities with IT specialists on an interim basis evolved in alignment with the recruitment challenges faced by our clients within the Public Sector, such as the scarcity of talent within specific regions and disciplines, employer branding, workforce planning, and the increase in recruitment competition from the private sector.



Focus on Partnerships

DataCareers is a specialist in providing recruitment services, throughout the last twenty years we have developed robust commercial relationships across central Government, Local Authorities, Healthcare, and Blue Light & Policing. These robust relationships have been built through our approach which is centred around partnerships, providing each of our clients with a bespoke solution, that is unique to your organisation's challenges but also one that aligns with organisational objectives.

We service our clients via dedicated teams that specialise in recruitment delivery to the public sector, these teams are segmented based on both market verticals and the areas of the public sector they specialise within. Thus, ensuring that our clients receive a team of subject-matter experts who have a thorough understanding of their market vertical, in addition to talent pools of qualified candidates that they are continually developing. This expertise enables us to deliver an exceptional service whilst being on hand to provide our clients with market information and advisory throughout the recruitment lifecycle.

Our Approach

At Data Careers we do not believe in a one size fits all approach when it comes to meeting the needs of our clients, rather we design our services to meet their individual requirements. You will benefit from a designated account manager who will be responsible for understanding your requirements, designing the solution, and being on hand to support and advise throughout. You will also have access to our Talent Acquisition specialists who each have an extensive candidate network in addition to robust experience and tacit knowledge. This approach enables us to work in partnership with our clients, as trusted talent partners to identify, engage and deliver the strongest talent.



Partnerships

DataCareers has been built on partnerships, we prize working in collaboration and being there for our clients throughout periods of adaption and change, something that has been instilled within our organisation for more than twenty years. We know that strong relationships are the backbone of any successful organisation. That's why we've never concentrated our efforts on a transactional approach, but rather on building deep connections with each client - enabling our people to solve your challenges specifically for you.

Our persistence in developing solutions that align with the needs of the public sector is one of the ways we've been able to sustain and grow our partnerships. We take pride in our ability to understand the nuances and complexities of public sector recruitment. We know that new challenges can arise at any time, but as an organisation we have spent years strengthening our capabilities so that our partners can be assured, that they can depend on us throughout the duration of our relationship.

Project RPO

DataCareers' Talent Acquisition as a Service (TAaaS) model enables you access to a team of Talent Acquisition Specialists who can help your organisation build long-term capability in an agile and flexible manner. Through the experience we have gained in providing talent solutions across the Public Sector, we have worked extensively to build an end-to-end talent solution that can be tailored to your individual needs.

We understand that recruiting at scale, regardless of the reason, requires more than contingent services. Our team seeks to add value to your internal recruitment function, working as an extension of the team; whilst being delivery-focused.

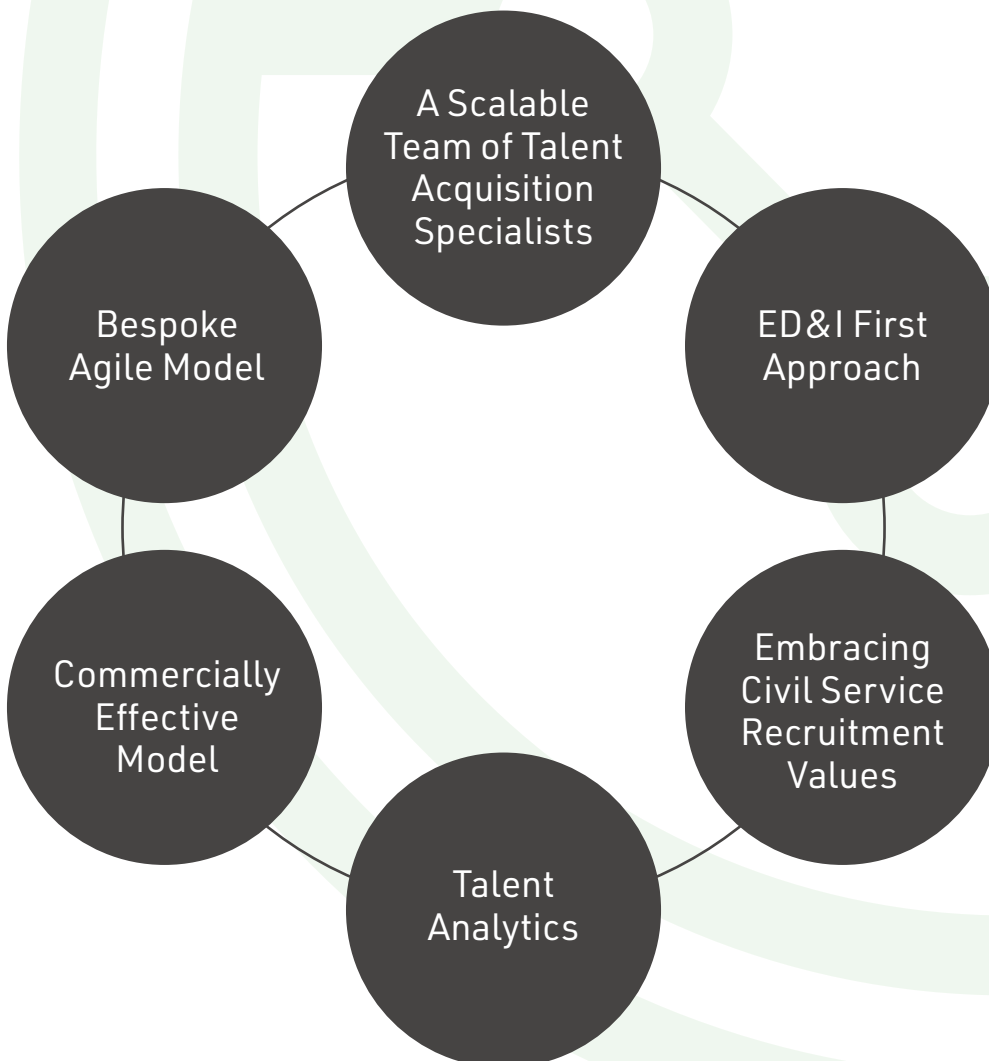


Key Benefits

- A bespoke solution that can be mobilised at a pace
- Outcome orientated
- Creation of talent pools for niche and high-demand talent, enabling qualified talent to be sourced in a time-effective manner
- Heighten workforce planning with market information and talent analytics
- A solution with Diversity and Inclusion at the forefront
- End-to-End solution

Outsource On Your Terms

Our TAaaS solution is designed with your needs at the core, enabling you as the customer to decide the specifics. We can offer a combination of the below to meet your requirements.



Digital Data & Technology

DataCareers was founded with the purpose of providing Data and Technology professionals to the Public Sector, specifically Local Authorities; during the first wave of Digital Transformation. For over twenty years, we have built a proven track record of delivering permanent talent across various facets of the public sector. Our dedicated team of consultants has a broad range of experience, supporting a variety of projects and programs across, Blue Light & Policing, Central Government, Education, and the Catapult Network.

Our Specialisms



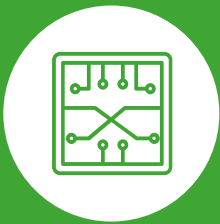
TECHNICAL



DATA



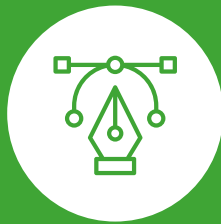
QUALITY ASSURANCE TESTING



IT OPERATIONS



PRODUCT & DELIVERY



USER-CENTRED DESIGN



ARCHITECTURE



The Client

The UK's largest non-metropolitan police force was seeking to grow its internal Robot Process Automation (RPA) team, by hiring 4 permanent RPA Developers.

THE CHALLENGE

- A talent short market due to the competition between organisations seeking the same skillset
- The salary banding was 30% lower than the average UK Salary
- Previous internal recruitment efforts had failed due to the internal recruiting methods being passive and slower than organisations competing for the same talent.

OUR SOLUTION

Because of the challenges associated with recruiting RPA specialists we developed and implemented the following:

- We implemented a multimedia recruitment advertising campaign across a plethora of media channels to increase awareness of the vacancies in addition to sharing more information regarding the projects our client was working on, to drive engagement with candidates
- Our proactive recruitment methodology was multi-faceted, utilising several candidate identification tools, to create market maps which subsequently allowed for a focused search
- To increase the speed of the recruitment process and provide hiring managers with a greater understanding of the candidates' capability and cultural fit; we conducted video interviews on the client's behalf, that were submitted with the candidates'
- Our Account Management team worked with the client to improve the recruitment process; specifically improving candidate engagement and increasing the speed of delivery.

Results Summary

- Within an 8-week period all roles were successfully placed with an average time to hire of 8.5 working days
- The talent pools we developed on the client's behalf have since been used
- The use of creating a market map and ideal profile creation enabled the client to approve our recruitment plan and ensure we were searching in the right areas for the right individuals

Corporate Services

DataCareers have been a trusted partner to Public Sector organisations that require permanent talent across corporate services. For over twenty years, we have built a proven track record of delivering permanent talent across various facets of the public sector. Our dedicated team of consultants has a broad range of experience, supporting a variety of projects and programs across, Blue Light & Policing, Central Government, Education, and the Catapult Network.

Our Specialisms



COMMUNICATION



COMMERCIAL & PROCUREMENT



FINANCE



HR



INFORMATION & KNOWLEDGE MANAGEMENT



The Client

The UK's leading provider of software to the Public Sector, we have been working with this client via our RPO offering since 2005 and have supported the organisation to grow from circa 300 employees to over 5,000.

THE CHALLENGE

Our client underwent a considerable period of growth in 2021, across their organisation however, their efforts in recruiting across their finance function, did not align with the growth across their organisation. This is due to the following variables:

- The existing recruitment process involved multiple stages that were not fit for purpose
- A highly competitive market, that required a team of consultants with tacit knowledge, that would be able to identify and engage suitable candidates.

OUR SOLUTION

Upon working with the client to further understand what they required, we established that a nationwide recruitment campaign would be the most effective solution. Our team Implemented the following:

As we were aware of the client's requirements ahead of time, our corporate services team began talent pooling suitable candidates; meaning by the time the vacancies were approved we had a pre-screened pool of talent.

We created a multi-channel approach to recruitment across their finance department, that involved attracting both passive and proactive candidates that included:

- Social Media Campaigns
- PPC Targeted Advertising
- Engaging with passive candidates via our CRM
- Market Mapping

Our team of Talent Acquisition specialists worked with the hiring managers to redesign the recruitment process, to reduce the time-to-hire, whilst ensuring the candidate had the best possible opportunity to demonstrate their capability; enabling hiring managers to make accurate hiring decisions

All CVs and applications were stripped of protected characteristics to remove any unconscious bias throughout the recruitment process. Our in-house ED&I Specialist also managed the selection of the interview panel for all hires to ensure candidates felt represented during the interview.

Results Summary

- We have made seventeen successful hires, on behalf of the client, within a four-month period. Ranging from the following:
- Group Finance Manager
- Finance Managers
- Finance Business Partner
- Finance Support officer
- Time-to-hire was reduced by 30% in comparison to the previous recruitment process.

Organisational Change & Transformation

DataCareers have been a trusted partner to Public Sector organisations that require permanent talent across the Organisational Change and Transformation. For over twenty years, we have built a proven track record of delivering permanent talent across various facets of the public sector. Our dedicated team of consultants has a broad range of experience, supporting a variety of projects and programs across, Blue Light & Policing, Central Government, Education, and the Catapult Network recruitment process.

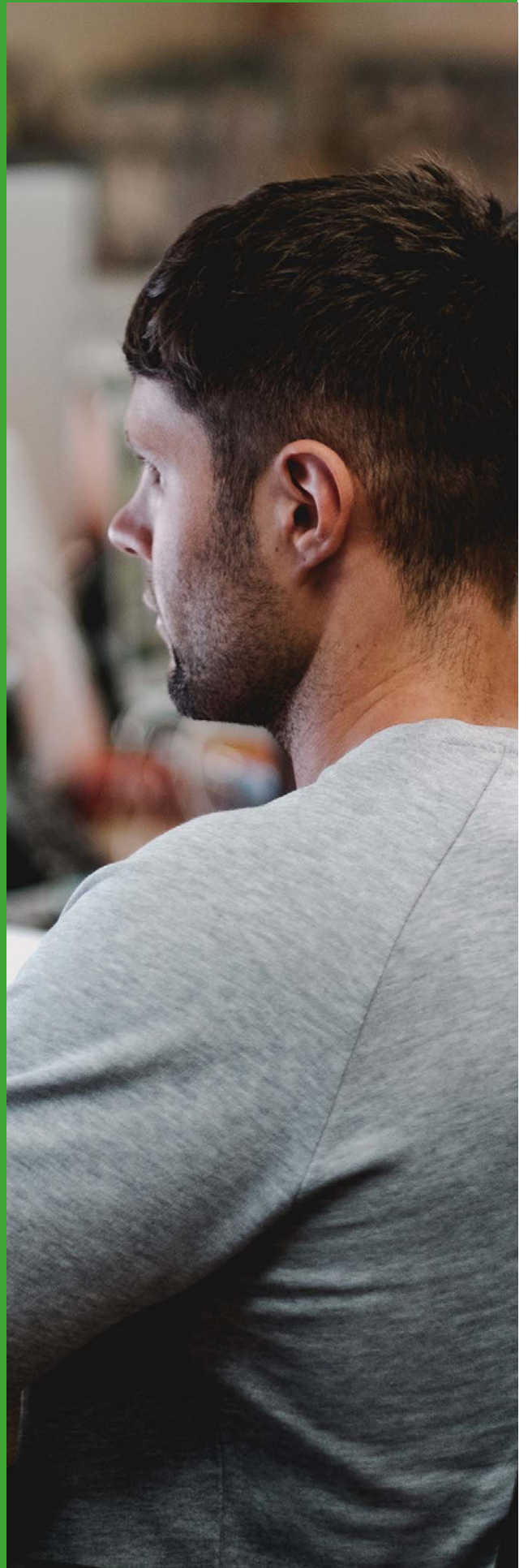
Our Specialisms



PROGRAMME
& PROJECT
MANAGEMENT



SENIOR PROJECT
DELIVERY



The Client

A Joint law enforcement unit, that comprises a joint ICT and Communication Department.

THE CHALLENGE

Our client was seeking to hire a Technical Programme Management Lead, who would be responsible for leading the Project Management Team. Our client required an experienced leader who had experience in driving digital change across a secure environment whilst also having the suitable competencies to lead the function.

OUR SOLUTION

- Our team worked alongside the hiring manager to create an ideal profile that highlighted the key skills required in addition to the competencies that would be required.
- We provided salary benchmarking and talent analytics to accurately communicate the salary banding that needed to be offered to attract suitable candidates
- Upon identifying a suitable longlist, our Talent Acquisition Specialists conducted video interviews, to assess capability and competencies; these video interviews were then sent to hiring managers to provide further insight prior to selection for interview
- During the interview phase, our dedicated Account Manager supported the facilitation of interview days, holding post-interview debriefings with all candidates.

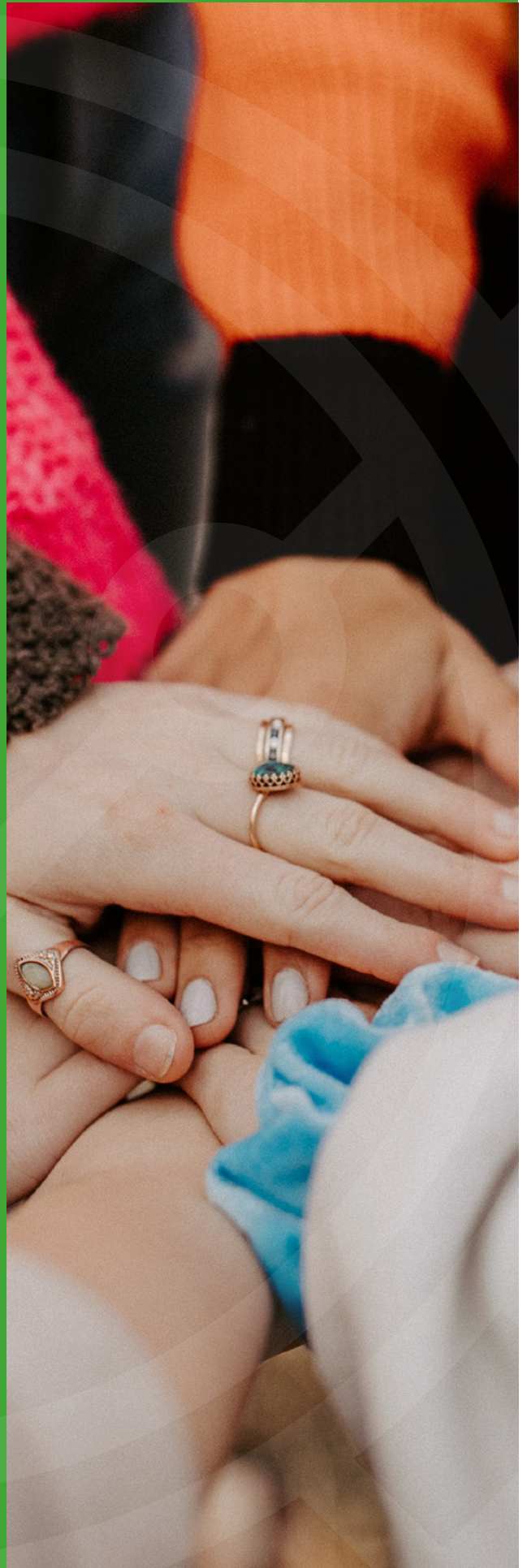
Results Summary

- We provided a successful hire with a time to hire of six weeks
- Through the use of our video interviews, the assessment stage was condensed from a two-stage interview process to a one-stage final interview
- The candidates that we engaged with that had suitable skills but did not have the experience required for the Lead position have been talent pooled for a current Senior Programme Manager requirement.

Proactive Commitment to Equality Diversity & Inclusivity

We place ED&I at the forefront of our approach, as we strongly believe that an organisation comprised of diverse perspectives and experiences empowers those within it to solve organisational challenges more effectively, in short advancing organisational performance.

We ensure that the services we provide align with the ED&I values of the Public Sector, whilst working in partnership with our clients; supporting the continuous improvement of their ED&I practices. Furthermore, we have worked extensively with organisations to improve the inclusivity of their talent acquisition processes, of which these efforts have been recognised with our client being named in the Financial Times Leader in Diversity.



To ensure our approach is fully inclusive we:

- Remove all protected characteristics when sending CVs to clients to reduce the probability of unconscious bias
- Work with clients to ensure candidates feel represented via the interview panel
- All our advertising and social campaigns are created in an inclusive manner
- Provide clients with ED&I application statistics throughout each recruitment campaign
- Carry out a quarterly diversity review of all candidates we have placed
- Provide regular ED&I training to our Talent Acquisition Specialists so they can continue providing a best practice approach.

Your Delivery Partners

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