



## Manchester Cambridge Hull & Tampa

### For over a decade we have delivered IT workforce and staffing solutions globally

Adalta place IT professionals across the UK, Europe and USA. With our head office in Manchester (UK) we are expertly placed to assist our global client base. Our results, flexibility and commitment mean we often succeed where others have failed.

Our specialist consultants partner with candidates to understand their career goals, ambitions and motivations. We look at job opportunities from their perspective, providing real prospects for career acceleration, supplying roles in trusted businesses that value and utilise their skills. .

#### Our areas of focus

- > **Software Development (C# / Java / PHP)**
- > **Infrastructure (Support, Engineers, Networking)**
- > **Database** - Administrators, Developers and Architecture
- > **Software Testers (Manual, Automation, SDET)**
- > **Project / Programme Managers / Business Analysts**
- > **Architecture** - Solution, Enterprise and Technical
- > **DevOps / Site Reliability Engineers**
- > **BI / Data Science**
- > **Cyber Security**

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#### Diversity and Inclusion

Working closely with customer organisations in supporting their diversity & inclusion strategies and requirements for the below projects, we developed strategies in conjunction with the internal delivery teams, to hit their diversity targets, providing market insights and analytics to make innovative recommendations on recruitment attraction strategies.



#### Human Trafficking and Slavery

In addition to the above we worked with the customer to ensure that that there was no slavery or human trafficking in any part of the supply chain, and that both Adalta and the Customer did not use, nor allow its employees or Subcontractors to use physical abuse or the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation of its employees or Subcontractors, putting in place procedures for reporting concerns over modern slavery or the use of child labour within our operations, and communicate these effectively including a Whistleblowing Policy and clear grievance procedure.



#### Services

##### Core Modular

- > Customer Planning
- > Candidate identification and attraction
- > Candidate assessment and Evaluation

##### Non Core Modular

- > Talent Development Services
- > International recruitment
- > Project RPO



#### Social Values

We also worked with the customer to develop and enhance a joint social values initiative, through the implementation of a strategic ambition to follow through on the government's pledge in tackling economic inequality, through application of the levelling up agenda. This was achieved not least in part by opening a regional office in the North East – Hull, an area of high unemployment and limited employment opportunities. We developed outreach programmes into the local community and liaised with the local Job Centre providing CV writing, mock interviews, re-skilling/training people, enhancing their employment prospects. We also employed trainee recruitment consultants to work out of our Hull office and deliver to our clients nationally.

In addition to the above we focused on reducing our carbon footprint, making all our regional offices paperless and offered all employees a hybrid working model in order to accommodate childcare and other responsibilities, this also helped to significantly reduce our carbon footprint.



#### Our Process

Through effective communication with our clients we were able to reduce “downtime” and streamline the recruitment process, enhancing efficiency, focusing on highlighting key requirements at the outset enabled effective implementation of candidate identification & attraction strategies (specific technical skills/industry experience, softer personal attributes and an appetite to move organisation). We ‘scored’ candidates and compiled our initial candidate ‘long list’ against essential criteria for the job role and eligibility criteria. Further screening exercises were conducted to compile a ‘shortlist’. Speaking to candidates over the phone/Skype enabled a thorough qualification process to take place, making sure we understood the candidates full abilities, technical experience and motivations. After an initial telephone screen, candidate credentials and suitability were discussed with the account team, arranging a further interview if suitable. In addition to the above, we also utilise traditional recruitment channels, such as the use of the leading recruitment job boards and social media channels as well as hosting or sponsoring relevant community events.w

[www.adalta-recruitment.co.uk](http://www.adalta-recruitment.co.uk)

Name of customer organisation:

## Global Enterprise Software Provider

Job roles utilised in the delivery of Case Study 1:

### Technical & (QAT) Testing

Contract Example:

## Digital Data and Technology (DDaT) Roles

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The delivery of a permanent recruitment service into a global enterprise software provider was tasked to Adalta. Following their merge with a global IT services company, a team was required to take over the development and maintenance of electronic software delivery capabilities for the business. The team was to provide electronic delivery of software, licenses and documentation to customers in all business segments. The organisation engaged Adalta on a sole supplier basis to resource for the newly formed team and was a high-profile contract, centred on the delivery of a highly experienced technical team.

We brought in a Development team lead whose responsibility was to build and lead this new technical team. Additionally, 5 Developers and a Test team lead were brought in to support the technical lead, all within 3 months. During the initial stages of the project scope, we met with Talent Acquisition Team to understand the recruitment process, timescales, and relevant UK security vetting requirements.

It was ensured that all candidates were made aware of the recruitment process, the stages expected down to the service level agreement on the initial CV submission turn around, pre-screen and customer response times on the client portal, including the interview days that had already been scheduled in by both Adalta/the software provider organisation and any relevant security requirements. During the project timeline, regular updates at intervals pre-agreed with the organisation, were given on the progress of the recruitment activity. Adalta managed the entire candidate journey to ensure the best possible candidate experience, keeping candidates informed and engaged throughout the recruitment process to the point of offer where it became the responsibility of the internal recruitment team lead. This level of transparency enabled Adalta to effectively manage internal resources to meet client demands and avoid any unnecessary delays.

Name of customer organisation:

## Global Ecommerce Organisation

Job roles utilised in the delivery of Case Study 2:

### Technical, (QAT) Testing

Contract Example:

## Digital Data and Technology (DDaT) Roles

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A global leading e-commerce giant had exhausted their local talent pool and selected Manchester as their new office location. They were looking to engage a specialist agency to help build their office from the ground up.

The requirement was for 15 software developers. At the initial project engagement, we met with the talent acquisition manager to understand the scope/recruitment process/timescales and key requirements.

We covered all stages on the recruitment timeline - from initial shortlisting to CV submission turn around, pre-screening and customer response times, interview days already scheduled and subsequent outcomes, positive or negative. Any offers made were explained in detail and any questions were dealt with by the account management team to ensure a smooth onboarding process. During the project timeline, regular updates were given at intervals pre-agreed with the customer on the progress of the KPIs & strategic challenges

Adalta effectively managed internal resources to meet client demands and avoid any unnecessary delays, guaranteeing effective and efficient recruitment activity - resulting in a seamless resolution. Adalta discussed the key requirements with the company at the outset, which enabled effective implementation of candidate identification & attraction strategies.

We ensure that we can present unique and potentially exclusive candidates to our clients from a wide & diverse field, achieved through a meticulous approach to data. Our regular stream of content across these varied channels enables us to attract a diverse range of candidates, ensuring that Adalta is viewed as a knowledgeable voice and valuable resource in the spaces relevant to our customers target audience.

**Name of customer organisation:**  
**Global Insurance Solutions Provider**

**Job roles utilised in the delivery of Case Study 3:**  
**Project & Programme Managers**

**Contract Example:**  
**Global Project Delivery**

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A global insurance business engaged Adalta to resource for a Global Regulatory Programme requiring Project resource delivering complex software-enabled projects into a pan-European landscape. The requirement was for 4 project managers, 2 project delivery leads & 2 PMO analysts.

We met with the organisation to understand the recruitment process/account delivery model/complaint & escalation procedure/timescales & any relevant UK employment & vetting checks required.

We supplied market intelligence and analytics, as well as new recommendations on better-adapted candidate attraction methods, Employer Value Propositions, and social media usage. We managed the candidate journey; briefing, preparing, and notifying candidates at each stage, informing them promptly of success or failure.

Covering initial shortlisting/CV submission turn around, employment & vetting checks/pre-screen interviews & customer response times on the Application Tracking System (ATS). Any offers made were explained in detail & any questions were dealt with by the account management team, supporting the candidate in any negotiations required to ensure a smooth onboarding process. Post engagement we obtained feedback from candidates & the organisation hiring managers on the recruitment process to ensure both parties were satisfied with the outcome. We provided the organisation information on the progress of our recruitment activity including KPIs and strategic challenges.

**Name of customer organisation:**  
**Global Leader in Broadcast and Media**

**Job roles utilised in the delivery of Case Study 4:**  
**Project & Programme Managers**

**Contract Example:**  
**Project Delivery**

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Adalta was engaged in the supply of project management resource to a global broadcast agency. Our remit was to deliver on their strategy regarding the agency's online, secondary education platform. During the Covid crisis this online platform delivered Daily Lessons which had increased the platforms usage and time spent with both primary and secondary audiences. Over the summer of 2020 the organisation had devised a strategy to make the most of this audience opportunity and to make the online platform fit for the future needs of students and their parents. Until this point the platform had been supporting students for over 20 years and is the most used secondary education resource in the UK with over 80% of 15/16-year-olds using the product.

The end output for this role was a detailed project plan, to bring all parties together to agree priorities, timelines, and roadmaps to deliver more value to audiences and bring them to the site more frequently. This was a demanding role, formulating a three-year strategic roadmap for a significant digital transformation of the broadcast agency's educational offering. Objectives included growing the number of users of their education platform as well as increasing reach for parents and teachers and to capitalise on the increased use of the platform during the COVID lockdown. As well as the ability to work with a range of senior stakeholders from editorial, platform, policy, audiences and marketing and be open to each areas goals and risks was essential. It was crucial to bring clear thinking to complex problems to facilitate and put in place a project plan across a range of disciplines to make this strategy deliverable in the next three years.

- > Delivered detailed roadmap to engage a higher proportion of primary, KS3 and GCSE students
- > Worked closely with the Analytics team to bring a data-driven focus to the projects
- > Responsible for delivering multi-faceted projects from initial conception through to complete go-live.

**This included projects to:**

- > Improve the look and feel of Bitesize
- > Grow traffic for primary and Key Stage 3 students
- > Improve teacher discoverability of materials
- > Consolidate the education platform and teaching platform
- > Provide automated quizzes/ adaptive learning