

Copello Partner Solution



Who are Aquila?

Aquila Air Traffic Management Services (ATMS), established in 2014 as a joint venture between National Air Traffic Services (NATS) and Thales, specialises in advancing UK Air Traffic Management (ATM). That same year, Aquila was awarded the £1.5 billion, 22-year Project Marshall contract by the Ministry of Defence (MOD).

In partnership with the MOD, Aquila provides, maintains, and operates a state-of-the-art suite of ATM technologies across UK military airbases and overseas forward operating bases. Project Marshall ensures the safe and efficient execution of military aviation missions globally, delivering critical support for modern air operations.

First Steps

Copello partnered with Aquila ATMS to address critical vacancies that their internal recruitment efforts had struggled to fill. These roles, which had been open for several months, included an Enterprise Architect, Technical Authorities specializing in Networks and Navigational Aids, and Junior Safety Engineers.

Through a targeted approach, Copello swiftly sourced a shortlist of qualified candidates, coordinated interviews, and successfully filled all key positions. The first placement was secured within just a few weeks, marking a strong start to the collaboration.



Establishing a Relationship

Copello engaged closely with Aquila ATMS by meeting with HR, Supply Chain, and individual Hiring Managers to gain a deep understanding of each role's requirements and the organisation's culture. This approach was vital in attracting candidates to a business competing with large multinational defence companies in the region.

Every role assigned to Copello is thoroughly qualified with key stakeholders, ensuring a comprehensive understanding of the requirements. This process enables Copello to deliver swift and effective results.

Collaboration

The partnership between Copello and Aquila ATMS was established quickly and effectively. Copello adapted to Aquila's preferred interview and onboarding processes, offering valuable advice on candidate attraction and psychometric testing. This open collaboration allowed both parties to act decisively, delivering outstanding results.

Copello has expanded its services to meet Aquila's diverse recruitment needs, enhancing their employer brand and promoting initiatives like increasing diversity, including women in engineering.

Partnership Agreement

In 2020, the relationship was formalised with an exclusive Partnership Agreement, making Copello the lead talent acquisition partner for all areas of Aquila's workforce. Due to exceptional outcomes, this agreement has been extended into 2025.

Implementation

1. Strategic Talent Planning:

Copello supported Aquila with workforce planning by anticipating hiring needs for upcoming projects. This enabled Aquila to prepare for future talent demands, ensuring a steady pipeline of qualified candidates.

2. On-site Presence:

Copello deployed dedicated teams at Aquila facilities to streamline hiring processes and build strong, collaborative relationships with the HR team, Hiring Manager and the Senior Executive Team. This on-site presence ensured a deeper understanding of Aquila's recruitment needs and organisational culture, enabling faster decision-making, improved communication, and more effective candidate placements.

3. Diversity and Inclusion Focus:

The partnership emphasised attracting a diverse talent pool, particularly in STEM fields. As part of this commitment, Copello supported the creation of a series of corporate interview videos to promote Aquila's ED&I Strategy. These videos highlighted Aquila's dedication to fostering an inclusive workplace and helped attract a broader range of candidates, particularly women in STEM roles.

4. Scalable Solutions:

Copello provided Aquila with scalable recruitment solutions to effectively respond to fluctuating project demands. Whether requiring a surge in talent for specific initiatives or managing ongoing workforce needs, Copello's flexible approach ensured that Aquila had access to the right skills at the right time, without compromising quality or efficiency.

COPELLO
Specialists in
Delivery
ENGINEERING TECHNOLOGY



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

Outcomes / Added Value



1. Enhanced Talent Pipeline:

The partnership resulted in a **20% improvement** in time-to-hire metrics for critical roles.

2. Cost Efficiency:

Centralising recruitment processes reduced overall hiring costs by an **estimated 15%**.

3. Program Success:

The streamlined recruitment enabled Aquila to **meet key milestones** on major defence programs, including the Marshall Project.

4. Brand Strengthening:

The collaboration bolstered Aquila's employer brand, **attracting top-tier talent**.

5. Process Improvement:

Copello helped to introduce testing for key hires including **psychometric testing**.

6. Onboarding Process:

Copello improved the onboarding and security clearance process to ensure a **faster more efficient experience** for new hires.

7. Leveraging the Entire Team:

By drawing on the collective expertise and resources of the Copello team, Aquila **secured the best candidates** in a timely manner.

8. Talent Strategy:

The collaboration led to a strategy committed to **retaining and progressing talent** to reduce dependency and cost with agencies long-term.

300+ Permanent and Contract roles filled

2:5:1 CV to Interview Ratio

2:1 Interview to Placement Ratio

96% of roles filled from the start

15% reduction in overall hiring costs

20% improvement in time-to-hire for critical roles

Testimonials



“

The Copello team have been assisting Aquila with talent shortages since 2019. They have continued to evolve with us, finding the best talent that match our culture and values.

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“

The Copello team are excellent specialists who find and place experts to fulfil their client needs, they have demonstrated that they are credible, flexible, responsive and energetic.

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“

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.

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