



# **Introducing BPS World**

Your global recruitment partner

## From the CEO





# Introduction from Simon

**The world of work has undergone significant change since we started life as a retained search business in the early 2000s.**

However, we haven't lost sight of what really matters - creating intimate customer relationships that provide increased value.

It's this consultative-led approach that's helped our partners find the talent capable of driving their organisations forward. And as part of this process, we've built the robust infrastructures required to maintain that momentum.

At the heart of BPS World is a recruitment company with offices in key regions, operating in 50+ countries worldwide.

But supplementing this core capability is a suite of services designed to provide you with a competitive advantage in the ability to attract, recruit and retain the right people.

Every organisation is unique. By looking at your pain points and your culture we'll tailor what we do to develop bespoke solutions that will enhance your recruitment and business outcomes.

**Simon Conington**

# About us





# About Us

**“We provide your HR leaders with a competitive advantage in the ability to attract, recruit and retain the right people. Our unique approach creates cost and time efficiencies at scale.”**

**7 Hubs**

**UK  
Republic of Ireland  
US  
Serbia  
Singapore  
Philippines  
China**

**50+**

**Countries we  
operate in**

**BPS World is a global recruitment partner with 20+ years' heritage across the engineering, technical and professional services landscape. We help organisations like yours achieve enhanced recruitment outcomes through a partnered solution that differs from an agency approach.**

We're problem solvers and we spend the time getting to understand you and your unique people challenges.

What guides us is our founding purpose – 'people can be more'.

We want the best for the candidates we serve and customers we partner with.

And we believe C-Suite and HR leaders want the same.

Sharing in this goal ensures you're set-up for hiring success and therefore able to focus on doing what makes your business great.

## **Our mission**

**To be the first  
name in global  
talent.**

## **Why do we exist?**

**Because we  
believe that  
people can be  
more.**

## **Why choose BPS?**

You'll select us because you have a recruitment challenge. However, the reason you'll stay with us is because you'll recognise the value we can add across your broader people landscape. From process and compliance to attraction and retention, we develop flexible and tailored solutions designed to best meet your unique objectives.

# How we fit

BPS World combines the best parts of these agencies to deliver a tailored talent solution for your business.



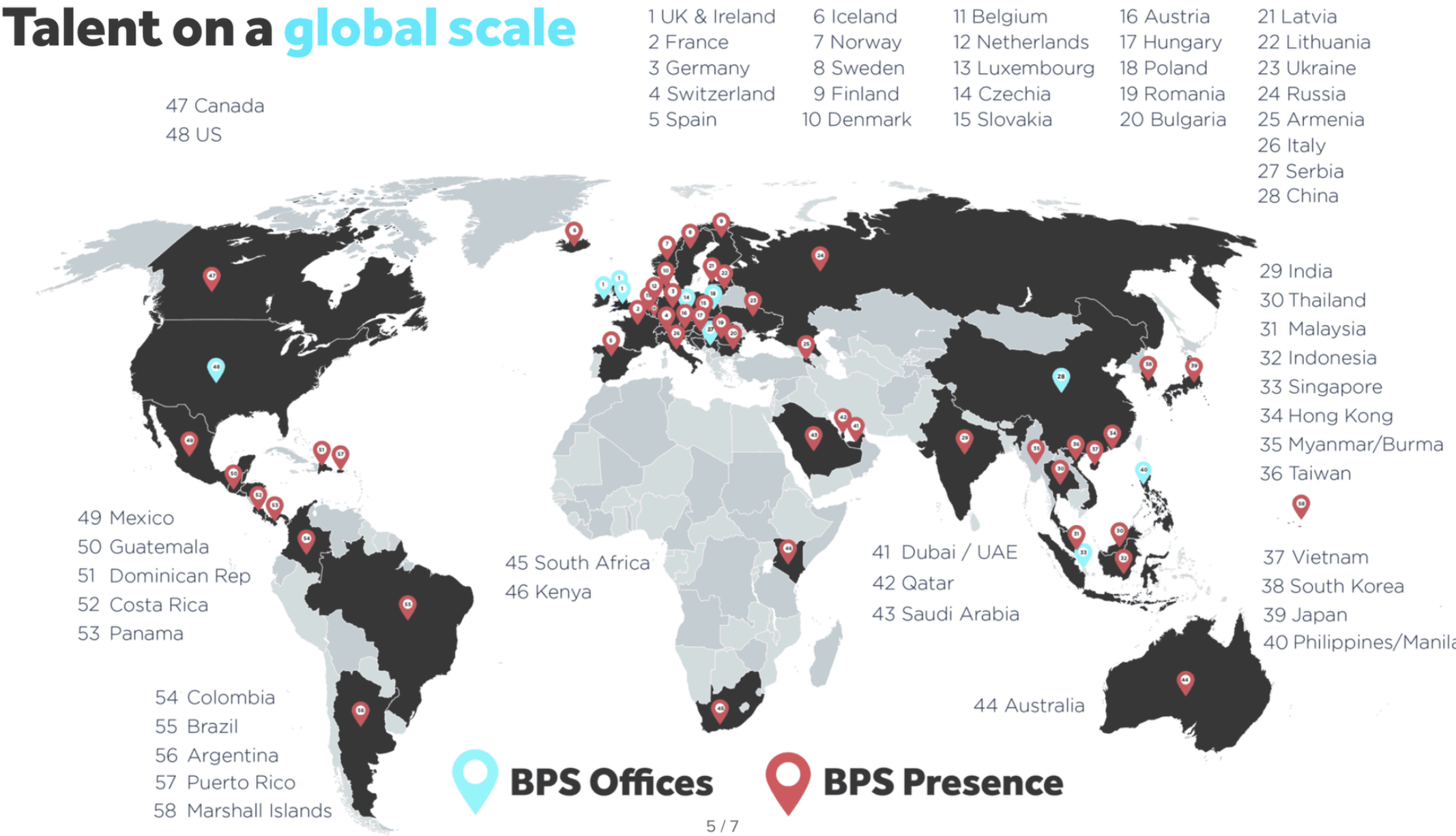
# Benefits

- Increased speed of response
- Enhanced quality of candidates
- Detailed resource planning
- Recruitment process best practice
- Guaranteed, uniform service quality
- Protection from legal & compliance risks
- Reduction in administrative overheads
- Workforce management
- Greater cost control
- Reporting & business information
- Development of your employer brand





# Talent on a global scale

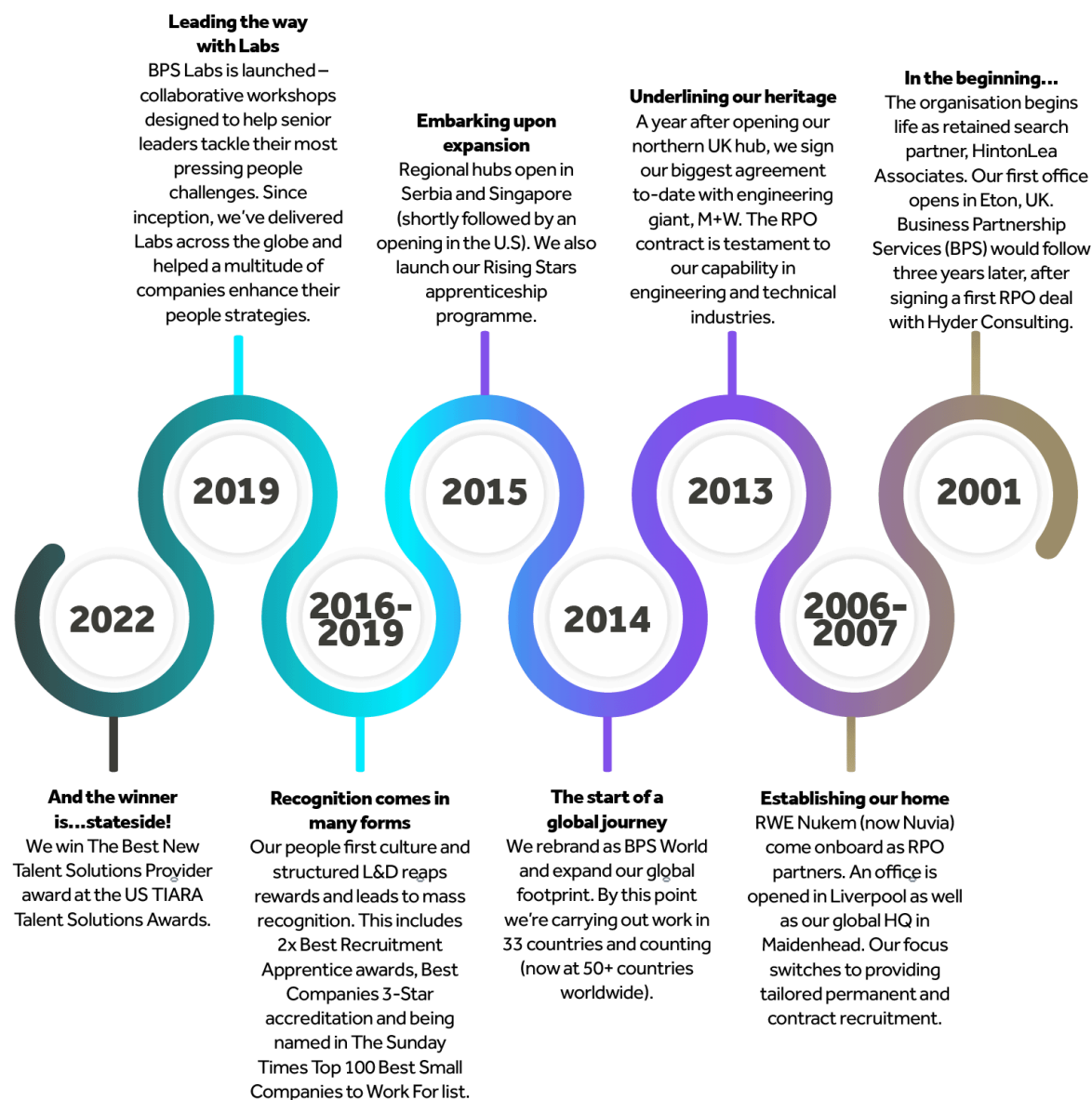


# Our stories

It's safe to say we've had our fair share of experiences.

The success of a business can often be distilled down to a handful of moments. These become the catalyst for great change and cement the very foundations of who you are and why you do what you do.

These are some of the moments that have shaped our lives.



# True Partners

We're proud to say that we've been solving problems for our clients for many years. But we don't really see them as clients, they're true partners in every sense of the word.



# Solutions - Recruitment

Permanent, contract  
and flexible recruitment  
solutions





**We offer a range of permanent, contract and flexible recruitment solutions.  
These are supplemented by consultancy expertise and a creative studio  
with a sole focus on enhancing your employer brand.**

### **Permanent**

- **RPO**
- **Search and Selection**
- **Permanent Recruitment**

#### **Benefits**

- Embedded account management designed to supplement and enhance your hiring function.
- Employer brand strategy and creative to boost your attraction.
- Offers a partnered approach that's focused on long-term outcomes, not reactive outputs.

### **Contract**

- **Managed Serviced Provision**
- **Statement of Work**
- **Compliance Management**
- **Contract Recruitment**

#### **Benefits**

- Provides accountability for risk and compliance, taking the burden away from your business.
- Payroll management for contingent labour. Pay compliantly and on-time, every time.
- Enhanced access to contingent talent. Hire faster and hit project deadlines.

### **Flexible**

- **Project Recruitment**
- **On-Site Recruitment**
- **Candidate Shortlisting**
- **Managed Operations**

#### **Benefits**

- On-demand solutions that put you in control of service and costs.
- Plug and play to meet rapid recruitment or longer-term needs.
- Hiring process management that results in cost and time efficiencies at scale.

**No two relationships are alike to us. Which is why we believe in creating long-term strategic partnerships where we blend our services to meet your requirements.**

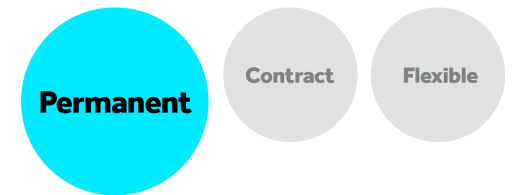
We start by getting under the skin of your business. Then put our best minds to work on the areas most likely to impact upon your recruitment lifecycle.

From there, we're able to home in on your biggest people challenges and produce real outcomes. Become an employer of choice, reduce costs, improve candidate quality, and hit project deadlines. It's this collaborative approach that's led to us building long-lasting relationships with customers we see as lifelong friends.



# Permanent Recruitment

We offer a range of fully-outsourced and bespoke permanent recruitment solutions designed to directly enhance your attraction, recruitment and retention of permanent hires. Completely tailorable so that you land the right long-term employees.



## RPO

For when you need a full suite of recruitment services. Our Recruitment Process Outsourcing (RPO) solution includes embedded account management and alignment with your long-term hiring strategy.

### ***The benefits to you:***

- Enhanced recruitment capability that you can scale up/down.
- Full concierge management of the recruitment process.
- Reduction in high agency costs.
- Talent pooling/mapping for future requirements.
- Employer brand creative and campaigns.

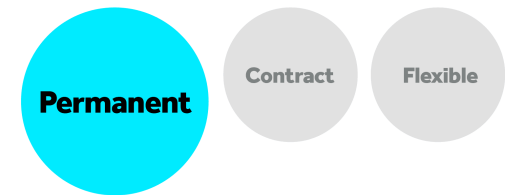
## Search & Selection

Our Executive Search function will help you find the future leaders you need to unlock growth. You'll be assigned a designated Search partner who'll manage the end-to-end hiring process.

### ***The benefits to you:***

- Dedicated management of your requirement(s).
- Detailed understanding of your market/niche.
- Salary benchmarking and market mapping.
- High-quality candidate shortlists.
- Enhanced presentation of your business to the talent marketplace.

# Permanent Recruitment



## Permanent Recruitment

Workforce demands will change which is why we offer a permanent recruitment service that's as fluid and adaptable as your business. Whether you're hiring for multiple roles or have an ad-hoc requirement you can expect a worry-free experience that ensures you attract, recruit and retain the right long-term employees.

### ***The benefits to you:***

- Personalised support for single or multiple roles.
- End-to-end management of the hiring process, including sourcing, assessment, hiring and onboarding.
- Supplement your existing talent acquisition capability for hard-to-fill roles.
- An opportunity for you to assess a potential future working relationship with us.



# Contract Recruitment

Our contract recruitment solutions deliver guarantees on quality and cost, as well as being as flexible and agile as your business requirements. No matter whether you require enhanced process management or simply need to meet an urgent requirement.



## Managed Service Provision (MSP)

Our MSP service offers scalable, cost-effective and compliant recruitment and management of your flexible workforce (contingent, contract and temporary talent). Hire faster and mitigate against risk.

### ***The benefits to you:***

- Faster access to a qualified candidate database.
- Management of additional supply partners.
- Flexible hiring of contingent talent as demand fluctuates.
- Identification and elimination of compliance risks and threats.
- Talent market intelligence and insights to assist with longer-term plans.

## Statement of Work (SoW)

Our Statement of Work (SoW) service provides accuracy, transparency and peace of mind around your contingent recruitment. We'll help you define your desired outcomes and achieve clarity on what, when and how your requirements will be delivered

### ***The benefits to you:***

- Accurate and detailed project plans that clearly outline the scope of work.
- Enhanced transparency and visibility amongst your key stakeholders.
- Centralised management of costs, suppliers and talent pools.
- Detailed measurement of cost vs performance.
- An outcomes-based approach that reduces unpredictability.

# Contract Recruitment



## Compliance Management

Our contract recruitment solution can include full management of compliance processes and procedures. We take on the heavy lifting and risk associated with Right to Work and Visa documentation, payroll, relocation assistance and IR35 management. By tackling these issues you're able to focus on business outcomes.

### ***The benefits to you:***

- Global solution that manages individual country-by-country rules and regulations.
- Cost and time efficiencies achieved by dealing with a sole vendor.
- De-risked legislative, regulatory and financial compliance.
- Full support with managing IR35 regulations (UK-only), including Status Determinations.

## Contract Recruitment

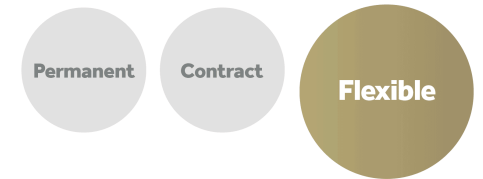
Need to find temporary employees who'll hit the ground running? We make it easy and fast to meet spikes in demand and hit project deadlines. You'll benefit from access to the best talent via our extensive candidate database. And enjoy peace of mind that all contract management processes are completed efficiently and compliantly.

### ***The benefits to you:***

- Rapid recruitment of contract personnel.
- Access to highly-skilled employees and niche experience.
- Reduced long-term labour costs.
- Flexible solution that allows you to meet market and project demands.
- De-risked management of compliance checks and payroll.

# Flexible Recruitment

We recognise that you might require an on-demand recruitment solution that's delivered on your terms. Which is why we've developed flexible recruitment services that are equipped for the modern-day recruitment reality.



## Project Recruitment

You need a recruitment partner that will scale with you and your team. Our project-based solution is ideal for tackling hiring surges and supplementing your existing recruitment function. All while protecting you against lost opportunity cost.

### ***The benefits to you:***

- Rapid recruitment and volume hiring for time-sensitive projects.
- Defined project recruitment for permanent or contract positions.
- Concierge service, including reporting, assisted interviewing and training for your internal team.
- Back-office support with payroll and compliance.

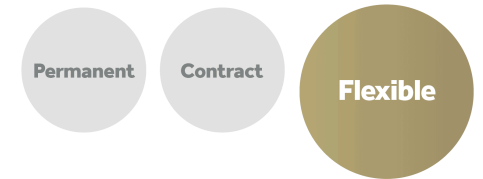
## On-Site Recruitment

Our On-Site solution provides you with expert consultants on your premises. They'll work as part of your team to manage all aspects of recruitment, as well as day-to-day tasks involving your Applicant Tracking System (ATS), IT and job boards.

### ***The benefits to you:***

- Self-supporting recruitment services as and when required.
- On-site contact with a dedicated consultant/account manager.
- Increased pace and more effective communication.
- Extensive suite of options, including support with HR and IT-related tasks.

# Flexible Recruitment



## Candidate Shortlisting

We take away the heavy-lifting from candidate sourcing and provide you with a high-quality shortlist for a fixed fee. Candidate Shortlisting is exactly as described. We find you great candidates and you take it from there.

### ***The benefits to you:***

- A cost-effective solution to meet any budget.
- Reduced time-to-source and time-to-hire.
- Full job briefings to ensure quality and consistency.
- An on-demand service that you control.

## Managed Operations

Get access to highly-skilled employees at lower costs. Managed Operations enables you to hire an offshore team of Admin, Finance and Customer Support professionals while reducing staffing and equipment overheads.

### ***The benefits to you:***

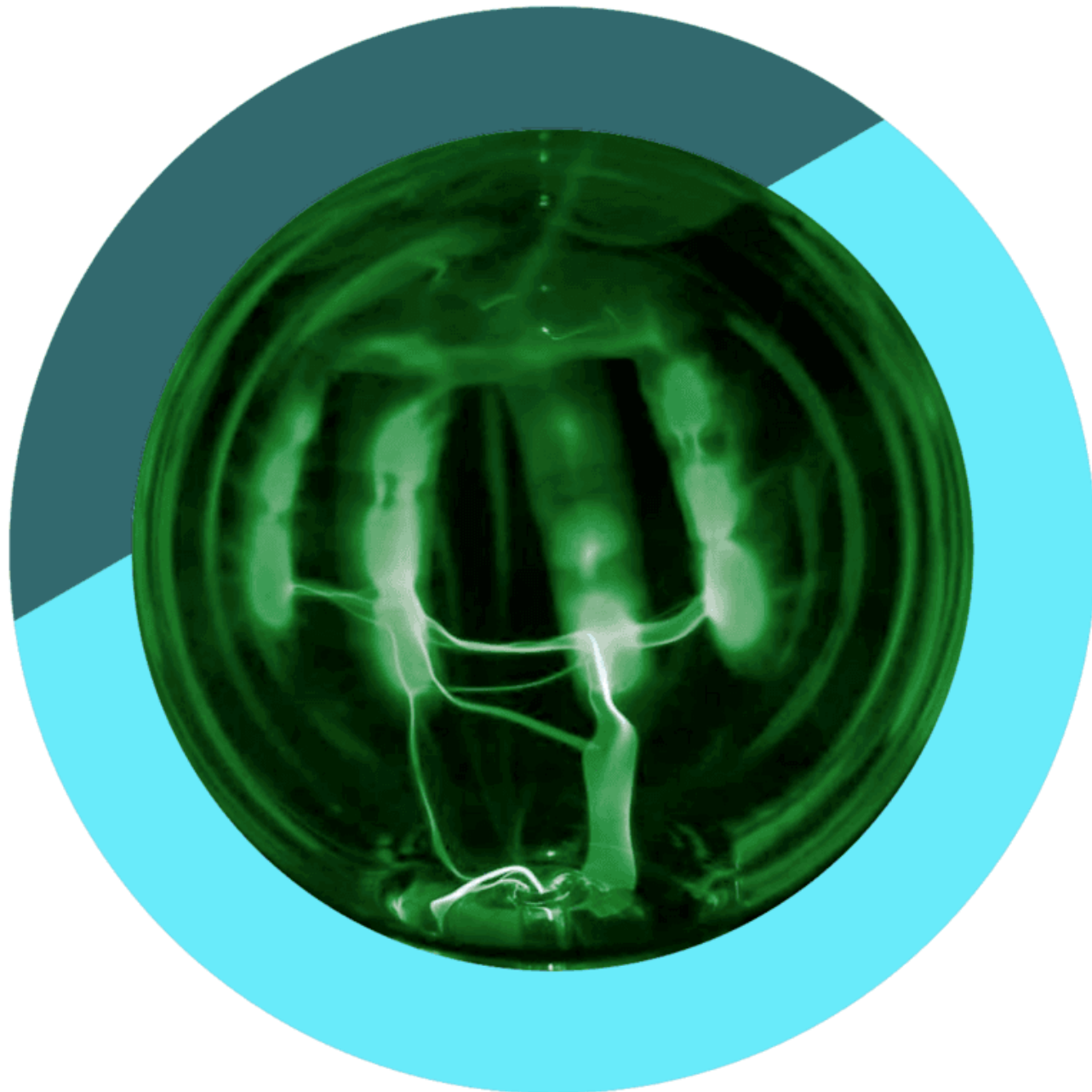
- Reduced recruitment and IT costs.
- 'Always-on' support that will work to your time zone requirements.
- Access to specialists who may not be available locally.
- Scalable and flexible. Dial up/down your offshore team.
- Fully managed service. We take care of local labour laws and compliance.

## Solutions - Labs

Can't decide what you need?

Let's shape the solution together.

Our People Labs are collaborative workshops to identify recruitment problems, explore creative ideas and forge the future.



# What Is it?

Our Labs focus on the four areas that are most likely to hinder your ability to attract, recruit and retain the right people.

Each Lab is designed to hone in on specific problems and produce real outcomes.

## AttractionLab

### Why's it for you?

- You want to improve candidate quality and build your talent pool
- You're eager to enhance your application process
- You're hungry for a standout EVP that really speaks to the people you desire

[Find out more](#)

## ResourcingLab

### Why's it for you?

- You want to hire the right people and keep projects on track.
- You're struggling to take a chunk out of your open vacancies.
- You need to move people fast to new sites and locations.

[Find out more](#)

## ComplianceLab

### Why's it for you?

- You lack the know-how to set-up a compliant payroll solution in an unfamiliar territory.
- You want to hire people quickly but compliance knowledge gaps are slowing you down.
- You've moved into a new market and need some project-based assistance to hit the ground running.

[Find out more](#)

## StrategyLab

### Why's it for you?

- You're looking to revamp your end-to-end recruitment process but aren't sure where to begin.
- You want to know how you stack up against the competition.
- You need a recruitment strategy that sets-up your team or department for future success.

[Find out more](#)



# What Is it?

[AttractionLab](#)

[ResourcingLab](#)

[ComplianceLab](#)

[StrategyLab](#)

## AttractionLab

### This is for HR teams who:

- Want to improve candidate quality and build their talent pool.
- Are eager to enhance their candidate application process.
- Need a standout EVP that really speaks to the people they desire.

#### If you feel this pain...

- The quality of your candidates is lower than required.
- You aren't the employer of choice.
- You have the basics of an employer brand but it needs depth.
- You're struggling to align the organisation to your EVP.
- Your technology is failing to enhance the candidate experience.
- Your careers site isn't working hard enough to convert candidates.
- You need a recruitment marketing strategy.
- You're too reliant on job boards.



#### If you want the following...

- An understanding of what 'best in class' employer brand looks like.
- Creative recruitment marketing ideas.
- A benchmark against your competitors.
- Website & technology recommendations.
- How to create and lead with candidate personas.
- Ideas to improve your candidate experience.

**Then fill in your details and we'll be in touch to see if you qualify!**

# What Is it?

AttractionLab

ResourcingLab

ComplianceLab

StrategyLab

## ResourcingLab

### This is for HR teams who:

- Want to hire the right people and keep projects on track.
- Struggle to take a chunk out of their list of open vacancies.
- Need to move people fast to new sites and locations.

#### If you feel this pain...

- Lost opportunity cost.
- Perpetual open vacancies.
- Reactive recruitment.
- Lack of differentiation.
- Projects off track.
- Inability to scale.
- Not able to attract the right people.
- High turnover of staff.

### We'll give you...



#### If you want the following...

- An international recruitment roadmap.
- A resource plan, strategy and actions.
- Recruitment confidence.
- Creative ideas to improve retention of staff.

**Then fill in your details and we'll be in touch to see  
if you qualify!**

# What Is it?

AttractionLab

ResourcingLab

ComplianceLab

StrategyLab

## ComplianceLab

### This is for HR teams who:

- Lack the know-how to set up a compliant payroll solution in an unfamiliar territory.
- Must hire people quickly, but compliance knowledge gaps are slowing them down.
- Have moved into a new market and need some project-based help to hit the ground running.

#### If you feel this pain...

- Inefficient processes are causing friction.
- You have local tax complications.
- Silent legislation changes are causing increased risk.
- Entering new markets, fear of the unknown.
- Onboarding global candidates.
- Lack of contractor compliance.
- Uncertainty around local payroll set-up.



ComplianceLab

## We can help!

**Our Compliance Lab is a free 2-3 hour collaborative workshop where you'll have the space and a team of experts available to hone in on the key challenge you're facing**

#### If you want the following...

- Ideas to create process efficiencies.
- Enhanced visibility on cost control.
- Visibility on legislative changes and how you stack up.
- A roadmap for becoming 'Gig Ready'.
- A strategy for the 'healthy' movement of people globally.

# What Is it?

AttractionLab

ResourcingLab

ComplianceLab

**StrategyLab**

## StrategyLab

### This is for HR teams who:

- Are looking to revamp their end-to-end recruitment process but aren't sure where to begin.
- Want to know how they stack up against the competition.
- Need a recruitment strategy that sets-up their team or department for future success.

#### If you feel this pain...

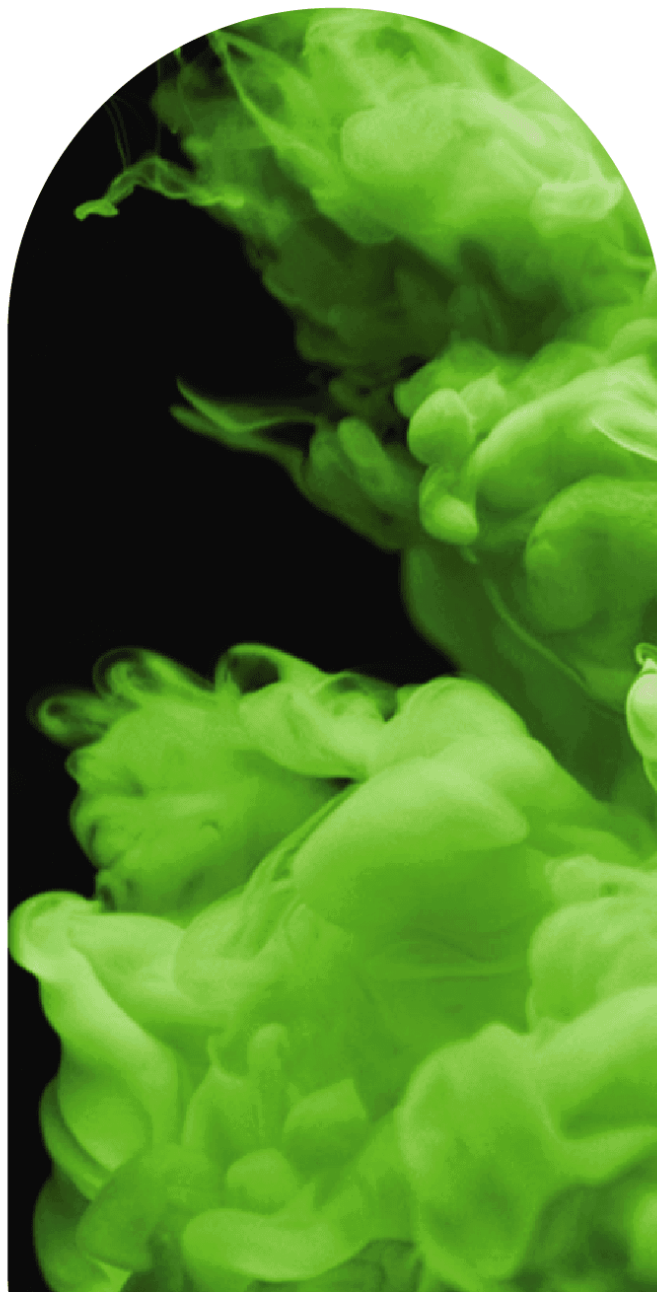
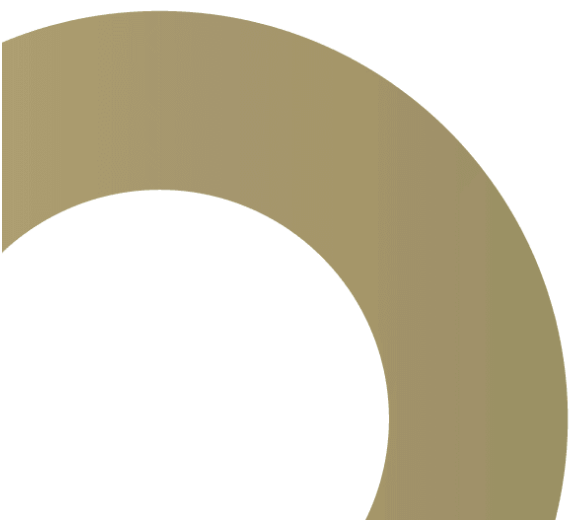
- You don't know what you don't know!
- Lack of visibility and planning
- Are you set up to succeed?
- Lacking a people strategy.
- You don't know if your team is structured the right way.
- Succession planning is needed, where are your next leaders?

## You'll leave with...



#### If you want the following...

- Your key problems identified and defined.
- Greater understanding of your competitors and how to beat them.
- A roadmap for putting the right people in the right seats.
- Clarity on your future leaders.



## Who's **it for?**

**An opportunity for you and your team to take a step back and cast a strategic eye over the business.**

**All we ask from you is your full commitment.**

For this to work effectively, we need the key people from your team in the room with our experts for 2-3 hours.

# How does it work?

**The best ideas are formed in relaxed surroundings with trusted partners.**

People Labs aren't stuffy boardroom meetings. They're fresh, fun and engaging.

## STEP 1

An initial call to outline your key challenge

## STEP 2

We get creative and create a structure for our session

## STEP 3

We invite you to our Lab to present our ideas and collaborate

## THE RESULTS

We play back our findings. You leave with value, answers and a clear roadmap for future success





**The Labs workshop really helped us to 'unfreeze' our current thinking. The session created the momentum and energy required to think more creatively about our values and purpose. The BPS team drove the creative process and the Lab was well worth the time spent.**

Rutger Helbing, CEO @ Devro



**From the first contact I had with BPS, I knew this was a great opportunity. The Lab has really helped myself and team re-look at certain areas of our strategy and given us confidence in others. I highly recommend to any HR leader wanting to get a fresh perspective on their plans.**

Louise Clough, Director of People @ Learning Curve Group



# Solutions – Brand

Activate your  
employer brand  
with intent



# An intro to BPS Brand

**BPS Brand is a creative studio that focuses exclusively on employer brand and recruitment marketing.**

At its heart, BPS is a global recruitment partner. However, since launching our Brand Studio in the mid-noughties we've also been obsessed with telling the stories of employers like you. Each one unique. And each one fuelled by strategy, branding, marketing and technology that produces tangible outcomes to attraction and retention.

## Why BPS Brand?

- Because rather than indulge in self-congratulatory back-slapping ("look at our amazing employer brand!"), we focus on outcomes.
- We help recruiters do their job more effectively, by providing ideas and content that candidates care about.
- We start consultative but soon get active. You tell us your story and we'll create the narrative, creative and platforms for you to engage both potential and existing employees



# What we do



## Employer Value Proposition

You need a solid plan but don't know where to begin. You need an agency that can really get under the skin of your business and show you how you stack up to the competition. All before co-creating an Employer Value Proposition (EVP) and strategy that'll ensure you win the employer brand battle.



## Advertising

You have a stack of urgent requirements but the job boards and your networks simply aren't delivering. We'll work with you to get laser focused with your advertising approach and go beyond the traditional channels. We provide a customisable service whereby we can part or fully manage your content creation, execution and spend.



## Campaigns

You want a longer-term approach to building awareness of all the great reasons why someone should work for your company. Working alongside your team, we'll develop and refine creative that gets noticed. And campaign infrastructures that'll enable 'always-on' communication and the ability to reach candidates in the places they hang out.



## Careers Sites

Your online destinations require depth and character. Because without a robust digital landscape you'll always be behind the curve. We can build or refine existing careers sites and pages to showcase your brand and improve the candidate experience from the very first interaction.



# Failure to **launch**

## The problem:

- You've put in the hard yards. You've got your exec team onboard, run focus groups, examined the competition, then produced your EVP and its shiny pillars. But now it's simply collecting dust in a long-forgotten-about shared folder. What seemed like a fantastic idea has been de-prioritised and the project has lost momentum

## The solution:

- Getting an objective partner/employer brand agency onboard will help breathe new life into your employer brand strategy and get things off the ground. They'll work with your key stakeholders to revisit and define your brand story, before producing an actionable plan to activate the components that



# Lacking a brand story (there's just nothing there)

## The problem:

- You know what your organisation does best but it's never been articulated before. You might even have a set of values but they now appear to be outdated or out of step with the true reality of working for your business. Or in some cases, employer brand has never been on the agenda. This issue is particularly commonplace amongst fast-scaling companies that haven't had the chance to pause for breath.

## The solution:

- Making time for collaborative strategy sessions will give you the space to define what it really means to work for your organisation. Every company has a story, and every individual will have their own interpretation. However, if you want to connect with in-demand talent you'll need to tease out the answers to these fundamental questions: "what do you make, who is it for, and why do they care?"







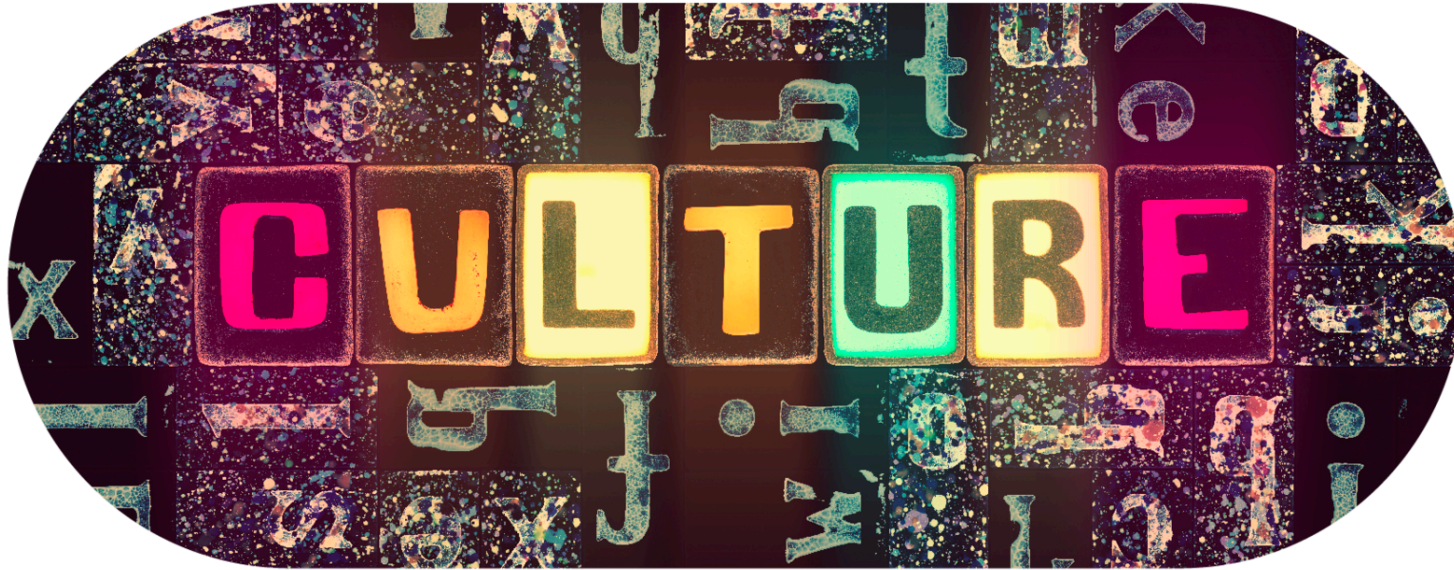
# Hello product, where are the people?

## The problem:

- Your balance sheet is healthy, business is steady, and you may have even picked-up some awards along the way. For your product(s) that is. However, something is missing and it's becoming harder to attract the candidates you really need.

## The solution:

- Profit. Tick. Product. Tick. People...? If attraction (and/or retention) is proving difficult, it's likely you're lacking a key ingredient. By uncovering the people and stories that make your organisation successful, you can begin to 'humanise' your culture. In reality, this can be as simple as positioning your people as subject matter experts, showcasing the exciting projects they're working on or by creating content-rich workflows and touchpoints that will educate the swathe of candidates lying dormant in your ATS.



## Missing **cultural code**

### **The problem:**

- Employee engagement is low and an increasing number of employees are voting with their feet and leaving. You've taken pulse surveys and the responses indicate there's a lack of transparency, autonomy, and communication within the organisation. Meanwhile, others have bemoaned the lack of cohesiveness and connection to what they're doing.

### **The solution:**

- Explore new ways to get to the root of the problem. Begin by re-evaluating your existing engagement frameworks and tease out familiar trends. From here, you can begin to distil the issues at hand and establish feedback loops that will continually address the feelings that exist. Ultimately, you want to get to a position where you can start taking proactive action and take a more segmented and personalised approach to engagement.



# Cross cultural warfare

## The problem:

- You're projecting an image of being one, big, happy team. But 'x' office likes to do things their way while 'y' office (or team) has its own distinct micro culture. Your initial desire might be to stamp this out. But there is another way...

## The solution:

- The fix doesn't have to involve browbeating your employees around a wholly unified culture or company image. You can be authentic and celebrate the micro cultures that exist while retaining your 'North Star'. Give your employees the autonomy they might desire and access to tools that'll help them promote what's going on in their world. Think about producing team Medium blogs, targeted induction events and industry/product-specific content that's centered around your employee experience.





# The struggle **to scale**

## The problem:

- The Marketing team is swamped and employer brand is just one line item on an extremely busy HR colleague's agenda. It's not that you're lacking in ideas or inspiration. A recent 'behind-the-scenes' video went down well but there aren't enough hours in the day to scale and fulfil your ambitions.

## The solution:

- Taking on additional agency resource can help you hit short or long-term goals within an agreed timeframe. Working with a partner that understands how you operate and what you want to achieve provides a flexible and scalable solution to taking on more permanent resource, while also providing you with more ideas and content to fuel your employer brand.

# Bigger companies won't play fair



## The problem:

- You're a cool company and you look after your people well. But not many people know who you are. And on your doorstep is a big, multi-national beast that's hoovering up the local talent pool. It's leaving you stretched and hampering your own growth goals.

## The solution:

- Aside from diversifying your pool of available candidates (offer more remote roles, greater flexible working conditions etc), enhancing your employer brand can pay big dividends. And being 'smaller' can be a huge advantage. You're more agile and there's less red-tape and enterprise-level noise to cut through before content sign-off and employer brand projects. Meaning you can begin to create and establish presence within your marketplace.

**And the list goes on...**

**These are just a few of the typical pain points we encounter. Through our BPS Labs process we'll unpick the challenges you're facing. Before presenting back actionable strategies and solutions to overcome your biggest employer brand hurdles.**

**[Tell me more about BPS Labs](#)**



# Industries

Providing the people who will  
design and build tomorrow's world



# Intelligent Industry

## Enabling the future

We're proud of our heritage but we're not stuck in the past. It's this philosophy that's kept us thriving across the Intelligent Industry landscape for over two decades.

Throughout this time, we've specialised in finding the people who will design and build tomorrow's world. By collaborating, innovating and always putting our partners first we've been able to help HR leaders and their teams overcome their biggest people challenges.

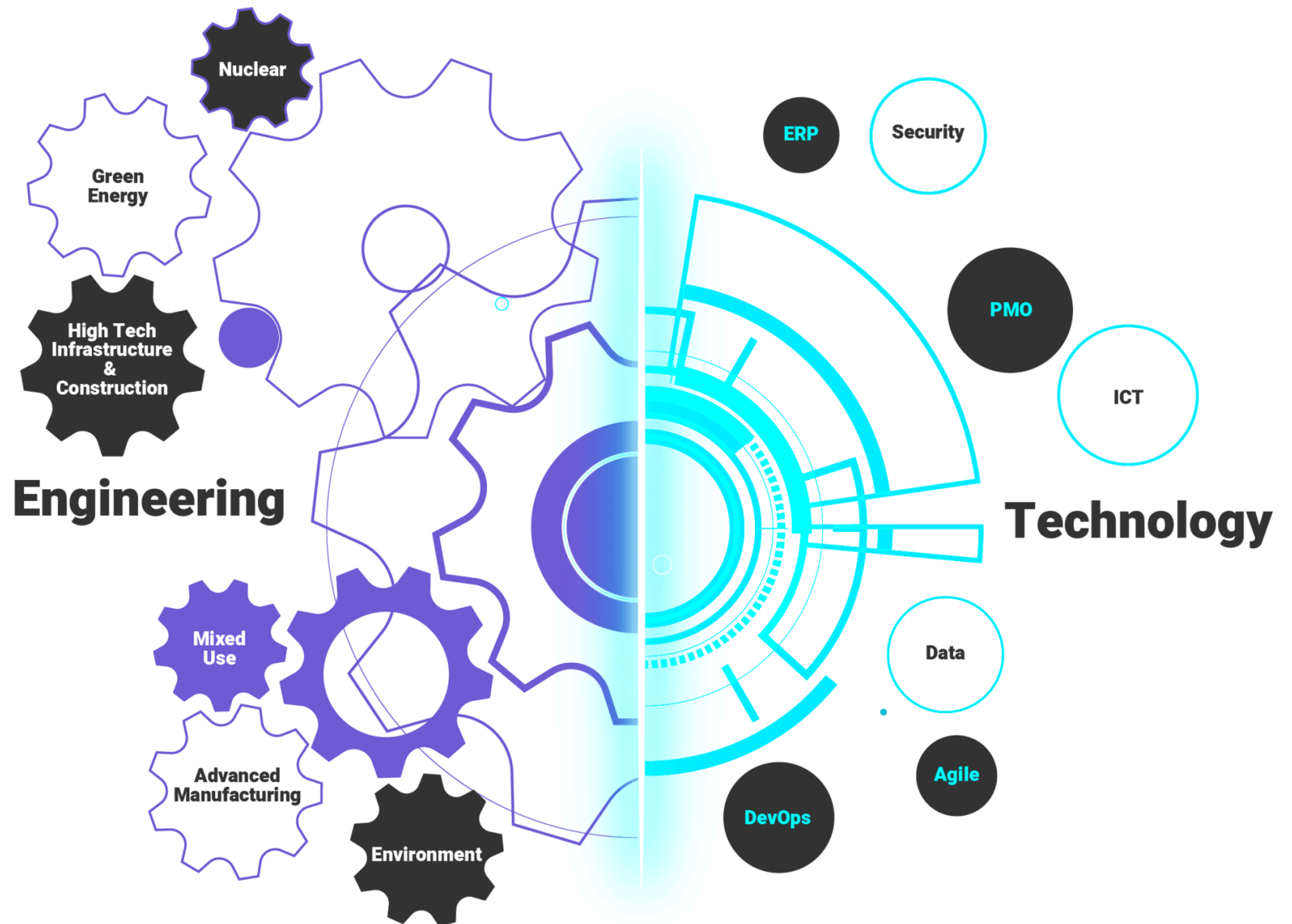
## What we do?

Our tailored solutions cover the entire recruitment lifecycle. Hire the right talent, enhance your recruitment processes, find future leaders and better anticipate demand. All while remaining compliant and creating time and cost efficiencies.

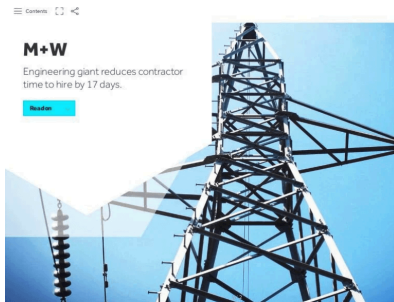
Engineering and technological innovation will continue to shape the way we live, work and play. By focussing on your people we ensure you remain at forefront of this change.



**What does Intelligent Industry mean to us?**

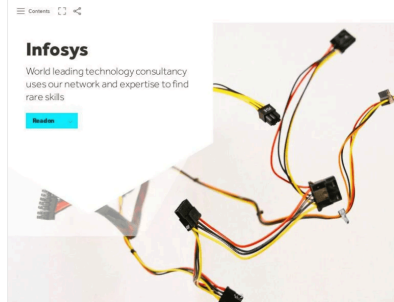


# The work we do



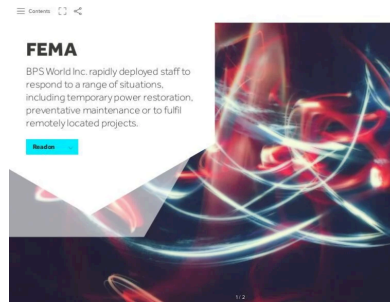
## **Engineering giant reduces contractor time to hire by 17 days**

M+W were using 80+ agencies and struggling to meet demand. By managing their supplier base and contract workforce we delivered huge savings and achieved 100% compliance amongst their contractor population.



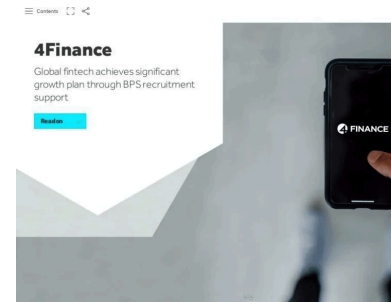
## **Leading tech firm utilises our network to find rare skills**

When Infosys needed to find a contractor with niche knowledge of SAP functionality, we found a creative solution in South-East Asia. And we went the extra mile by managing all visa and compliance requirements.



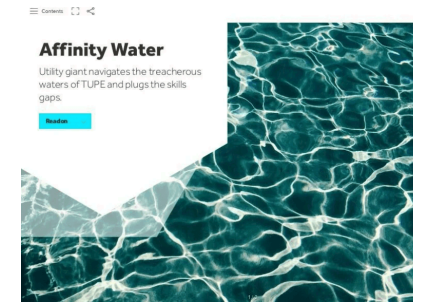
## **BPS World Inc. acts fast to get the power running again**

Our Americas team rapidly deployed staff to respond to a range of situations, including temporary power restoration, preventative maintenance, and to fulfil remotely located projects.



## **Global Fintech unearths IT talent to meet expansion goals**

Ambitious Fintech, 4Finance, wanted to hire 140 developers in six months to meet their growth goals. Acting as their sole resourcing partner, we helped them scale quickly while delivering £500,000 in first-year savings.



## **Utility giant navigates TUPE and plugs skills gaps**

Our expertise helped Affinity Water achieve clarity on its organisational structure and manage complex processes. All without impinging on the businesses' goals while also reducing the time to bring in suitable talent.

# Business & Professional

## Powering professional services

Business and Professional Services is at the crossroads of industry transformation. This change has the potential to unlock tremendous job creation and fundamentally shift the way we all do business.

However, this vast segment includes multiple sectors and functions – Finance, Sales, Marketing, Legal, Customer Service etc - each moving at their own pace.

Therefore, ensuring you have the right people and capability required to drive widespread transformation and enable customer success is crucial.

## What do we do?

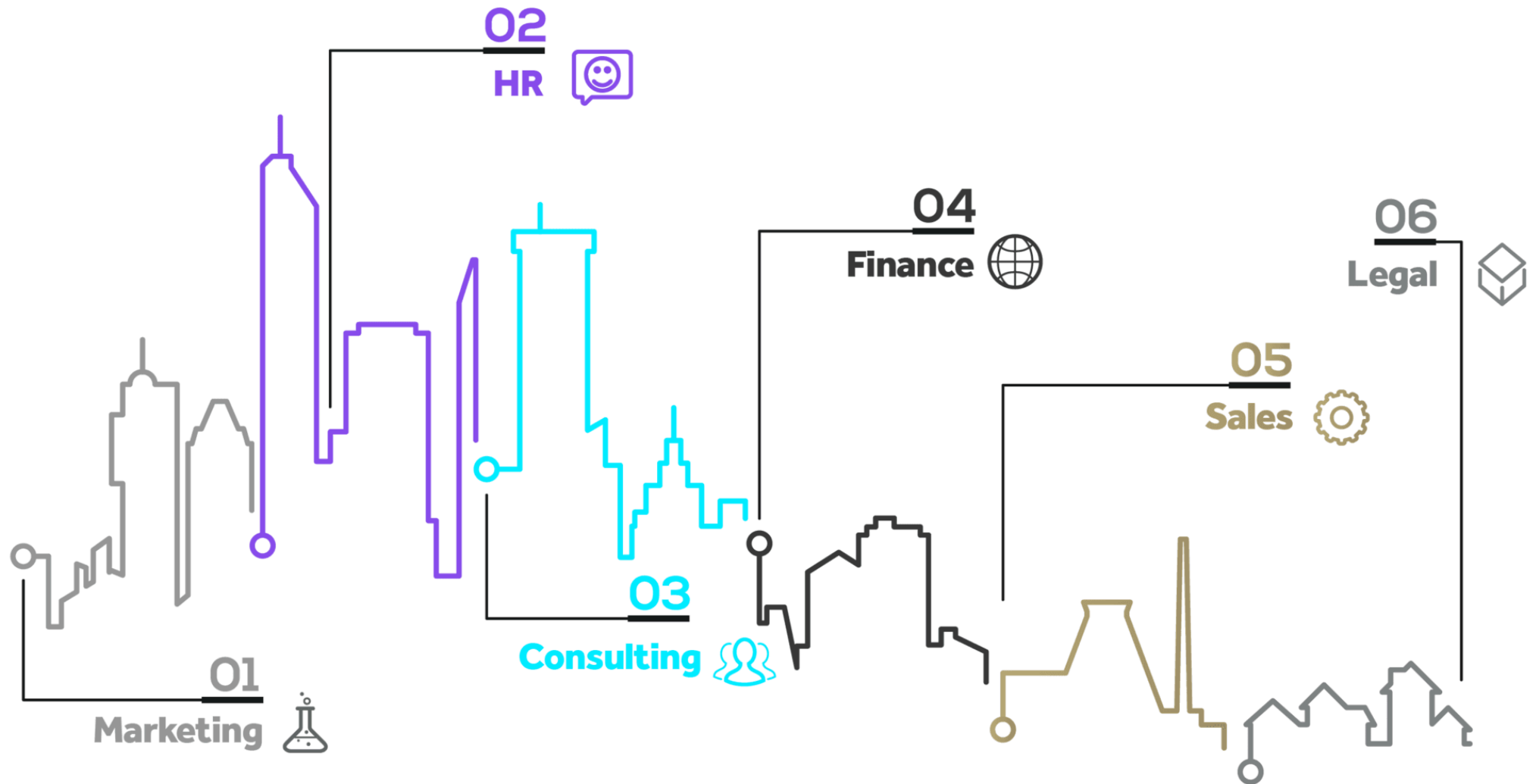
Anticipating demands and embracing change is not always a straightforward process. To us, it's in our DNA and what we love to do.

We spend time getting to know you. And we develop a deep understanding of the different roles each employee has to play.

This enables us to deliver the talent required to boost productivity and delight your customers.

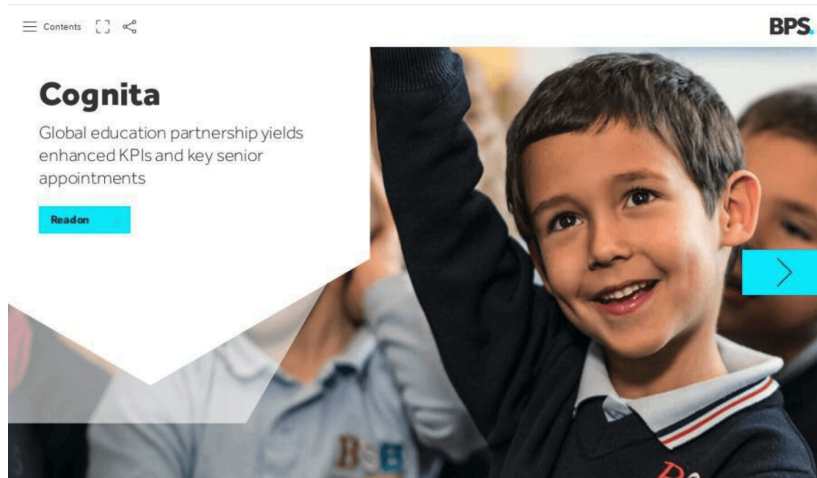


How do we help you navigate  
a transforming landscape?





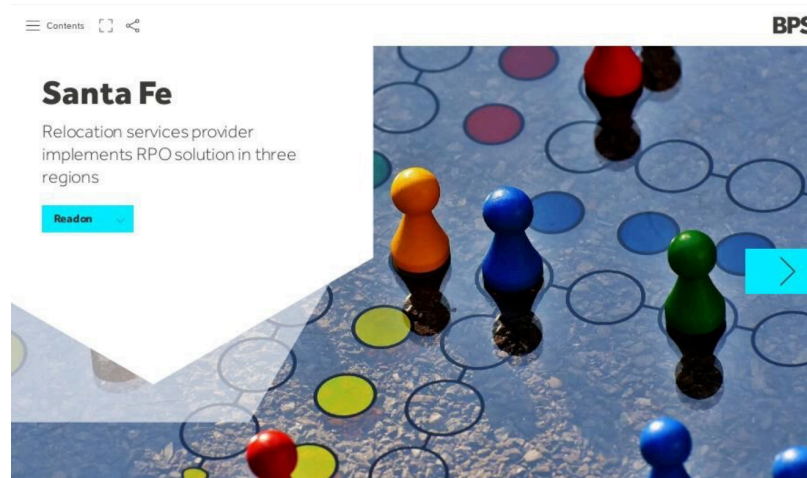
# The work we do



## **Global education partnership yields enhanced KPIs and key appointments**

Cognita required a recruitment partner capable of supporting its expansion.

An initial UK remit now covers Europe and Asia, including key appointments at flagship schools.



## **Relocation provider deploys multi-region RPO solution**

To achieve growth and reduce attrition, Santa Fe required a re-think. We've helped centralise their hiring function and enhance their employer brand in three regions.

# Education & Training

## Build teams that change lives

Like many other industries, the education and training sector is having to adapt. From curriculum innovation and delivery to back-end processes, no area will remain untouched.

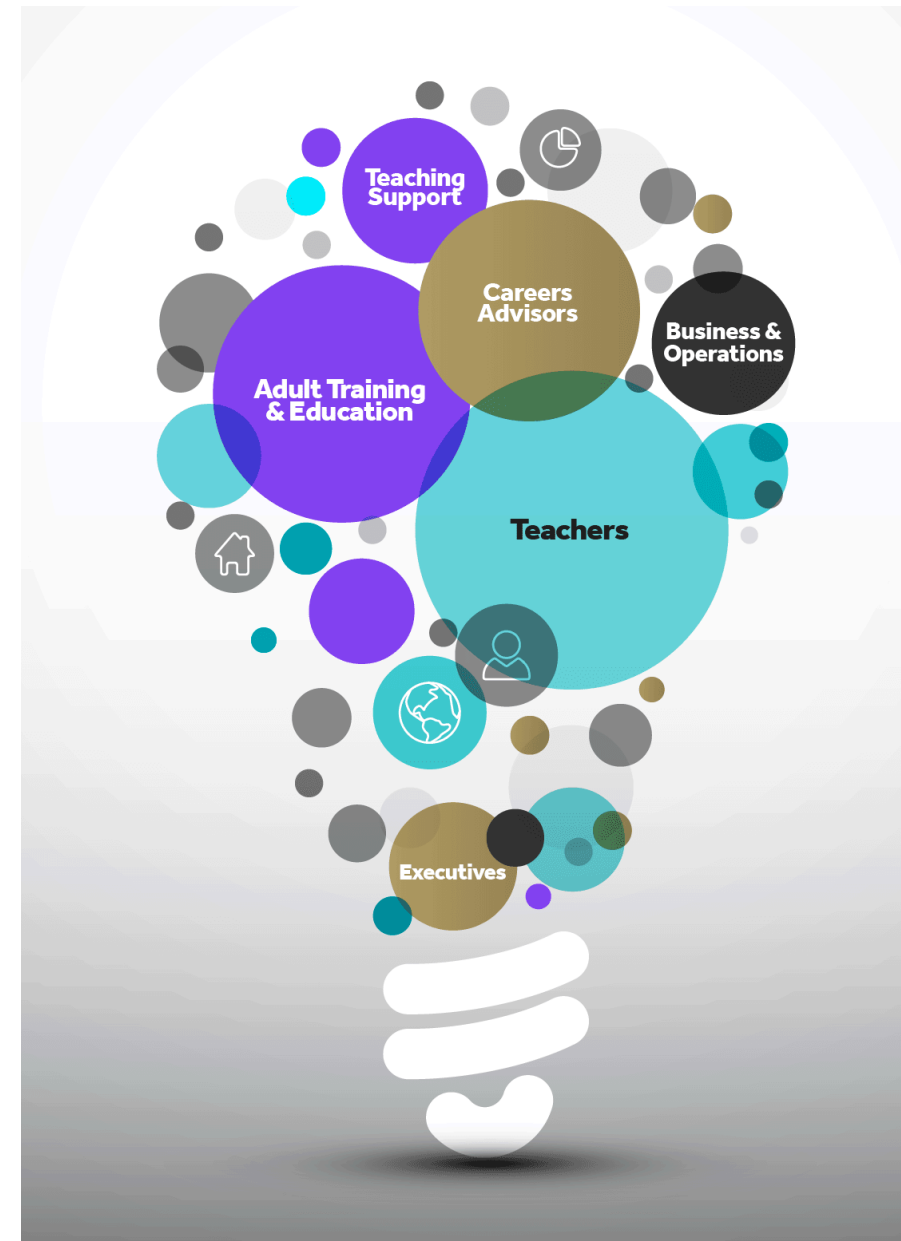
This change will impact frontline staff and the children and adults they serve. And it will require an influx of new skillsets, mindsets and specialisms to ensure the education providers of the future are set-up for success.

However, while subjects and teaching methods might change, building teams capable of changing lives will remain at the heart of teaching and vocational training.

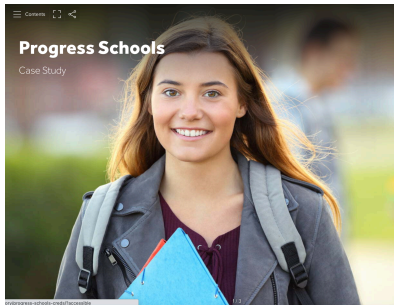
## What do we do?

We solve recruitment and talent strategy challenges across the learning landscape. This includes hiring teaching staff for mainstream and alternative provision environments, careers advisors and adult education and training personnel. The settings we cover can vary but the methodologies we utilise produce the same consistent results.

Key benefits include the development of an enhanced recruitment process, better access to candidates and quicker time to hire. This service is supplemented by concierge account management that ensures you hit your growth goals while staff and students meet their aspirations.

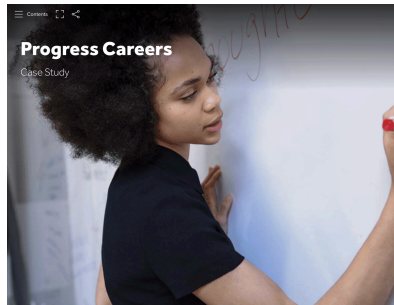


# The work we do



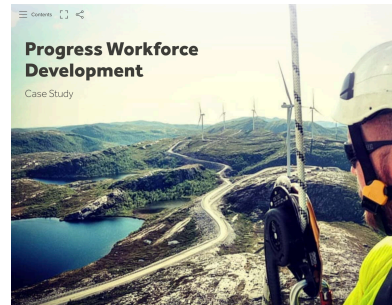
## **Alternative education provider enhances its recruitment, resulting in almost 100 new teaching staff in a single year.**

Fulfilling an Accelerated Growth Plan would prove difficult without introducing a best-in-class recruitment process. Our fully-managed solution helped to turbocharged a business unit with ambitious aims but limited hiring resources.



## **How an education partner overcame talent shortages to expand CEIAG partnerships across England.**

New contract wins meant fresh faces were needed. However, with careers guidance professionals in short supply and high-demand, an uncertain path lay ahead. Hands-on collaboration allowed Progress Careers to scale teams in difficult locations.



## **Training providers deploy a full recruiting function to achieve growth and hire hard to-find talent.**

Without a dedicated recruiting function, Complete Training Solutions and Complete Skills Solutions were struggling to find people for often highly specialised roles. We acted as an extension of their team to secure key hires and help them build partnerships with employers.



**Next  
Steps**

## Our next steps



# To help us improve, please take a few seconds to answer the following question...

**Did you receive all the information you were looking for?**

- ☐ Yes – This was really useful, thanks!
- ☐ Yes – But there's way too much here.
- ☐ No - I still have a few questions.
- ☐ No – I don't feel like I've learnt much.

**Post answer**



Thank you for reading

# An Intro to BPS World

Interested in creative ideas to help tackle your biggest people challenges?

Email [sales@bps-world.com](mailto:sales@bps-world.com) to start your journey.