

**concept.**  
talent & tech. connected

# IT

Hiring solutions for permanent positions across technology.



talent & tech.  
connected.

# Contents.

Who we are.

---

1

Who we work with.

---

2

IT.

---

3

IT sectors.

---

4

Hiring services.

---

5

■ Our solutions.

---

Case Study: DSP Explorer

---

6

Contact us.

---

7

# Who we are.

Over two decades of  
talent consultancy.

**Permanent 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 sourcing, recruiting 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.







# IT

Supporting your organisation from every angle with dedicated IT, Cloud, and Infrastructure talent solutions.

**With the IT, Cloud, and Infrastructure landscape moving faster than ever, you need a solid talent function to keep up with the constant changes.**

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Getting the right IT, Cloud, and Infrastructure talent on board and ensuring they stay requires a partner who truly understands the intricacies of this sector.

At Concept, we don't just source tech talent; we provide a comprehensive range of talent solutions and services tailored to your organisation.



From Executive and Retained solutions to fully Managed Services, we offer a 360-degree approach to your talent strategy.

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

**concept.**  
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# Our capabilities.

## Business Transformation

- **Providing the incredible talent you need to drive your transformation strategy forward.**

Strategic recruitment for pivotal change initiatives, ensuring successful business adaptation and growth.

- Change Managers  
Process Analysts  
Project Managers  
Change Managers  
Business Process Consultants  
Transformation Project Managers  
Digital Transformation Specialists  
Operational Excellence Leads  
Business Analysts  
Organisational Development  
Lean Six Sigma Experts  
ERP Implementation Specialists  
Agile Coaches  
Strategic Transformation Consultants  
Innovation Leaders  
Technology Adoption Consultants  
Digital Integration Experts  
Continuous Improvement Managers

## Information & Cyber Security

- **Recruiting guardians of cyber integrity, fortifying businesses against threats and ensuring data safety.**

Build impenetrable defences with industry-leading security experts.

- Security Analysts  
Cybersecurity Consultants  
Penetration Testers  
Information Architects  
Security Analysts  
Penetration Testers  
Risk Management Strategists  
Data Protection Officers  
Incident Response Specialists  
Ethical Hackers  
Security Consultants  
Compliance Analysts  
Network Security Engineers  
Application Security Professionals  
Threat Intelligence Analysts  
Cryptographers  
Forensic Experts  
Security Operation Center Analysts

## Data, Development & Digital

- **Merging talent with tech to unlock data insights, advance development, and steer digital transformations.**

Connect with experts in all things digital to drive your business into the next era.

- Data Scientists
- Full-stack Developers
- Digital Specialists
- Front End Developers
- Back End Developers
- Full Stack Developers
- Mobile App Developers
- Data Analysts
- Machine Learning Experts
- AI Strategists
- PHP, C#, .NET Specialists
- Java Developers
- UX/UI Designers
- Systems Analysts
- Test Analysts
- Data Engineers
- Digital Product Managers

## Cloud, Infrastructure & Architecture

- **Securing experts that propel cloud solutions, establishing robust infrastructures and visionary architecture.**

We connect you with the cloud and architectural gurus, giving your business the edge it needs to compete.

- Cloud Engineers
- Solutions Architects
- Infrastructure Managers
- Cloud Security Specialists
- Systems Architects
- Cloud Migration Experts
- DevOps Engineers
- Network Architects
- Virtualization Specialists
- Cloud Product Managers
- Data Center Managers
- Cloud Consultants
- Infrastructure Analysts
- Application Architects
- Storage Engineers

## UI/UX

- **Matching businesses with designers who craft intuitive, user-centric interfaces and experiences.**

Crafting digital experiences that don't just look good but feel right. Your journey to intuitive design starts here.

- UI Designers
- UX Researchers
- Interaction Designers
- Product Designers
- User Testing Experts
- Visual Designers
- Wireframe and Prototype Specialists
- Design Systems Strategists
- Accessibility Consultants
- Design Ops

## Digital Developer

- **Connecting companies with tech-savvy developers to shape digital platforms and solutions.**

Fuel impressive innovation with leading digital development talent.

- Full-stack Developers
- Front-end Developers
- Back-end Developers
- Mobile App Developers
- DevOps Engineers
- CMS Experts
- E-commerce Developers
- API Specialists
- Cloud Development Experts
- Progressive Web App Developers
- AR/VR Developers

# Design

Pairing companies with creatives who bring visionary design thinking and aesthetic brilliance.

Elevate your brand.  
Transform user experiences.  
Hire the designers who make it happen.

- Graphic Designers
- Animators
- Motion Designers
- UI/UX Designers
- Print Designers
- Web Designers
- Product Designers
- Illustrators
- Motion Graphics Experts
- Branding Specialists
- Interaction Designers
- 3D Artists
- Creative Directors





# Our services:

# Talent

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

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.

## Talent solutions.

### 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.



# Talent solutions.

## Retained

**An exclusive tech hiring agreement that promises results.**

- ‘ **Exclusive Access**
- ‘ **Genuine Representation**
- ‘ **Personal Understanding**

Enter a dedicated partnership with us, as we commit to filling 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.

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

- ‘ **Long-Term Vision**
- ‘ **Leadership Synergy**
- ‘ **Exclusive Talent Pool**

Our exec search solution revolves around identifying and securing leaders who will take your business to the next level. A meticulous and confidential journey tailored to meet your needs and long-term goals.

## Executive

## Managed Services

**Providing flexible and strategic talent acquisition with mutually agreed SLAs.**

- ‘ **Fully Outsourced**
- ‘ **Mutual KPI/SLAs**
- ‘ **F2F & video interviews**

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.

# 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.



# Providing DSP with a range of tech roles, plus salary analysis

## The challenge

A lack of suitable candidates being sourced from other agencies and their own talent resources meant DSP were looking for a longterm partner who could fully support their needs.

### Specialisms required

- Oracle Apex Development
- Service Transition Engineer

## Our Approach

To get a full understanding of both the technical requirements and the DNA of the team and the company, Concept met with DSP's CTO and Development Director.

## Our Solution

Concept was initially engaged to source 5 Oracle Apex Development roles reporting into the Development Director. Following these roles being successfully filled a range of other positions were included in the brief, including a Service Transition Engineer.

Concept were also commissioned to undertake a salary benchmarking exercise across all departments and teams, including Managed & Professional Services, Development, Service Excellence, Cloud & Innovation, Sales, and Marketing.

## The Outcome

Concept were able to fill all the required roles, with an impressive 80% CVs sent to interviews.

Utilising both our own extensive database and online salary benchmarking tools, Concept was able to effectively collate and analyse data to cover 3 salary points for each of the roles, whilst also factoring in geography into the data. This project was completed within a 7-day turnaround.

“

**Concept were not only able to deliver suitable candidates in a niche skill set, but also in a timely manner.**

**Concept managing the recruitment meant DSP could continue working as normal without their own projects falling behind schedule.**

—Head of Talent

# Contact us

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