

concept.

talent & tech. connected

**Solutions to meet
your evolving tech
talent needs**

Talent | Augmentation | Academy



 www.concept-it.com

 0844 800 6600

Hi, we're Concept.

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.



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1 Who we are.

Since 2000.

Over two decades of talent consultancy.

A different approach to tech talent hiring.

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.

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 name looking to expand, we tailor our solutions to fit you. your business as it grows.

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

£26m
turnover
in 2022

We're
growing
with a team of
80+ staff



**trusted
supplier**
to multiple UK
**government
organisations**

“Concept has been proactive in maintaining a detailed
**understanding
of our needs**”

Deputy Director, ONS

Providing great service

Concept's way of looking after our customers doesn't happen by accident – **it's managed and measured.**

Our service is built on reliability, honesty and openness and backed with data and facts. Our people deliver proactive communication and are willing to go above and beyond to be of value.

We set expectations, measure our performance by them and train our team to deliver to them.

Listen, clarify
& confirm
their needs

Be **honest,**
open &
transparent

Hold ourselves
accountable
for anything we put
our name to

Strive to go
above &
beyond

Rely on **data**
& provide greater
understanding
& **expertise**

Seek out **feedback**
& never shy away from
difficult
conversations

Who we work with.

We collaborate with diverse technology businesses, from scale-ups to established firms, we work with tech-focused entities like MSPs VARs, and Re-sellers who have a strong growth trajectory, as well as tech departments of major organisations in both the private and public sector.

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

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



“Working with Concept was a
**refreshing
experience**
and they were
**unlike other
recruiters**
I’ve worked with.”

Chief Operating Officer, CSI Ltd



Our services.

Tech hiring services: Your partner supporting you through the entire process.

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

Talent Augmentation Academy

Our services.

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Talent

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 a Managed Service.

Resource Augmentation

We provide dedicated teams to support a variety of projects and digital rollouts, matching our talent pool of experienced and certified tech specialists with your requirements. With us, it's not just about filling seats but finding the right people who will help deliver your objectives.

Academy

Whether you're looking for niche tech skills or want a fresh stream of talent that embodies your brand ethos, our Academy team works closely with your business to attract, support, and train new recruits to your brand-specific standards.



Tech talent services, your way.

Our services.

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Talent

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

Why settle?

Let's find the right fit, the first time.

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.

No gimmicks, just clear results that make a lasting difference.

Having honest, human conversations to connect talent and tech.

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.

Resource Augmentation

Tech resource, ready when you are.

Assemble the perfect team for your project. No hassle. No delays.



Building the right tech team isn't only about filling a resource gap. It's about choosing flexibility, ease, and specialised skills that make every project efficient and cost-effective.

Resource Augmentation is a service that allows you to supplement your existing team with additional resources. Whether you need additional talent to meet a deadline or require specialised skills on a project, we're here to help.

Assembling an effective tech team is no small feat. That's where we step in, providing cohesive, qualified tech resources ready to fulfil your project from the start.

With over 20 years in the arena, Concept is the go-to for Resource Augmentation across diverse industries.

We provide resources via our extensive talent pool of qualified, pre-vetted associates.

Our team is deeply attuned to the distinct needs of tech projects across the UK. And with flexible support levels, we're here to meet your exact needs, no matter your requirements.

We offer a range of solutions with varying degrees of project ownership through our outsourced model.

How it works.

Scope

Think of us as an extension of your organisation. We immerse ourselves on-site, ensuring a holistic understanding of your project goals.

Review

Every brief undergoes our magnifying glass. We don't just support; we challenge when needed, all to ensure our visions align and your objectives are met.

Agree

We offer varying degrees of project ownership, allowing you to decide how hands-on or hands-off you'd like.

Execute

Our dedicated teams jump into action, ensuring a fluid transition from ideation to project execution, making your objectives ours.

Academy

Build and train future talent, for a steady flow of new recruits.

Invest in the future with talent trained to your brand-specific standards with our Academy.

Whether you need talent that requires training, reskilling, or upskilling, our Academy team works closely with your business to attract, support and train new recruits to your brand's standards.

Our all-inclusive talent solution includes talent attraction, vetting, training, and even HR and performance management. So, while we handle the training intricacies, you get a team that perfectly aligns with your brand's ethos and technical needs.

How it works.

We design a bespoke training solution to suit the unique requirements of your organisation, but typically include a blend of the following services:

Hire talent that grows as you do.



Higher skill relevance



Adaptive workforce



Better employee retention



Logistical ease



Streamlined onboarding



Holistic support

Our services.

3

Vetting

Every candidate undergoes a thorough selection process based on mutually agreed criteria.

Resourcing

Trainees work under an umbrella company until they qualify.

Management

From day one until onboarding, we ensure they are on the right path.

HR

Focused HR guidance during training phase ensures their personal and professional growth.

Performance

Regular appraisals to ensure that they're aligned with the programme's objectives.

Logistics

Leave vehicle provisions, servicing, stock management and insurance to us.

Retained

An exclusive tech hiring agreement that promises results.

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.

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

Executive

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

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.

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

Managed Services

Providing flexible and strategic talent acquisition with mutually agreed SLAs.

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.

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

Project Services

A reliable, flexible, and scalable solution for your engineering projects.

Providing you with a flexible labour model, that gives you the agility to respond to market fluctuations and also take advantage of new opportunities, whilst protecting margins and retaining quality control at your customer's premises.

- ‘ Quality outcomes
- ‘ Extensive UK coverage
- ‘ 20+ year insights

Resource as a Service

A B2B enablement framework supporting the digital delivery lifecycle.

Our trusted associate pool delivers efficient, speedy solutions across all areas of Digital Transformation and BAU tech support. We quickly understand your needs, augment the right resource model, deploy and deliver.

- ‘ Pre-vetted associates
- ‘ Swift onboarding
- ‘ Service reports

Academy

A bespoke training solution to suit the requirements of your business

We partner with world-leading manufacturers to arm fledgling engineers with the skills to grab field service opportunities by the horns and make it their own with permanent contract employment on completion of training.

- ‘ Understanding Your Needs
- ‘ Agile Talent Search
- ‘ Diligent Shortlisting

5 Our sectors.

“Concept make it their responsibility to provide you with the necessary resources. Not just any resource, but the ones that fit in with your work philosophy, ethic, and attitudes.”

Managing Director, Managed Service Provider

Big on tech.
Bigger on
people.

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.

Our expertise spans from IT and Cloud & Infrastructure to specialised areas like Data, Development, and Digital. We've even got your Sales, Marketing, and Corporate Functions covered.

**Delivering the data-backed,
sector-specific guidance you
need to get the right people on
board at the right time.**

Why does this matter? Because hiring for complex tech roles requires a knowledge of those complexities.

Whether you're looking for engineering 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 a wide range of specialisms.

Business Transformation

Change Managers
Process Analysts
Project Managers

Cloud, Infrastructure & Architecture

Cloud Engineers
Infrastructure Consultants
System Architects

Data, Development & Digital

Data Scientists
Full-stack Developers
Digital Specialists

Information & Cyber Security

Security Analysts
Cybersecurity Consultants
Penetration Testers

UI/UX

UI Designers
UX Researchers
Interaction Designers

Digital Development

Front-end Developers
Back-end Developers
Mobile App Developers

Design

Graphic Designers
Web Designers
Illustrators



Sales & Marketing

Tap into our exclusive sales & marketing talent pool.

Technology Sales

Sales Executives
Account Managers
Business Development Executives

Telecom Sales

Telecom Representatives
Solution Sales Experts
Telecom Account Managers

Marketing In-House

Brand Managers
Marketing Analysts
Content Strategists

Marketing Agency

Agency Account Executives
Digital Strategists
Client Relations Managers

Content, Social Media & Communications

Content Creators
Social Media Managers
Communication Officers

PPC & SEO

PPC Specialists
SEO Strategists
Digital Marketing Analysts

5

Our sectors.

Engineering

Expert recruitment consultants driving your business forward with holistic engineering talent solutions.

ATM

ATM Technicians
ATM Network Engineers
ATM Software Specialists

EPOS

EPOS Installers
EPOS Support Technicians
EPOS Sales Representatives

Network Engineering

Network Administrators
Network Analysts
Network Solutions Architects

Data Centre Engineering

Data Centre Managers
Infrastructure Engineers
Data Centre Support Technicians

Facilities

Fire & Security
Facilities Managers
Maintenance Technicians

White Goods

Appliance Technicians
Quality Control Engineers
Appliance Sales Representatives

Photocopier

Photocopier Technicians
Photocopier Sales Reps
Photocopier Maintenance

Cabling

Cable Technicians
Network Cabling Specialists
Cable Network Designers

Coffee & Vending

Vending Machine Technicians
Coffee Machine Engineers
Vending Machine Sales Reps

Corporate Functions

Expert recruitment consultants across a range of functions including HR, procurement and finance.

Procurement

Procurement Managers
Sourcing Specialists
Vendor Relations Specialists

Human Resources

HR Managers
Recruitment Coordinators
Employee Relations Managers

Supply Chain

Supply Chain Analysts
Logistics Managers
Inventory Control Specialists

Finance

Financial Analysts
Accounting Managers
Internal Auditors

Commercial

Commercial Executives
Business Development Managers
Contract Administrators

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Crown
Commercial
Service
Supplier

QAPSCo



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