

concept.
talent & tech. connected

Our services.

Talent



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Who we are.

Over two decades of
talent consultancy.

**Talent solutions to
support your evolving
tech needs.**

With technology moving this fast, you need an agile talent partner to keep up. Concept simplifies your tech hiring process by recruiting, training, and deploying employees that fit, as and when you need them.

At Concept, we do more than just connect businesses with tech talent. We're industry experts with a global reach, ensuring swift and consistent talent solutions.

Our consultants bring a unique blend of knowledge, passion, and expertise to the table, fostering lasting relationships that stand the test of time.

£26m
turnover
in 2022

**We're
growing**
with a team of
80+ staff

placed over
30,000
candidates
*both permanent & contract positions

Providing fully managed, end-to-end solutions, including both talent attraction and outsourcing options, you can rely on Concept as an extension of your internal team, ready to fully support. Whether you're a fast-growing scale-up or an established brand looking to expand, we tailor our solutions to fit you as your business as it grows.

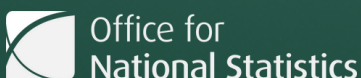
Who we work with.

We collaborate with diverse technologies businesses, from startups to established firms, and with tech-focused entities like MSPs, VARs, and Re-sellers who have a strong growth trajectory.

Leveraging our comprehensive talent services, these organisations swiftly scale with strategic hires across a range of functions.

Our goal? To fuel your innovation, growth, and ambitions at every turn.

Our partners.



“

Concept has been proactive in maintaining a detailed understanding of our needs and has always delivered to a very high standard – determined to meet our needs.

I cannot commend the service that Concept has provided to me and my team highly enough.

-Deputy Director, ONS

Talent

Having honest, human
conversations to connect
talent and tech.

Tech talent that'll stay. Service you'll come back for.

Expert talent consultants helping you hire the best in tech, from your next C-Suite hire to a team for your next project.

Whether you're looking for a contract or permanent hire, you don't have to waste time scouring through CVs. Our tech hiring consultants tap into our exclusive talent pool and handpick the best solution, whether you need a Retained, Executive or Managed Service.

Struggling to find the right talent? From wasting time sifting through CVs to unqualified interviews, we know hiring can be draining.

Concept's Talent service streamlines your hiring process with flexible solutions for permanent and contract roles, using a consultative approach with data-driven techniques to fully understand your requirements.

**Big on tech.
Bigger on
people.**

No gimmicks, just clear results that make an immediate difference.

Flexible Hiring Models

From contract to permanent tech roles, we offer hiring solutions tailored to fill any position.

Time-Saving

Skip the arduous task of candidate vetting; we handle all the candidate screening for you.

Exclusive Talent Pool

Gain access to highly qualified candidates from our exclusive talent database.

Data-Driven Matching

We use advanced algorithms alongside human expertise to find your ideal candidate.

Consultative Approach

We take the time to understand your business, ensuring candidates not only fit the role but your company culture too.

Accredited:

Our team holds accreditations and security clearances which give them the ability to find and confirm via ListX.

Relationships

By building long-lasting partnerships we tailor our offering to best fit your needs, with mutually agreed KPIs and SLAs.

Straight-Forward & Honest

From our first conversation to the final handshake, expect a straightforward approach, with no last-minute surprises.

Account Management

Our structure means our clients receive quality service with a named contact alongside a team of specialist consultants.



Talent solutions.

Let's achieve more, together.

We're your partner supporting you through the entire process.

Concept's expert talent consultants help you hire the best in tech, from your next C-Suite hire to a team for your next project. Whether you need a Contingent, Retained, Executive or Managed Service, Concept has you covered.

Contingency

Fast, reliable, and on your terms. A flexible approach that quickly responds to your needs.

Retained

An exclusive tech hiring agreement that promises results.

Executive

Find your next leaders: lead your organisation to new levels of success.

Managed Service

Providing flexible and strategic talent acquisition with mutually agreed SLAs.

Whether you're a fast growing scale up or an established name looking to expand, we tailor our solutions to fit you. It's not just about tech skills; we focus on people, ensuring the talent we recommend will genuinely fit into your culture and contribute to your goals.

Contingency

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**Contingent recruitment solutions:
Fast, reliable, and on your terms.**

A flexible approach to tech recruitment that quickly responds to your needs.

Swift access to the best tech talent.

Hiring talent in the fast-moving tech landscape requires an agile approach, and sometimes, the traditional routes might not fit the bill. That's where our contingency recruitment solution steps in, providing an on-demand talent strategy to meet your ever-evolving needs.

Our contingent recruitment model offers a flexible, no-commitment approach. You only pay once we find you the perfect hire, offering a motivated search process.

Essentially, you tap into our extensive tech talent pool whenever needed and only pay when you decide to hire.



Broad network



Fast turnaround

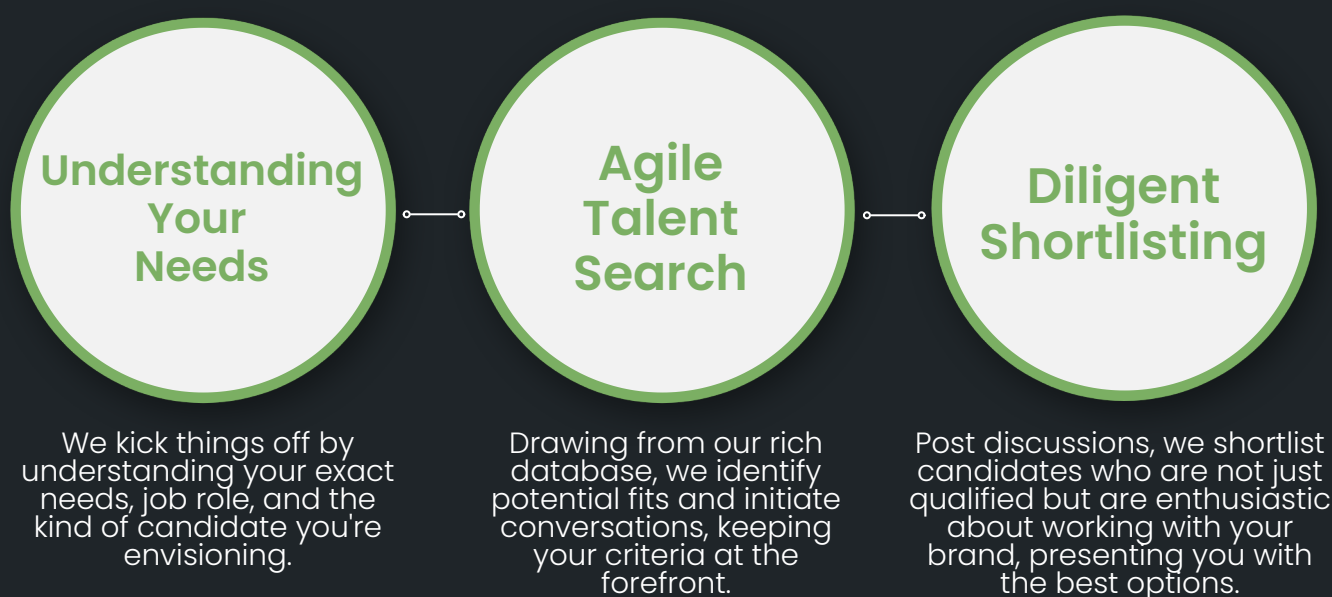


20+ year insights

How it works.

Contingent recruitment comes with a straightforward process. We work diligently, understanding that our reward is the successful placement of a candidate in your company. This commitment ensures a dynamic and motivated approach to finding the best fit for your team.

Your contingent hiring pathway.



The benefits.

Flexible Partnerships

You can work with multiple tech recruiters if you wish, keeping your options open and expansive.

Wide Reach

Leverage our broad network of potential candidates, reaching beyond your existing tech talent circles.

No Long-Term Commitments

Engage our services project-by-project, retaining control over each recruitment process.

Swift Processes

Quick solutions are a hallmark of contingent recruitment, saving your precious time in the search process.

Experienced Team

Rely on our experienced team to facilitate smooth negotiations and candidate management.

Adaptive to Market Changes

Stay responsive to evolving tech market demands, ensuring your hires always match the current sector requirements.

Retained

**Retained talent solutions:
Completely committed to you.**

An exclusive tech hiring agreement that promises results.

Your quicker path to the perfect tech hire.

In critical hiring situations where there's no room for mistakes, retained recruitment stands as your most reliable option. By entering an exclusive partnership with us, you gain focused attention on finding the precise fit for your roles, leveraging a well-curated pool of pre-vetted candidates.

We go a step further than just matching the job description; we thoroughly assess your company's values, culture, and long-term objectives. Our goal is to identify candidates who not only meet the skills required but genuinely resonate with your vision, promising a perfect fit every time.



Exclusive Talent Pool



Flexible Solutions



Consultative Approach



Niche expertise

Retained

How it works.

In the retained recruitment model, we enter a dedicated partnership with your business, committing to fill your open roles for a set fee. This close collaboration allows for a deep understanding of your needs and a tailored approach to finding the ideal candidates.

Your retained hiring pathway.



The benefits.

Personal understanding

We get to really know your company to find candidates who are excited about what you do, not just looking for any job.

Save time

Structured timescales with regular updates mean you know what to expect every step of the way.

Genuine representation

We represent your business authentically, making sure candidates know exactly what team they could join.

Exclusive access

Get access to candidates who aren't just on every other company's radar, making your shortlist more unique and targeted.

Engaged candidates

We find candidates who are eager and informed, ensuring an engaged process from the start.

Long-term success

By finding the right match, not just the right CV, we help you build a team that sticks together for the long haul.

Executive

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**Executive search:
Find your next leaders.**

Connect with tech industry leaders who will lead your organisation to new levels of success.

When it comes to securing the best leaders in the tech industry, our executive recruitment service is your go-to solution. Engaging in an exclusive collaboration with us means we go deeper to connect you with C-suite candidates who don't just fit a role but advance your company's goals with expertise and passion.

Targeted strategies for sought-after tech leaders.

Our approach goes beyond the conventional. We align your company's missions and values with candidates who embody leadership, expertise, and a proven track record in the tech industry, promising not just a great hire, but a tech leader to lead your company to great heights.

Beyond just pairing candidates with roles, we aim for true synergy. We've curated a vast network of proven senior tech professionals over the years, and maintain a continuous dialogue with them. This means, when you connect with us, you're accessing a community of leaders always primed for their next venture.



Distinguished Network



Holistic Approach



Strategic Alignment



Confidentiality Assured



Industry Savvy

Executive

How it works.

In executive tech recruitment, our partnership revolves around identifying and securing leaders who will take your business to the next level. It is a meticulous and confidential journey tailored to meet your specific needs and long-term goals.

Your executive search pathway.



The benefits.

Industry-Insider Knowledge

Tap into our deep understanding of the tech industry to identify candidates who lead from the front and bring real value.

Exclusive Talent Pool

We invest in building lasting professional relationships, giving you access to our network of leaders, many of whom are passive and difficult to reach via traditional methods.

Time efficient

Benefit from a streamlined process that presents you with only the most suitable candidates, saving you time in the long run

Leadership Synergy

We focus on finding individuals who not only have the right experience but can integrate seamlessly into your leadership dynamics

True Representation

Your brand is presented authentically to potential candidates, ensuring a harmonious connection right from the start

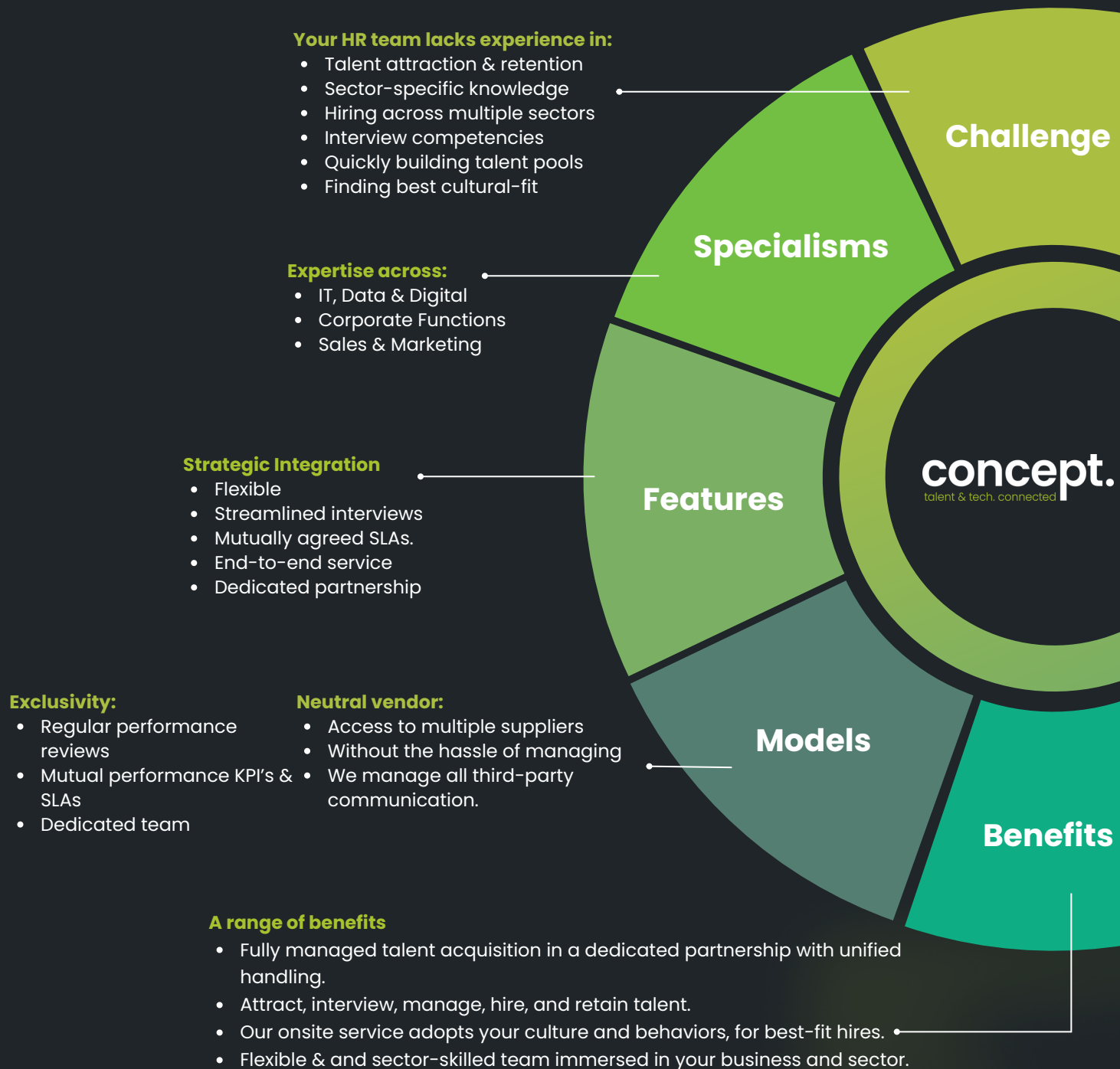
Long-term vision

Our sights are set on the future, identifying leaders who will be able to shape your company's destiny and reach its goals.

Managed Services

A flexible and strategic talent acquisition with mutually agreed SLAs.

Allowing you to run and grow your business, whilst we manage your talent acquisition.



Managed Service

Our Managed Service provides a flexible and strategic talent acquisition strategy for organisations of all sizes. It's designed to meet the challenges organisations have with their talent acquisition, providing them with more control and flexibility over the process, leading to a greater level of success in their hiring process.

Based upon mutually agreed SLAs which provide a reduced time and cost to hire, as well expertise across a wide range of roles. A critical part of our Managed Service is that it does not prevent new or existing recruiters from providing profiles for your job vacancies. This provides the benefit of a multiple consultancy approach, but without the need to spend time managing and measuring performance and success.

How it works.

Our managed talent solutions streamline and simplify your hiring process. With a focus on seamlessly blending fantastic-fit talent into your operations, we take on the intricacies, so you can concentrate on your core business functions.

Your Managed Service pathway.



Our sectors.

360° tech talent solutions, stretching across every business sector.

At Concept, we've made it our mission to not just know the tech industry, but to truly understand the nuances of each sector within it and offer a 360-degree hiring solution that can cover every role within your business.

Why does this matter? Because hiring for complex tech roles requires a knowledge of those complexities. So whether you're looking for IT and Digital experts, or tech sales specialists, you want to find not just anyone – but the right one. We get that, and that's why our hiring solutions are as diverse as the sectors we serve.

IT

Hire fantastic-fit IT talent across our wide range of specialisms.

- Business Transformation
- Cloud, Infrastructure & Architecture
- Data, Development & Digital
- Information & Cyber Security
- UI/UX
- Digital Developer
- Design

Corporate Functions

Build the backbone of your corporation with top talent.

- Procurement
- Human Resources
- Supply Chain
- Finance
- Commercial

Sales & Marketing

Tap into our exclusive sales & marketing talent pool.


- Technology Sales
- Telecom Sales
- Marketing In-House
- Marketing Agency
- Content, Social Media & Comms
- PPC & SEO

Engineering

Driving your business forward with holistic engineering talent solutions.

- White Goods
- Coffee & Vending
- Facilities Management
- Medical & Mobility
- Parking & Ticket Machine
- Photocopier & Print
- Technical Engineering
- IT Deployment & Support
- ATM
- EPoS
- Cabling

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