

COPELLO

PARTNER CASE STUDY



“THE COPELLO TEAM ARE EXCELLENT SPECIALISTS WHO FIND AND PLACE EXPERTS TO FULFILL THEIR CLIENT’S NEEDS. THEY HAVE DEMONSTRATED THAT THEY ARE CREDIBLE, FLEXIBLE, RESPONSIVE AND ENERGETIC.”

WHO ARE AQUILA?

Aquila Air Traffic Management Services (ATMS) was formed in 2014 as a joint venture between National Air Traffic Services (NATS), air navigation services specialist and Thales, the primary supplier of equipment and services for UK Air Traffic Management (ATM).

Aquila was awarded the 1.5 billion, 22 year Project Marshall contract by the MOD in 2014. In partnership with the MoD, Aquila is responsible for providing a new state of the art suite of air traffic management technologies and maintaining and operating them at airbases throughout the UK and at forward operating bases overseas. Fundamentally Aquila and Project Marshall enable all military aviation to safely and efficiently discharge their missions around the globe.

100+ 100+PERMANENT & CONTRACT
ROLES FILLED

FIRST STEPS

Copello initially engaged with Aquila ATMS to provide some additional support with vacancies that their existing internal recruitment solution were finding a challenge to identify suitable candidates and that had become business critical.

Our original search focused on an Enterprise Architect and Technical Authorities with experience of Networks and Navigational Aids as well as Junior Safety Engineers all of which had been live for a number of months.

Copello rapidly sourced a shortlist of suitable candidates, arranged interviews and successfully secured candidates for all of the key roles Aquila had available, placing our first candidate within a few weeks of working with them.

2:1 INTERVIEW TO
PLACEMENT RATIO

96% OF ROLES FILLED IN
THE LAST 18 MONTHS

ESTABLISHING A BACKGROUND

Copello met with HR, Supply Chain, and the individual Hiring Managers to understand the intricacies of each role along with the culture of the organisation which remains critical in attracting candidates to a business competing for talent with large multinational Defence companies in the area.

All roles passed to Copello are qualified with key stakeholders to ensure that a rounder idea of requirement is taken to enable fast results.

COLLABORATION

Copello's collaborative relationship with Aquila was instant. From understanding how Aquila would like to interview and onboard their candidates to offering advice on candidate attraction and psychometric testing. The openness in the relationship ensures that both Copello and Aquila were able to act quickly with excellent results.

Copello has since developed their offering to ensure they meet Aquila's recruitment requirements which has been across a variety of areas of the business. We have worked with Aquila to enhance their employer brand and to improve and drive diversity within their organisation, such as women in engineering.

ADDED VALUE



PROCESS IMPROVEMENT

Copello helped to introduce testing for key hires



ONBOARDING PROCESS

Gathering required documentation for onboarding and security clearance



TEAM APPROACH

Using Copello's whole team to get the best network and a fast approach



TALENT STRATEGY

Working with Aquila to develop a strategy to retain and progress talent to reduce dependency and cost with agencies long term

RESULTS

COST & TIME SAVINGS GENERATED FROM **REDUCED TIME-TO- HIRE**, CLOSER RELATIONSHIPS AND **GROWING AN UNDERSTANDING** OF THE BUSINESS' CULTURE.

COPELLO ARE NOW THE **EXCLUSIVE EXTERNAL SUPPLIER OF TALENT** TO AQUILA, WHO FEATURE ON OUR WEBSITE AND WE WORK IN PARTNERSHIP TO PROMOTE THEIR BRAND AND FORWARD PLAN TO ENSURE THE DELIVERY OF **EXPERT CANDIDATES** IN AN EFFICIENT AND EFFECTIVE MANNER.

96%

OF ROLES FILLED IN THE
LAST 18 MONTHS

2:1

INTERVIEW TO
PLACEMENT RATIO

100+

PERMANENT & CONTRACT
ROLES FILLED

2.5:1

CV TO INTERVIEW
RATIO

AREAS WHERE WE HAVE SUCCESSFULLY PLACED CANDIDATES

AIR TRAFFIC ENGINEERS
SYSTEM ENGINEERS
TECHNICAL AUTHORITIES
SERVICE DELIVERY
SERVICE DESIGN, SOLUTIONS & SYSTEMS
ARCHITECTURE

TRIALS, VALIDATION & VERIFICATION
ENGINEERS / MANAGERS
ELECTRICAL & MECHANICAL DESIGN ENGINEERS
REQUIREMENTS MANAGERS & ENGINEERS
SAFETY & RELIABILITY ENGINEERS
CONFIGURATION ENGINEERS & MANAGERS
MODELLING & SIMULATION ENGINEERS

SOFTWARE ENGINEERS & SOFTWARE ARCHITECTS
QUALITY ENGINEERS
ASSET MANAGEMENT
PROJECT & PROGRAMME MANAGEMENT
BID MANAGEMENT
COMMERCIAL, PROCUREMENT & SUPPLY CHAIN

COMMUNICATIONS
HR & TRAINING
ENTERPRISE ARCHITECTURE
INFORMATION SECURITY
BUSINESS DEVELOPMENT
TECHNICAL AUTHORS

“
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”

TESTIMONIALS

“

COPELLO REACHED OUT TO ME BASED IN MY LINKED IN PROFILE AND AS IT TURNED OUT THE JOB IS A PERFECT FIT. LISA WAS GREAT AT COMMUNICATING AND KEEPING ME UPDATED THROUGH EVERY STEP. NOTHING WAS EVER TOO MUCH HASSLE AND IT DIDN'T MATTER HOW MANY QUESTIONS I HAD THEY ALWAYS HELPED IN A TIMELY MANNER. COPELLO WAS GREAT TO WORK WITH AND MADE MY RECRUITMENT INTO MY DREAM ROLE SEAMLESS!

”

“

COPELLO HAS DONE AN AMAZING JOB IN SOURCING A UNIQUE POSITION FOR ME IN RECORD TIME. DAY 1, MEETING WITH THE TEAM REGARDING THE DETAILS OF THE REQUISITION BEYOND THE ADVERTISED JOB SPEC, PROBING AND RELEVANT QUESTIONS DISCUSSING EXAMPLES OF LIKELY CANDIDATE TYPES. WITHIN TWO WEEKS, A SELECT FEW POTENTIAL CANDIDATES PRESENTED, INTERVIEWED AND OFFER GIVEN AND CLOSED WITH THE PERFECT CANDIDATE! AMAZING WORK FROM COPELLO WHO OBVIOUSLY UNDERSTAND THEIR CLIENT NEEDS AND HAVE A GREAT NETWORK OF CONNECTIONS TO DRAW ON, VERY MUCH APPRECIATED.

”

COPELLO

WHY CHOOSE US?

TRUST

It's Copello's number one value and sets the foundation for our relationships with clients, candidates and our team.

YOU ENGAGE COPELLO, NOT JUST ONE CONSULTANT

Our team is great at what they do and very experienced, so why only work with one of them?

Driving team performance means our focus is always ensuring the client gets the best service, a bigger network and a faster response.

PARTNERSHIP APPROACH

An extension of your HR, Talent and Marketing Departments with a commitment to help increase retention rates and develop progression plans to reduce overall costs and reliance on traditional agencies.

VISIT OUR WEBSITE

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PING US A MAIL

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LET'S HAVE A CHAT

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STOP BY FOR A COFFEE

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FOLLOW US

