

Crown  
Commercial  
Service  
Supplier

Inspire  
People  
finding the fit

**RM6290 – Executive & Non-Executive  
Lot 1 – Grade 6 to SCS2**

# Contents

## 3 About Inspire People

Introduction

Service

Ethos: Finding The Fit

## 4 Providing Value

Social Value

Innovation

Market Insight

## 5 Attracting Talent to the Public Sector

Outbound Strategies

Inbound Strategies

Mandatory Services

## 6 Lot 1 – Grade 6 to SCS2

Value for Money

Service Features

Additional Services

## 7 Specialism: Digital, Data & Technology

## 8 Case Study: Department for International Trade

## 9 Specialism: Project Management & Delivery

## 10 Case Study: Bank of England

## 11 Diversity & Inclusion

Modern Slavery

## 12 Contact Details

“The team at Inspire People undertook an international search assignment to find our Director of ICT. We were impressed with their truly global reach and excellent shortlist. Their professionalism and subject matter expertise, along with their enthusiastic and commercial approach made them a pleasure to work with.”

HR Director,  
The Francis Crick Institute

# About Inspire People

## Introduction

We help organisations whose services impact our daily lives to accelerate their cloud and digital growth with [Advisory, Talent](#) and [Project services](#).

Our Talent services provide innovative recruitment solutions to organisations and individuals who make a positive difference.

Our vision “A better society, enabled by technology”, is driven by our core values of [Accountable](#), [Ethical](#) and [Working Together](#).

We are proud to work with some of the UK’s most inspiring organisations, including not-for-profit, public health, scientific research and managed service providers, where Digital, Data and Technology is fundamental to the outcomes of each organisation.

## RM6290 Permanent Recruitment

### Lot 1: Executive & Non-Executive

Using a mixed portfolio including existing talent pools, online advertising, job boards and social media, we will capture the best talent on the market, using intelligent and innovative strategies such as shared video screening to provide you with highly matched, quality candidates with the right skills and cultural fit from a diverse pool of candidates.

#### Supplier specialisms:

- Digital, Data & Technology.
- Project Management & Delivery.

## Ethos: Finding The Fit

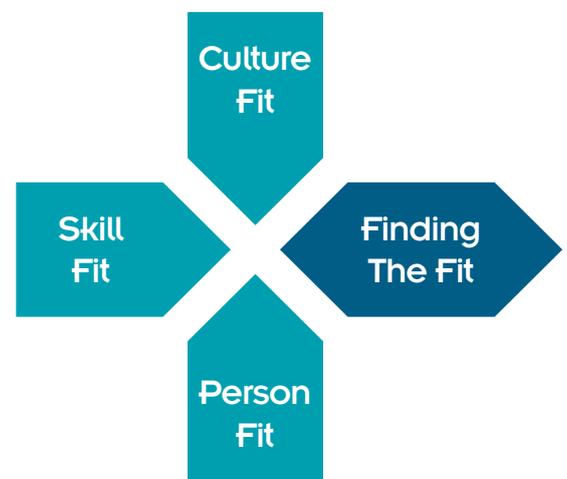
Recruitment is an industry often renowned for trying to fit square pegs into round holes. Our ethos is to identify the all-round fit between employer and individual. Hence “Finding the Fit”.

Screening for essential and desirable skills (“Skill Fit”) is not enough. Understanding the criteria and motivations of candidates is also integral to help the transition from new employee to high performing team member (“Person Fit”).

Finally, finding the fit between the employer’s culture and the individual’s, particularly those who want to contribute to society, is essential for any public-sector employer (“Culture Fit”).

“The reason we work with Inspire is simply a matter of trust and integrity, as well as Inspire’s ability to read the organisation’s culture and map a candidate to it.”

HR Director, Systems Integrator



# Providing Value

## Social Value

Our commitment to Social Value is driven by our Vision of “A better society, enabled by technology”.

This includes ensuring Inspire People work with organisations, suppliers and partners who are committed to one or more of the guiding requirements of the framework, in particular:

- Support tackling economic inequality by creating new jobs and skills and increasing supply chain resilience and capacity in the delivery of this framework.
- Help fight climate change by working towards net zero greenhouse gas emissions.
- Promote equal opportunity and tackle workforce inequality.
- Improving health and wellbeing, including physical and mental health.

## Innovation

A shortage of skills and the need for new talent in emerging technologies means candidates have more choice than ever before, often with misconceptions of working in public sector. The use of content marketing and promoting employer branding, online open days and webinars attract passive candidates and change external perceptions.

Equally, employers and hirers are time short.

Our use of video interviews alongside the traditional CV reduces the time to hire by eliminating telephone interviews and provides valuable insights to aid selection such as cultural fit and increases diversity of candidates.

## Market Insight

As experts, we're here to support you and your internal recruitment teams access information vital to your talent acquisition, whether through our own market insight reports or the sharing of information.

Inspire People will guide you and offer market insight to help reduce time to hire and target your recruitment spend in the most effective and efficient manner.

“ Dealing with an organisation who recruit IT specialists in the fields of Data Science and Big Data gave me confidence about their integrity & professionalism.”

Director of ICT,  
The Wellcome Trust Sanger Institute

# Attracting Talent to the Public Sector

## Outbound Strategies

### Sourcing Candidates

- Existing Talent Pools
- Online Advertising
- LinkedIn
- Referrals/Networking
- Groups Promoting D&I



### What's Different?

- Bespoke
- Invested in Public Sector
- Niche

### Ethos - Finding The Fit

- Skills Fit
- Person Fit
- Cultural Fit

## Inbound Strategies

### Making Public Sector attractive to Candidates

- Busting Public Sector pre-conceptions (outdated tech; bureaucratic; career limiting)
- Developing compelling EVP's
- Educating candidates to the modern public sector (advanced technologies, agile & flexible working)



### Changing Perceptions via Recruitment Marketing

- Articles/blogs busting the myths associated with Public Sector
- Personal accounts and experiences in relation to environment, culture and achievements
- Marketing EVP's on short videos with Hiring Managers via Social Media

## Services Under RM6290

### Candidate Identification & Attraction

- Gain full understanding of the requirement
- Recommend suitable recruitment strategies, including development of EVP
- Use innovation to attract candidates at no extra cost
- Manage the candidate experience

### Candidate Assessment & Evaluation

- Produce long list of candidates after initial sift
- Ensure all candidates meet eligibility requirements
- Ensure long and shortlists reflect D&I requirements
- Notify candidates of success and failure at each stage
- Provide weekly updates regarding progress

### Offer & Appointment

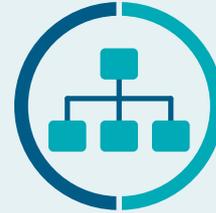
- Make offer to successful candidates
- Agree candidate terms, where required
- Provide feedback to unsuccessful candidates
- Keep candidates warm throughout the process
- Keep in touch with customer and candidate
- Obtain feedback on the recruitment process from candidates and employer

# Lot 1

## Grade 6 to SCS2



Specialism:  
Digital, Data & Technology



Specialism:  
Project Management & Delivery

### Value for Money

Crown Commercial Service (“CCS”) has created a permanent recruitment framework to meet the high demand for permanent recruitment services across the public sector that meets the needs of customers. Inspire People is committed to working with the public sector and is passionate about delivering a quality, innovative and personal service that a boutique recruiter provides. We believe our commercial offering for Lot 1 Executive & Non-Executive recruitment provides a quality service that is value for money.

### Included Service Features

- Customer Briefing Call
- Employer Value Proposition (“EVP”)
- Market Insights
- Social Media Promotion  
inc. Hiring Manager videos
- Video shortlists
- Search Plan
- Market Mapping

### Additional Services

- Competency Based Interview  
 (“CBI”) Scorecards
- Interview Coaching
- Psychometric Evaluations
- Interview Management/Support

For further information regarding our Lot 1 Executive & Non-Executive recruitment pricing, call Andrew Medhurst on 0845 450 4000 or email [andrew@inspirepeople.net](mailto:andrew@inspirepeople.net)

For pricing for all RM6290 framework suppliers, email [permanentrecruitment@crowncommercial.gov.uk](mailto:permanentrecruitment@crowncommercial.gov.uk)

# Specialism: Digital, Data & Technology



Technology has the potential to transform public services for the better and, digital, data and technology products and services are critical for public services.

Set against a backdrop of a booming and growing UK tech sector, the demand for DDaT talent is outstripping supply and, faced with this reality, Inspire People work with public sector organisations to think creatively to attract talent, focusing on creating compelling value propositions.

Key to our success has been to highlight the social impact of organisations, the individual contribution to change and, opportunities for learning and development within diverse and inclusive environments.

Executive Search – Digital, Data and Technology Job Roles (The list of Job Roles is not exhaustive)

Chief Digital & Information Officer (CDIO), Chief Information Officer, Chief Digital Officer, Chief Technology Officer, Chief Data Officer, Chief Data Architect, Chief Information Security Officer, Chief Technical Architect, Director of Infrastructure and Platforms, Director of Digital Transformation, Director of Technology Operations, Head of Data Platforms and Security, Head of Digital Programmes, Head of Cloud Services, Head of Infrastructure Services, Head of Enterprise Architecture, Head of Software Engineering Practice, Head of Service Management, Head of Technology Architecture, Head of Global IT, Head of Information Technology.

## Customer examples



Bank of England



Companies House



Department for International Trade



# Case Study: Department for International Trade



Department for  
International Trade

## Attracting DDaT talent to develop digital services and provide world-leading support to businesses in the UK and overseas.

### The requirement

The Department of International Trade ("DIT") was formed in 2016 with a single focus on enabling the UK to trade independently when it exited the EU.

DIT's Digital, Data and Technology team was formed with the vision to be a strategic enabler for DIT and businesses to promote trade internationally, grow UK prosperity, and have global competitive advantage using digital, data, user-centred design and technology.

Having progressed from a start-up to a scale up DDaT function by 2021, the DDaT leadership team sought to source diverse permanent hires its software development, engineering, architects, and service design teams, reducing reliance on its contractor base across to deliver on its 2022 focus of creating services based around user centred design.

Demand for digital professionals, particularly in software development and user centred design is high, with increased competition between employers and, a candidate led market who enjoy a wider range of employment choices, enhanced by increasing remote working post-pandemic.

DIT also wished to attract permanent talent to its sites outside of London in Belfast, Cardiff, Darlington and Edinburgh.

### The solution

We worked extremely closely with the DDaT recruitment team to organise hiring CTO and HOD briefing calls via Teams, formulating common selling points of working for DIT and its DDaT teams, understanding the challenges and career opportunities open to individuals within the various DDaT teams.

Job adverts were approved for inclusion on Civil Service Jobs with shorten versions for commercial Job Boards, with all online applications being automatically forwarded to the handled by Inspire People.

A social media campaign was integral to the solutions, sharing DDaT explainer videos on LinkedIn, targeting a wide range of over 40 different D&I groups on Twitter.

Video was used to shorten the time to hire and ensure a wider range of candidates were given first interviews, with DIT embracing the use of video interviews to replace written applications, providing candidates with three competency-based questions to respond to over a 2-way live Teams call with Inspire People, designed to highlight attributes and relevant skills that otherwise could not be gained from reading a CV in isolation.

This significantly enhanced the hiring managers ability to shortlist candidates against sifting criteria, in combination, with candidates' CVs and our candidate screening notes.

### The results

Strong lines of communication between all stakeholders, especially the DDaT Recruitment team, detailed Hiring Manager briefings and, DIT's embracement of video responses to replace their traditional written application questions, contributed to a positive campaign that resulted in approximately 400 applications, with 40% of shortlisted candidates from BAEM and female applicants, resulting in successful hires in 2022 including:

- Chief Architect (Grade 6)
- Head of Service & Interaction Design (Grade 6)
- Principal Software Developer (Grade 6)

### For further information

If you would like to know more or wish to discuss your requirements, contact Andrew Medhurst at Inspire People on 0845 450 4000 or email [andrew@inspirepeople.net](mailto:andrew@inspirepeople.net)

# Specialism: Project Management & Delivery



We have supported a range of public and private sector organisations across differing sizes and complexity of programmes and projects – from business change initiatives to Critical National Infrastructure; low to high project complexity projects with a range of methodologies from traditional Waterfall to various flavours of Agile and, at differing stages of project or programme maturity.

Key to our success in attracting candidates has been to understand the difference and impact of the projects to the organisation, end users and the wider community/ population and, for the individual, the challenge and satisfaction that represents.

Job Family	Example Job Roles (The list of Job Roles is not exhaustive)
Leadership	Head of Profession SRO/Sponsor Portfolio Manager/Director Programme Manager/Director Project Manager/Director PMO Manager/Director

## Customer examples



Bank of England



# Case Study: Bank of England



Bank of England

## Attracting Project & Programme talent to deliver change and critical technology transformation.

### The requirement

The Bank of England ("BoE") have a number of current and planned projects and programmes requiring significant additional headcount in 2022 across its PMO, Change Delivery and Programme teams to its P&P Division.

It had found sourcing individuals with the right skills and attributes to deliver change in a complex environment in the timescales required challenging, due to competing salaries from a buoyant private sector.

Additionally, the Bank recognises it is not necessarily the first choice for Project and Programme talent and to attract the talent required a proactive engagement to change market perceptions of a public body with outdated technology, traditional and stuffy.

The Bank and in particular the P&P Division had made significant strides in increasing the diversity of its team and creating an inclusive culture and wanted to promote this and attract a wider diverse work force, who to outsiders, would typically not regard the Bank to have a diverse or inclusive culture.

Finally, the Bank's P&P Division recognised that ongoing demand for its services internally together with natural attrition would require talent pools to maintain candidate conversations and, aid future hiring campaigns.

### The solution

A kick off meeting at the Bank's Threadneedle site with the P&P management team allowed us together to build compelling and attractive reasons why individuals might consider the Bank as an employer of choice ("Employer Value Proposition"), it's D&I priorities and detailed vacancy briefs.

Short explainer interviews with existing Bank staff were recorded over MS Teams and shared on social media and in candidate briefing packs, highlighting what they enjoyed about working at the Bank, their role and culture.

These videos served to inform potential candidates reasons to consider working for the Bank (e.g delivering complex change and critical national infrastructure, agile & flexible working, learning and development opportunities, making a positive contribution) and bust market preconceptions (outdated tech; bureaucratic; career limiting).

Direct search recruitment strategies were deployed for Grade 6 and SCS1 equivalent roles with additional targeted advertising and sharing Bank content, news/blogs with groups promoting diversity and inclusion.

### The results

Twelve diverse hires were made across the PMO, Project and Programme teams, attracting talent who hadn't previously considered the Bank, saving the Bank valuable time and productivity with shortened time to hire and significantly high CV to interview ratios.

Successful hires included:

- Portfolio Managers (SCS1 Equivalent)
- Senior Programme Managers (SCS1 Equivalent)
- Senior Change Delivery Managers (Grade 6 Equivalent)

### For further information

If you would like to know more or wish to discuss your requirements, contact Andrew Medhurst at Inspire People on 0845 450 4000 or email [andrew@inspirepeople.net](mailto:andrew@inspirepeople.net)

# Diversity & Inclusion

Diversity and inclusion are fundamental guiding principles at the core of our company, which itself has a diverse mix of backgrounds, ages and genders.

As well as moral and ethical sense, teams of different genders, ethnicities, cultural backgrounds, sexual orientations, ages and abilities produce more creative, innovative and effective results, offering a wider range of experiences and ideas compared to people of similar backgrounds, which is why we believe a diverse range of applicants is so important.

We use a broad spectrum of activities to ensure we present a diverse shortlist of candidates as far as possible, including but not limited to:



Understanding Employers' Diversity & Inclusion strategies.



Removal of unconscious/conscious bias from anonymisation of profiles/applications.



Defining and promotion of Employer Value Proposition (EVP).



Innovative use of video in evaluation of candidates' core competencies and online promotion of employers' EVP.



Networking with groups promoting diversity.

## Modern Slavery

In a profession that includes supply chains for the introduction and supply of people and professional services, we are bound by The Modern Slavery Act 2015 and the Modern Slavery Act 2015 (Transparency in Supply Chains) Regulations 2015.

In addition, take advice and guidance on ensuring our compliance with The Modern Slavery Act 2015 (MSA) from the Association of Professional Staffing Companies (APSCO), of which Inspire People is a full corporate member.

# Contact Details

## Primary Contacts



Head of Consulting  
**Andrew Medhurst**  
andrew@inspirepeople.net  
020 7871 8558 / 07909 977774



Principal Consultant  
**Alison Whitehead**  
alison@inspirepeople.net  
020 7871 8555 / 07976 591747



Consultant  
**Tom McNeill**  
tom@inspirepeople.net  
020 7871 8551 / 07496 867646



Associate Consultant  
**Dasha Pecekova**  
dasha@inspirepeople.net  
020 7871 8557 / 07703 656262

## UK Coverage

Inspire People provide services UK wide and our engagements are based on a blend of traditional on-site and online meetings.

Our Head Office at Discovery Park is a collaborative, multi-business campus and is only 1 hr 20 mins by high-speed train from St Pancras International Station, which is opposite our coworking site in King's Cross.

In addition, we have use of coworking sites in Bristol (a 15 mins walk to Bristol Temple Meads Station) and Leeds (entrance situated inside Leeds Station), facilitated by our partners at The Office Group.



## Locations

**Head Office**  
Innovation House,  
Discovery Park,  
Sandwich, Kent, CT13 9FF  
0845 450 4000

**Coworking – London**  
The Stanley Building,  
7 Pancras Square,  
London, N1C 4AG  
020 7871 8550

## Online

W: [inspirepeople.net](http://inspirepeople.net)  
T: @Inspire\_People



0845 450 4000  
[www.inspirepeople.net](http://www.inspirepeople.net)

 **APSCo**

