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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.

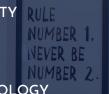
#### SPECIALIST RECRUITMENT PROVIDER

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

- 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.



#### 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.



unbiased and inclusive. Our consultants are experienced in writing advertisements and posts that avoid gender and

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
- Comprehensive interviews with the candidates to ascertain suitability for the role purely based on skills and experience

- 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
- Source talent using job boards such as Jobsite, CV Library, Reed along with Linkedin Recruiter. All of our searches are

## DEFENCE SPECIALISTS

Copello are experienced in delivering a reputable service with clients across the Aerospace &

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 sustainble 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 L:EADER

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.

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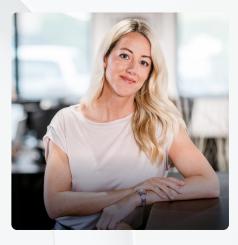
Engaging with Copello doesn't stop at one Consultant, we operate as a team to ensure a broad network is mined to locate the best talent available. Our joined up, team centric, approach ensure speed of search and broad experience, as well as consistency with the service we provide, every day. Due to the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



#### **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



**SHANNON RIX** LEAD RECRUITMENT CONSULTANT

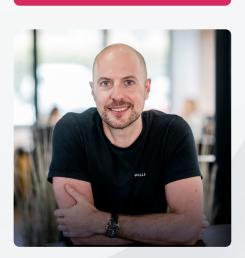


**CLAIRE WOLSTENCROFT** HEAD OF MARKETING AND EMPLOYER BRANDING SOLUTIONS



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

66 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.



**ALASTAIR KOLLER** LEAD RECRUITMENT CONSULTANT



**EMMA HOMANN** SENIOR RECRUITMENT CONSULTANT



JOEL CELESTINE LEAD RECRUITMENT CONSULTANT

# MEET THE TEAM



RACHEL BARRON LEAD RECRUITMENT CONSULTANT



JASMINE BUTCHER PARTNERSHIP DELIVERY CONSULTANT



TOM STICKLER SENIOR PARTNERSHIP DELIVERY CONSULTANT



KAY DROSINKA PARTNERSHIP DELIVERY CONSULTANT



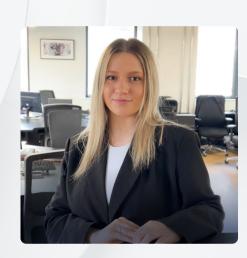
SAM DERHAM **RECRUITMENT CONSULTANT -**INFORMATION SECURITY / CYBER



**ELLA MACKENZIE-SLY** PARTNERSHIP DELIVERY CONSULTANT



DANIEL VAUGHAN PARTNERSHIP DELIVERY CONSULTANT



**GRACE BARRITT** RECRUITMENT RESOURCER



### 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.



### **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.

# EFFECTIVE RESULTS

21 POSITIONS

19 FILLED

2 INTERNAL

#### REMOTE LOCATIONS

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

#### 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



# COPELLO

**VISIT OUR WEBSITE** COPELLO.CO.UK

PING US A MAIL INFO@COPELLO.CO.UK

LET'S HAVE A CHAT

+44 (0)23 9310 0594

#### STOP BY FOR A COFFEE

16-18 BARNES WALLIS RD, FAREHAM, PO15 5TT

#### **FOLLOW US**





