

Talent

Managed Services

Concept is a private-equity-backed partner to high-growth technology businesses. Specialising in technology, sales, and corporate functions, we work with organisations that need an experienced partner to outsource their resourcing requirements.

For over 20 years we have enabled our clients to concentrate on scaling their business, allowing us their trusted partner, to manage the recruitment process.

We help clients who experience growth challenges due to:

- Not having a flexible sector-specific talent team, internally skilled across multiple sectors.
- HR team not being experienced in the attraction and retention of sought-after talent.
- Lack of experience in hiring managers interviewing competency and being able to quickly build talent pools.
- Not having enough time to carry out a comprehensive hiring process.

How we work with you

A flexible and strategic talent acquisition with mutually agreed SLAs and performance rebates.

End-to-end service covering all roles, including Technical, Sales and Corporate.

Our extensive database combined with experienced consultants ensures we source the best talent, even when they're passive.

We build a strong understanding of your organisation and culture through regular meetings and onsite visits.

Additional support including onsite coaching to your management team to upskill their interview competency, ensuring the best candidates experience. Offering workshops, personality profiling, and video interviews if required.

Saving time



Our managed service saves your team's most valuable asset - time!

By managing the full process, including sourcing, profiling, shortlisting and interviewing; we'll save you an estimated 8 hours per role.

Which leaves you free to spend your time running and growing your business.

HR team lacks experience in:

- Talent attraction & retention
- Sector-specific knowledge
- Hiring across multiple sectors
- Interview competencies
- Quickly building talent pools
- Finding best cultural-fit

Covering the following roles:

- Technical
- IT, Data & Digital
- Corporate Functions
- Sales & Marketing

Manages service features:

- Flexible and strategic
- Mutually agreed SLAs.
- End-to-end service covering all roles.
- Dedicated team

Neutral vendor:

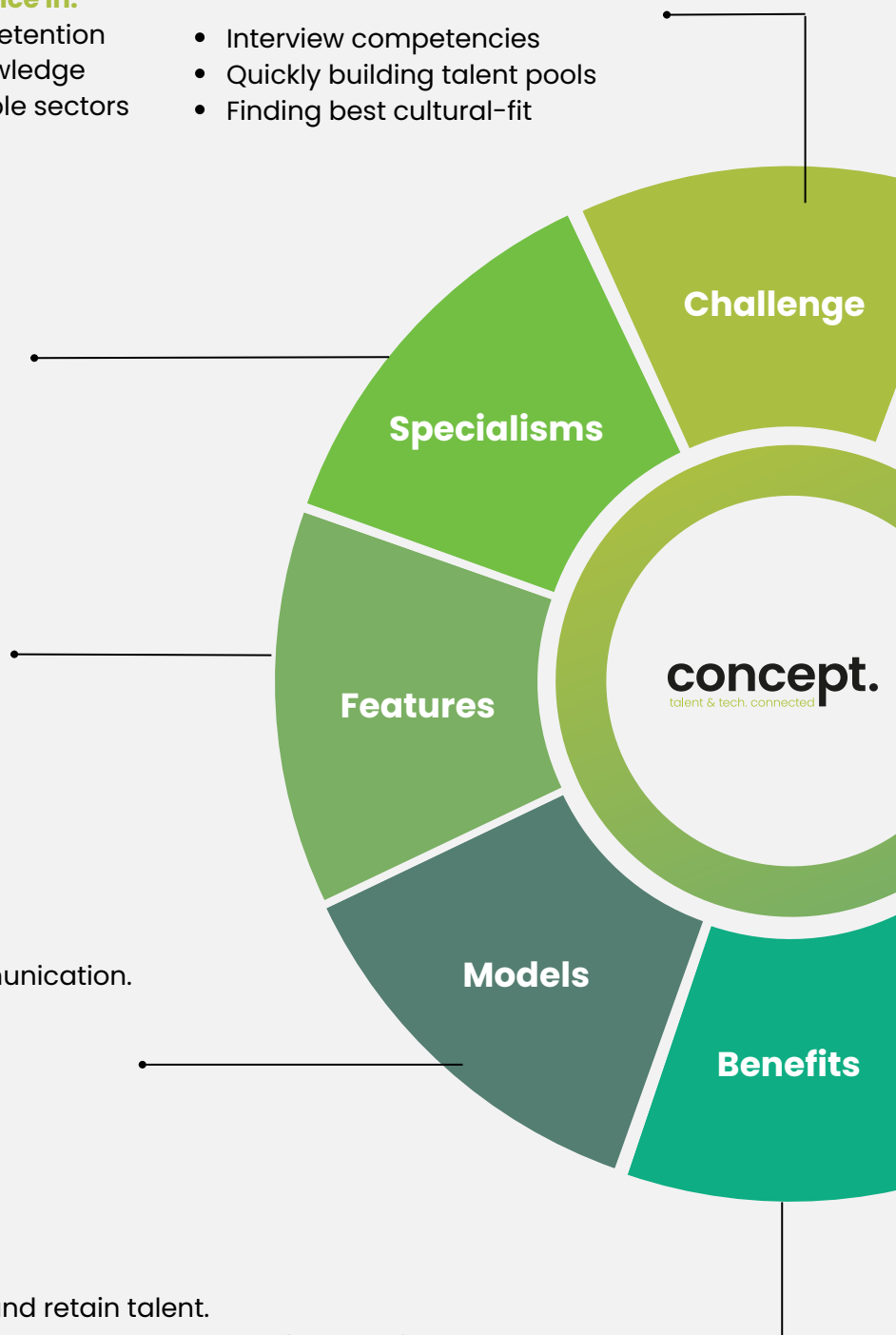
- Access to multiple suppliers
- Without the hassle of managing
- We manage all third-party communication.

Exclusivity:

- Regular performance reviews
- Mutual performance KPI's & SLAs
- Dedicated team

A range of benefits

- Fully managed talent acquisition.
- Attract, interview, manage, hire, and retain talent.
- Our onsite service adopts your culture and behaviours, for best-fit hires.
- Flexible & and sector-skilled team immersed in your business and sector.



Benefits

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

Our team includes an Account Director, Account Manager and Delivery consultants, ensuring customer success.

Our onsite service enables us to understand your culture and behaviours, essential for best-fit hires.

A fully flexible and sector skilled team who are immersed in your business and sector.

We attract, interview, manage, hire and retain sought-after talent.

An ideal solution for complex hiring, that works for even for the most complicated tech firms.

Exclusivity



Service built on mutual respect and trust



Built upon mutual performance and engaging KPI's and SLA's



Regular performance reviews between our teams



A dedicated team of consultants

Neutral Vendor



An enhanced solution to your hiring challenges



Offers all the elements of Exclusivity plus the benefits of access to multiple suppliers without the hassle of managing them



All communication (interview life-cycle, job briefing calls, agency conflicts, terms of business and invoicing) fully managed by us

Who we work with.

Concept partner with technology focused businesses, including IT MSPs, VARs and Re-sellers, we typically work with mid-sized organisations generating up to £150 million in revenue, as well as global enterprises. Our range of talent services enable them to scale quickly with strategic hires across a range of functions.



Case Study: CSI Ltd

Challenge

Following the acquisition of a Digital Transformation Solutions business, CSI needed to hire a significant range of skilled tech professionals within a short timescale. They needed to onboard the new recruits with a rapid knowledge transfer being of paramount importance.

Requirement

15 permanent IT professionals, including; Service Desk Operators, Wintel and Networking Engineers, Project Managers and a new Operations Director, alongside some tactical contractors.

Solution

Concept provided a Managed Service, that fully supported the CSI team through the entire recruitment process, including the sourcing and shortlisting of candidates, conducting first-round telephone interviews as well as supporting hiring managers with final interviews, offers, negotiations, and start dates.

Outcome

Within a few weeks of the commencement of the project CSI had successfully made offers to over half of the initial hires that they required to achieve their knowledge transfer timescales.

I cannot recommend Concept highly enough and would recommend them to other MSPs or tech focused businesses, who share my belief that fully committing to a capable recruitment partner returns a swift and successful solution to resourcing needs.

Working with Concept was a refreshing experience and they were unlike other recruiters I've worked with.

Chief Operating Officer, CSI

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