

COPELLO

GLOBAL TALENT FINDERS

PROSPECTUS

RM6229 Permanent Recruitment 2 (PR2) -
Lot 2 Non Clinical General Recruitment

Crown
Commercial
Service
Supplier

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WE USE THE TERM **'COMMUNITY'** AS WE BELIEVE THAT ALL THREE: **RECRUITER, CLIENT AND CANDIDATE** ARE **INTRINSICALLY LINKED** AND OUR EXPERIENCE SHOWS THAT A SOLID CONNECTION DELIVERS THE **BEST RESULTS.**

”

COPELLO GLOBAL

OUR FOCUS IS TO ENSURE THAT WE ADD VALUE AND DRIVE CHANGE IN AN OVER POPULATED RECRUITMENT SPACE, IN FACT IT'S NOT JUST OUR FOCUS, IT'S OUR MISSION. WE WILL DO THIS BY WORKING IN PARTNERSHIP WITH YOU AND PROVIDING A QUALITY SERVICE BUILT ON HONESTY AND TRANSPARENCY.

STRONG TEAM OF CONSULTANTS

A group of talented Recruiters with a relentless mission to rethink the standard of recruitment. Formed in 2018, Copello was created to establish a people focused recruitment business, driving exceptional performance through a brilliant culture. Our consultants focus on recruitment within their specific discipline and therefore appreciate the needs and demands of the niche sector.

Working in partnership with our clients, we take the time to understand the company culture and requirements of the role. This, coupled with our specialist industry knowledge, ensures we provide quality candidates that meet the specification, every time.

Copello have a strong team of Consultants. At the heart of this is the decency of the people that work in it. Our focus when building our team is to ensure that with each hire our environment is enhanced and with that the service and experience we offer to our client and candidate community is too.

SPECIALIST RECRUITMENT PROVIDER

As a preferred supplier for this Framework Agreement, Copello have in-depth knowledge and a wealth of experience when recruiting permanent staff across the following niche sectors:

-  INFORMATION SECURITY
-  DEFENCE
-  ENGINEERING TECHNOLOGY

We understand that no two assignments are alike and therefore our bespoke approach allows us to comb the market with pace to achieve maximum success for our clients.

WHY COPELLO GLOBAL - SUPPORT THAT MAKES A DIFFERENCE

Copello takes our relentless approach to improving recruitment standards to design a solution that fits your business and meets its talent demands now and for the future. Working with the Copello team you can be assured that you will receive the following:

EXPERIENCE AND KNOWLEDGE

We will help you throughout the recruitment process, from the initial early planning stages with creating the right job description, including salary, key requirements, duties, and how to attract the best candidates.

TARGETED ADVERTISING

Networking your requirements, posting personalised adverts and positioning your company competitively. This includes targeted campaigns on locations.

DETAILED SPECIFICATIONS

Identifying key skills and characteristics such as Security Cleared candidates (BC, CTC, SC and DV Cleared).

ENGAGE WITH A TEAM, NOT JUST ONE PERSON

Engaging with Copello doesn't stop at one Consultant, we operate as a team to ensure a broad network is mined to locate the best talent available. Our joined up, team centric, approach ensure speed of search and board experience.

EMPLOYER BRANDING

We are advocates of using employer branding to compete for the best talent. We offer clients access to our experienced Marketing team, who will work with you to enhance your Employer Brand, enabling you to attract and retain your people.

REAL-TIME ANALYTICS

We provide our clients with real-time analytics, to explore every aspect of their business, turn data into actionable insights, and make informed decisions. Our metrics capture diversity, activity ratios, % of positions filled, % delivery rate, time to hire etc.

WHY COPELLO GLOBAL - DIVERSE TALENT

One of our core values is that we treat all people with dignity and respect. It is our aim to ensure that no employee, job applicant or candidate receives less favourable facilities. All employees at Copello are trained in the legislation to ensure the services delivered comply with the Equality Act 2010 and the Gender Recognition Act 2004.



ATTRACTING DIVERSE TALENT

All of our advertising campaigns and communications are unbiased and inclusive. Our consultants are experienced in writing advertisements and posts that avoid gender and racial bias and ensure the correct language is used.

Our process of attracting a Diverse range of Talent includes:

- Use Talent Attraction Resources/Media sources to advertise non-bias and inclusive roles.
- Advertise on social media to diversify our talent pool. We are able to target a range of genders, ages and minorities to ensure a fully inclusive campaign.
- Comprehensive interviews with the candidates to ascertain suitability for the role purely based on skills and experience
- Work with Career Centres incl. colleges and Universities
- Use all sources of media incl. newspaper/radio adverts
- Partner with local service providers and community-led organisations to help source candidates with disabilities
- Our CRM System allows us to populate details of candidates (should they disclose) to ensure we are continually being inclusive and measuring diversity
- Source talent using job boards such as Jobsite, CV Library, Reed along with LinkedIn Recruiter. All of our searches are focussed on the skills, experience and ability to do the role

DEFENCE SPECIALISTS

Copello are experienced in delivering a reputable service with clients across the Aerospace & Defence, Marine, Land and Space sectors.

Copello have a track record in rapidly sourcing specialist teams and fully understand the levels of security clearance and the requirements to obtain clearance. We have developed a talent pool of security cleared candidates to ensure we can provide an agile service to our clients.

The Defence Sector is evolving and is persistently delivering transformative digital capabilities to enable sustainable military and business advantage. Copello remain at the forefront of the sector so that we can supply the people needed to ensure these capabilities are delivered.

TYPICAL ASSIGNMENTS

HEAD OF DEFENCE SIMULATION CENTRE (DSC)
HEAD OF DATA EXPLOITATION DEFENCE DIGITAL
DEFENCE SUPPORT INFORMATION MANAGER
DEFENCE DIGITAL PROJECT CO-ORDINATOR

DEFENCE BUSINESS SERVICES - SCRUM MASTER
INCIDENT COORDINATOR TEAM LEAD
OPS SERVICE DATA ANALYST
HEAD OF CATEGORY MANAGEMENT

DEFENCE DIGITAL IT SERVICES MANAGER
DEFENCE DIGITAL DELIVERY MANAGER
DEFENCE DIGITAL BUSINESS ANALYST
DEFENCE DIGITAL TECHNOLOGY STRATEGY
MANAGER

PROJECT AND PROGRAMME MANAGEMENT
BID MANAGEMENT
COMMERCIAL, PROCUREMENT AND SUPPLY CHAIN
SAFETY & RELIABILITY ENGINEERS

“
OUR TEAM OF EXPERT
CONSULTANTS WILL PARTNER
WITH YOU TO UNDERSTAND
YOUR REQUIREMENTS, AND
MAKE A COMMITMENT TO
PROVIDE HONEST AND
TRANSPARENT GUIDANCE
THROUGHOUT THE SOURCING
PROCESS.

”

INFORMATION SECURITY SPECIALISTS

COPELLO'S INFORMATION SECURITY TEAM IS WELL POSITIONED TO CONNECT YOU WITH THE RIGHT PEOPLE IN THIS INCREASINGLY CRITICAL BUSINESS AREA.

Copello has extensive experience working with secure environments and insight into relevant UK clearance levels and standards. Copello are adept at building teams from the ground up.

WORKING WITH CLIENTS TO PROVIDE THE BEST

Our team proactively builds networks of candidates and clients to deliver the best opportunities to the best talent in the market.

TYPICAL ASSIGNMENTS

DEFENCE DIGITAL LEAD CYBER TECHNOLOGIST

DEFENCE DIGITAL CYBER SECURITY RISK & ASSURANCE MANAGER

DEFENCE DIGITAL HEAD CYBER SECURITY ASSESSOR

CYBER RISK MANAGER LEAD

SECURITY ANALYSTS

LEADERSHIP AND MANAGEMENT (INCL. C-LEVEL & VCISO)

SECURITY AWARENESS

INCIDENT RESPONSE AND MANAGEMENT

SALES AND SUPPORT

“

OUR APPROACH IS YOUR APPROACH; WE WILL ADAPT AND CREATE A BESPOKE SOURCING STRATEGY THAT WORKS FOR YOU...USING OUR KNOWLEDGE, NETWORK AND RESOURCES WE WILL HELP YOU SECURE THE RIGHT CANDIDATE.

”

“

OUR TEAM HAVE INDUSTRY EXPERIENCE IN THE INFORMATION SECURITY SECTOR GIVING US A UNIQUE INSIGHT TO YOUR REQUIREMENTS.

”

ENGINEERING & TECHNOLOGY SPECIALISTS

COPELLO GLOBAL HAS VAST EXPERIENCE ACQUIRING TALENT WITHIN TECHNOLOGY AND ENGINEERING INDUSTRIES.

Our team operates predominately within the UK establishing lasting and consultative relationships. Our agile approach ensures we are at the forefront of the talent market, enabling Copello to adapt its approach to ensure our clients benefit from expert knowledge and the best talent when its needed.

TYPICAL ASSIGNMENTS

DEFENCE DIGITAL SENIOR DEV OPS
INFRASTRUCTURE ENGINEER

WEAPON SYSTEMS ENGINEER

TECHNICAL LEADER

DE&S ENGINEERING SKILLS LEAD

SYSTEMS ENGINEERING

MANUFACTURING MANAGER

ENGINEERING MANAGER

INSTALLATION & INTEGRATION

HEAD OF ENGINEERING

ENGINEERING DIRECTOR

PRODUCTION & TESTING

PROJECT AND PROGRAMME MANAGEMENT

RESEARCH & DEVELOPMENT

OPERATIONS MANAGEMENT

CHANGE & TRANSFORMATION

PROCUREMENT & SUPPLY CHAIN

“

COVERING A MULTITUDE OF SECTORS ACROSS AUTOMOTIVE, ELECTRONICS & SOFTWARE, MEDICAL DEVICE, SCIENTIFIC INSTRUMENTATION, INFORMATION TECHNOLOGY AND SPECIALIST ENGINEERING, COPELLO HAVE A STRONG NETWORK OF TALENT AT ALL LEVELS OF ENGINEERS THROUGH TO DIRECTOR LEVEL AND SENIOR EXECUTIVES.

”

MEET THE TEAM

Copello have a strong team of Consultants. At the heart of this is the decency of the people that work in it.

Our focus when building our team is to ensure that with each hire our environment is enhanced and with that the service and experience we offer to our client and candidate community is too.

Engaging with Copello doesn't stop at one Consultant, we operate as a team to ensure a broad network is mined to locate the best talent available. Our joined up, team centric, approach ensure speed of search and broad experience, as well as consistency with the service we provide, every day. Due to the nature of the Information Security sector, we have sector specific consultants dedicated to this division.



RUSSELL BAKER
DIRECTOR

Russell founded Copello in August 2018 with a focus of creating a recruitment company that established meaningful relationships with its candidates and clients as well as creating an environment for Consultants to thrive in.

The drive to ensure that Copello was always open-minded to do things different but always with a focus on being better.



LISA PINHORNE
DIRECTOR

A founding member of Copello, Lisa not only brings a breadth of experience within the recruitment industry but a personable approach. She engages with the team, clients and candidates with a meaningful sense of purpose which optimises Copello's approach.

MEET THE TEAM



BECKI DELL
DIRECTOR



CLAIRE WOLSTENCROFT
HEAD OF MARKETING AND
EMPLOYER BRANDING SOLUTIONS

“
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. ”



EMMA HOMANN
SENIOR RECRUITMENT
CONSULTANT



SHANNON RIX
LEAD RECRUITMENT CONSULTANT



MYLES MURPHY-YOUNG
LEAD RECRUITMENT CONSULTANT -
INFORMATION SECURITY / CYBER



ALASTAIR KOLLER
LEAD RECRUITMENT CONSULTANT



JOEL CELESTINE
LEAD RECRUITMENT CONSULTANT

MEET THE TEAM



RACHEL BARRON
LEAD RECRUITMENT CONSULTANT



TOM STICKLER
SENIOR PARTNERSHIP DELIVERY
CONSULTANT



SAM DERHAM
RECRUITMENT CONSULTANT -
INFORMATION SECURITY / CYBER



DANIEL VAUGHAN
PARTNERSHIP DELIVERY CONSULTANT



JASMINE BUTCHER
PARTNERSHIP DELIVERY CONSULTANT



KAY DROSINKA
PARTNERSHIP DELIVERY CONSULTANT



ELLA MACKENZIE-SLY
PARTNERSHIP DELIVERY CONSULTANT



GRACE BARRITT
RECRUITMENT RESOURCER

PARTNER CASE STUDY

DEFENCE PROJECT

PROJECT OVERVIEW

Copello won the Defence project contract in December 2021.

Providing first and second line repair and maintenance personnel capable of replacing TG4 Personnel, supporting three T101 Radars in the Falklands and T102 Radar in Portreath.

The agreed contract will see Copello working the project until April 2025.

- The project is particularly demanding due to its remote locations. This project differs from standard contingency recruitment and has resulted in a unique campaign led approach, using different mediums to attract suitable candidates.
- Copello have gone above and beyond its usual recruitment service, designing and implementing a targeted campaign in the Falkland Islands and Portreath, using various mediums such as radio adverts (our Director produced the advert), local newspapers and social media.

DEFENCE PROJECT

90% OF ROLES FILLED

- x1** LEAD ENGINEER
- x3** RADAR ENGINEER
- x4** SUPPORT TECHNICIANS (UK)
- x5** MAINTAINER TRAINEES
- x8** SUPPORT TECHNICIANS (FI)

KEY FACTS

REPAIR & MAINTENANCE

Providing first and second line maintenance personnel capable of replacing RAF TG4 Personnel, supporting three T101 Radars in the Falklands and T102 Radar in Portreath.

REMOTE LOCATIONS

Running a targeted campaign focusing on finding candidates to work in the Falkland Islands & Portreath (UK).

EFFECTIVE RESULTS

21 POSITIONS

19 FILLED

2 INTERNAL

TRAINEE MAINTAINERS

We had to source 5 Trainees to move to Shawbury and start their training at RAF Shawbury alongside a BTEC college course. Following an extensive training programme, they will be transitioning to the Falklands as Maintainers. Sourcing Trainees ensures sustainability.

Diversity of Trainee Engineers

DEFENCE PROJECT

MEDIA ACTIVITIES

- PRODUCED ADVERT AND ADVERTISED IN LOCAL NEWSPAPERS FOR FALKLANDS AND ST HELENA. ALSO PRODUCED RADIO ADVERT FOR LOCAL RADIO
- DIGITAL ADVERTISING AND PROMOTION ON SOCIAL MEDIA - FACEBOOK GROUPS, LINKEDIN AND TARGETED ADVERTISING ON INSTAGRAM
- ADVERTISING ON NICHE JOB
- NETWORKING AMONGST ENGINEERS AND RAF LEAVERS
- CTP (CAREER TRANSITION PARTNERSHIP) - RESETTLEMENT FOR EX ARMED FORCES
- CONTACTED LOCAL SCHOOLS & COLLEGES FOR LEAVERS SHOWING AN INTEREST IN STEM

COPELLO

VISIT OUR WEBSITE

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PING US A MAIL

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LET'S HAVE A CHAT

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FOLLOW US

