



Collaborative Workforce Solutions

EXPERTLY DELIVERED

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With over 16 years' recruitment and talent solutions experience, my guiding principle has always been focused on bringing value to the client and candidate experience by developing methodologies that balance cost, innovation, contractual governance and relationships within one operating model.

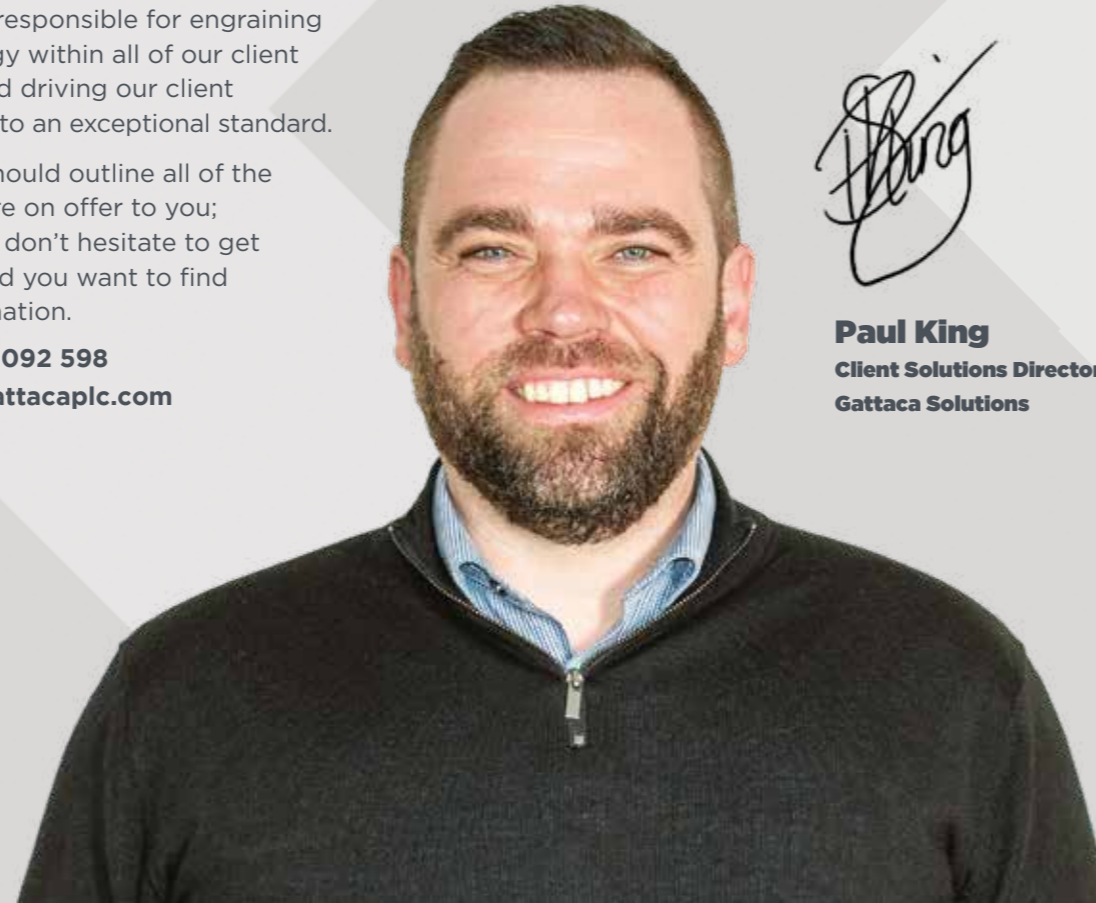
The world of talent is rapidly evolving, so I am a passionate believer that all of our solutions have to develop over time and blend the needs of external candidate talents pools with the business success requirements of our clients.

My role at Gattaca is to lead and oversee all of our exclusive client relationships.

Therefore, I am responsible for engraining this methodology within all of our client programmes and driving our client advocacy levels to an exceptional standard.

This brochure should outline all of the solutions that are on offer to you; however, please don't hesitate to get in contact should you want to find out more information.

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A handwritten signature in black ink that reads "Paul King".

Paul King
Client Solutions Director
Gattaca Solutions



Flexible workforce solutions (MSP)
A Managed Service Programme (MSP) is a service designed to allow your business to take advantage of utilising a flexible workforce, whilst managing the potential risks and costs of doing so.



Permanent workforce solutions (RPO)
Recruitment Process Outsourcing (RPO) is when a company asks a trusted provider to handle all or part of its recruitment process for permanent staff.



Total workforce solutions
Supporting the acquisition of talent across your entire workforce; including permanent and flexible workers, emerging and graduate talent, executive talent, international hires and internal mobility.

About Gattaca Solutions

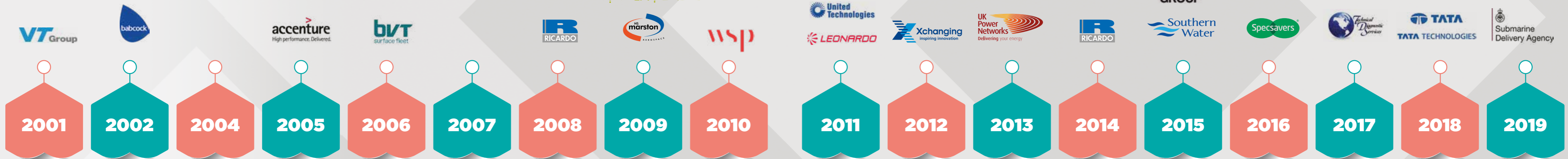
Our clients trust us to rapidly deliver the best contingent and permanent talent, create excellent experiences and guarantee compliant processes. At our core are two key principles: delivery and partnership.

We provide total fulfilment across all of your positions, even the most hard-to-find, whilst fully understanding and helping you achieve your goals.

Our track record

Gattaca Solutions has provided workforce solutions since 2001. Over this time, we have evolved alongside the market and our clients to allow them to access the best in contingent workforce management and permanent talent acquisition.

We continue to evolve and seek to work with clients that match our culture, values and areas of strength.





Flexible Workforce Solutions (MSP)

A Managed Service Programme is when a company outsources all or part of their flexible workforce management.

Flexible working is a growing trend which can add great value to your business. Analysts believe up to 50% of workers will be non-employees by 2020. But, as much as they can help you, flexible workers come with added complexities. A well-designed MSP ensures your flexible workforce adds value to your business through reliable, well-controlled and cost-effective delivery.

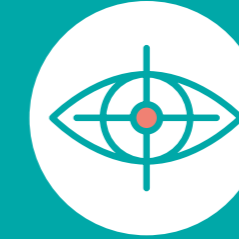
Why should you consider a Flexible Workforce Solution?

The main reasons more businesses are choosing an MSP are illustrated on the opposite page:



Cost control

Demand consistent, pre-agreed and fair charges for an excellent service and the best flexible workers. Allow your MSP partner to uncover hidden costs.



Worker visibility

Know your flexible workforce. Use the latest technology to get real-time access to worker data; including spend profile, assignment length and much more.



Risk & compliance

Protect your business from inferred employment, tax risk and worker regulations; both now and as legislation develops in the future.



Improved processes

Design and implement efficient processes across the whole flexible worker assignment lifecycle to make life simpler for all of your internal stakeholders and create a better flexible worker experience.



Long-term partnership

Ever felt like your suppliers aren't giving you much support with your flexible workforce challenges? Work with a dedicated team who will help you evolve your flexible workforce management practices.



Supplier management

Remove the hassle and risk of managing the performance and compliance of your agency supply chain, whilst retaining access to your best-performing suppliers.



Performance measurement

Through MI & reporting, give your business the power of demanding improvement in the service you receive, as well as the volume and quality of the workers provided.



Innovation & consultancy

Continuously improve your flexible workforce management based on what your business needs. Gain access to the latest innovation and bespoke consultancy services.



Bespoke delivery model

Implement a tailored delivery model that suits your unique requirements. Take a look at some of the main MSP models you can choose on the next page.

Types of MSP

There are a range of models available, depending on your unique requirements:



Master Vendor (MV)

A **Master Vendor (MV)** model involves having a preferred vendor(s) acting as the 1st tier of your supply chain and source 60%-95% of your requirements. The Master Vendor is typically given a period of exclusivity to deliver your flexible worker vacancies, using their enhanced knowledge of you and your business to find the right candidates. The remaining 5%-40% of requirements are then sourced by a '2nd tier' of external agencies, which are collaboratively selected from existing and new suppliers to support your business selected from new and proven existing suppliers to support your business.



Neutral Vendor (NV)

A **Neutral Vendor (NV)** involves having a completely neutral supply chain selected from new and proven existing suppliers to support your business. Roles are released to all agencies selected from new and proven existing suppliers to support your business. There can also be 'tiers' within a NV model, with qualification to a higher tier being based on performance.



Hybrid

A **Hybrid** model entails selecting whichever delivery model is best suited to a particular skill, geography or unique situation, such as unusually short timeframes. Hybrid models are typically used where the complexity or variety of the skills required means that a blended approach is needed to ensure full delivery. For example, you may wish to utilise the benefits of a single engaged partner as a MV for a particular skill or geography, whilst utilising a NV model for another. Mature MSP suppliers should be able to accommodate this.



Contingent RPO

A **Contingent RPO** means the supply of contingent labour comes via client branded sourcing activity and client dedicated recruiters. Contingent RPO models are mostly utilised where clients have a very strong attraction brand and are keen to own the intellectual property of the candidates' details. A supply chain (as per Master Vendor) is still likely to be utilised to supplement the client branded sourcing activity.



Powering UK Power Networks' flexible workforce

UK Power Networks needs access to high-performing contingent workers with the right skills and experience across all disciplines, including engineering, clerical, professional and technology.

Their previous providers struggled to find the quality and volume of workers they needed, particularly within technical skill areas. In addition to this, UK Power Networks lacked visibility over their contingent workforce, resulting in inefficiencies in resource deployment, planning, rate management and payrolling.

Our Solution

We provide a partnership-led approach to improvement based on their business priorities. Currently, we deliver circa 90% of UK Power Networks' contingent workers through our own specialist recruitment brands and have developed tailored talent pools across all required skill sets. We've also implemented 'alumni' programmes to increase efficiency and cost savings of utilising returning workers.

Screening of contractors has been key; we ensure that 100% of the people we provide to UK Power Networks have passed a drugs and alcohol test and, for certain roles, a medical test.

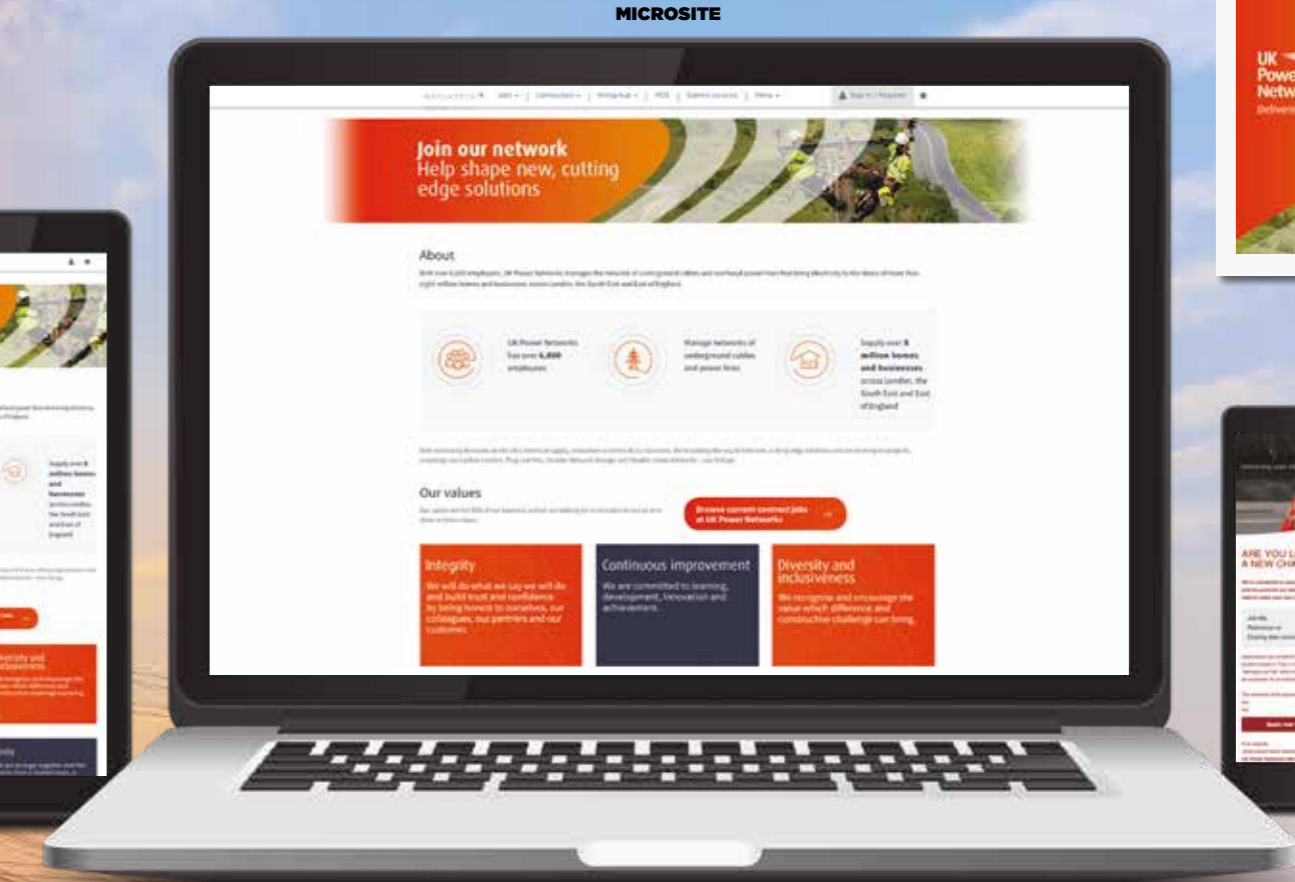
93% of all contingent workers on-boarded at UK Power Networks last year were placed directly by Gattaca

1,000+ contingent workers placed with UK Power Networks over the course of our relationship

90% scored in satisfaction surveys from UK Power Networks hiring managers

Adding value

Our employer branding agency worked with UK Power Networks to deliver tailored services to attract the best talent in the market. Our microsite, pictured to the right, was built to advertise UK Power Networks' open vacancies and ensured the content and design spoke to their target audience, raising UK Power Networks' profile as an employer of choice.



SOCIAL MEDIA CAMPAIGN BANNERS

HOME PAGE BANNER

EMAIL

MICROSITE



Permanent Workforce Solutions (RPO)

Recruitment Process Outsourcing (RPO) is when a company asks a trusted provider to handle all or part of its recruitment process for permanent hires.

With the right partner, an RPO solution can help your HR & talent acquisition teams drive lasting values to their business, helping you make talent acquisition a competitive advantage. An RPO provides the people, processes and technologies to meet your needs, and the type of model depends on how much you want to outsource.

How can RPO benefit your business?

A permanent workforce solution can be a game-changer for your talent acquisition and management. Here are just some of the things you can achieve in partnership with an RPO provider:



Improved processes

Resolve your recruitment process frustrations; including through the use of an Applicant Tracking System (ATS).



Candidate experience

Create an engaging, informative and positive recruitment and on-boarding experience that suits your business.



Diversity & inclusion

Foster more inclusive recruitment practices to attract & retain a diverse workforce.



Workforce planning

Improve your approach to workforce planning to cope with fluctuations in volume and to meet critical deadlines.



Latest technologies

Enhance your sourcing capabilities or candidate experience with the latest technologies, such as AI or chatbots.



Market insight

Refine your candidate attraction and sourcing strategies based on specialist insight about the candidate community.



Employer branding

Understand & improve the message you're sending to candidates. Visit our website or ask us for more information on Gattaca's Employer Branding Services.



Compliance & vetting

Get support ensuring full compliance and vetting of your workforce against company and legislative requirement.



Assessment & selection

Make the best hires through assessment and selection tools, such as AI and situational-based assessments.



Types of RPO

There are a range of models available, depending on your unique requirements:



On-demand recruiter

Wish you had more recruitment support to help you grow but aren't sure you currently have the time, budget or risk-appetite to hire someone? If so, an **on-demand recruiter** service could be perfect. A dedicated recruiter has the networks, experience, candidate attraction tools and market knowledge to make them immediately effective. This allows you to act quickly whilst controlling cost, risk and time.



Project RPO

Expecting a spike in recruitment and need to act quickly? A **Project RPO** applies a light-touch management whilst ensuring all of your critical positions are filled. It can either last for a set time, or until all positions are filled, and can be ramped up into a modular or full RPO. This model is great for start-ups who need to grow overnight, or for companies that have just won a big new contract and can't cope with the volume in-house.



Modular RPO

You've already got an in-house recruitment team but there are certain skills or processes you want a partner to deliver. Why not go for a **Modular RPO**? Perhaps you want to outsource the technical skills recruitment that's causing you headaches. Or maybe you just want someone to manage your supply chain of agencies. Ask yourself; do you love delivering that process in-house and is there real benefit in doing so? If not, why not give it to someone who will care about it on your behalf?



Full RPO

Many believe a **'full RPO'** involves handing over control. In reality, it can be the best way to take it back and get the service your business needs for talent acquisition. Acting under your orders, an RPO partner takes responsibility for all aspects of your recruitment; seeking to continually improve the process. You should demand excellence from an RPO partner: it's in their interest to keep evolving their service. Gattaca can even help you bring processes back in-house at the right time for your business.

Engineering a powerful solution for Safran

In 2017, Safran was facing business-wide challenges to recruitment in the UK, with each separate business unit using different suppliers and processes to varying levels of success. Operating in a highly competitive market, Safran needed to position itself as an employer of choice to get the best talent available.

Our Solution

Our dedicated on-site Talent Acquisition (TA) partners operate at two UK Safran sites, working under Safran's brand to source quality talent across all of their skill requirements and build their exposure within the candidate community. Where needed, our Talent Acquisition partners are supported by our in-house delivery brands and an external supply chain, which was built in partnership with Safran and allows them to retain access to some of the suppliers they have worked with previously.

We utilise an existing Applicant Tracking System (ATS) platform, which is a Safran tool, and are helping drive improvement to candidate communications within it off the back of our Employer Brand workstream. We are also building niche talent pools (including alumni tracking and implementation of a referral scheme) within the system, all adding to Safran's long-term ability to recruit hard-to-find candidates.

100% vacancy fulfilment as a result of having dedicated on-site TA partners and a Relationship Manager

81% direct hires utilising hiring initiatives that promote the Safran brand

8 days reduction in time-to-hire

Adding value to our Solution

As their talent partner in the UK, we've also enhanced Safran's graduate scheme with automated screening processes, provided employer branding consultancy and conducted international talent sourcing campaigns to find candidates in a severely skill-short industry. A selection of the collateral created for Safran by our in-house Marketing team is shown on the page opposite.





Total Workforce Solution

As the name suggests, a Total Workforce Solution is there to help the acquisition of talent across all aspects of your workforce; including permanent and flexible workers, emerging and graduate talent, executive talent, international hires and internal mobility.

Permanent (RPO) and flexible (MSP) solutions are frequently bought and implemented separately, but doing so can lead to issues, inconsistencies and silo-thinking. Forward-thinking companies are now considering the wider picture by asking “based on my goals, what does my total workforce need to look like?”.

Benefits of a Total Workforce Solution

A selection of the key benefits offered by a Total Workforce Solution are shown on the page opposite:



Gain visibility

Gain visibility of your whole workforce and ensure an optimum blend of contract, temporary, permanent and Statement of Work resource.



Improved experience

Improve the experience for candidates, no matter how they are engaged.



Simplified communications

Simplified communication stream with a single point of contact and dedicated account team managing all your recruitment.



Holistic view

Integration of all talent acquisition activity into technologies, relationships and processes; giving a holistic view on the performance of your whole workforce.



Processes benefits

Process efficiency across all recruitment activity through the blending of operational models.



Cost benefits

Cost efficiencies across all recruitment activity through combining operational models.



Greater insight

Strategic insight into the combined workforce to enable effective trend analysis and decision making.



Intelligent data

Data to assist and enable future workforce planning and requirements.



Dedicated account team

Support of a dedicated account team focused purely on enabling success for your business.

Fueling Ricardo's workforce

In 2008, Ricardo was facing challenges with its hiring process.

In order to find the contingent specialist engineers they needed, too much money and time was being spent on inefficient recruitment processes.

The Ricardo hiring community operated by making use of preferred supplier lists with over 30 suppliers and without an overall strategy that hiring managers were able to follow.

Our Solution

Gattaca Solutions was appointed as Ricardo's MSP partner in 2008 and, after a successful six-year relationship, Ricardo asked Gattaca to create a Total Workforce Solution in 2014 to incorporate both their flexible and permanent workforce.

The Total Workforce Solution incorporates permanent and contingent recruitment of all skill sets in engineering, professional, technical and clerical disciplines, across all 15 of Ricardo's UK sites.

80% direct fulfilment rate through our specialist recruitment brands and on-site recruitment team

18 days reduction in time-to-hire

100+ permanent placements per annum by our teams

Adding value to our solution

We designed, developed and managed a candidate attraction campaign which focused on how Ricardo is pioneering the automotive technology of the future and looking for passionate, ambitious people to join them on their journey.

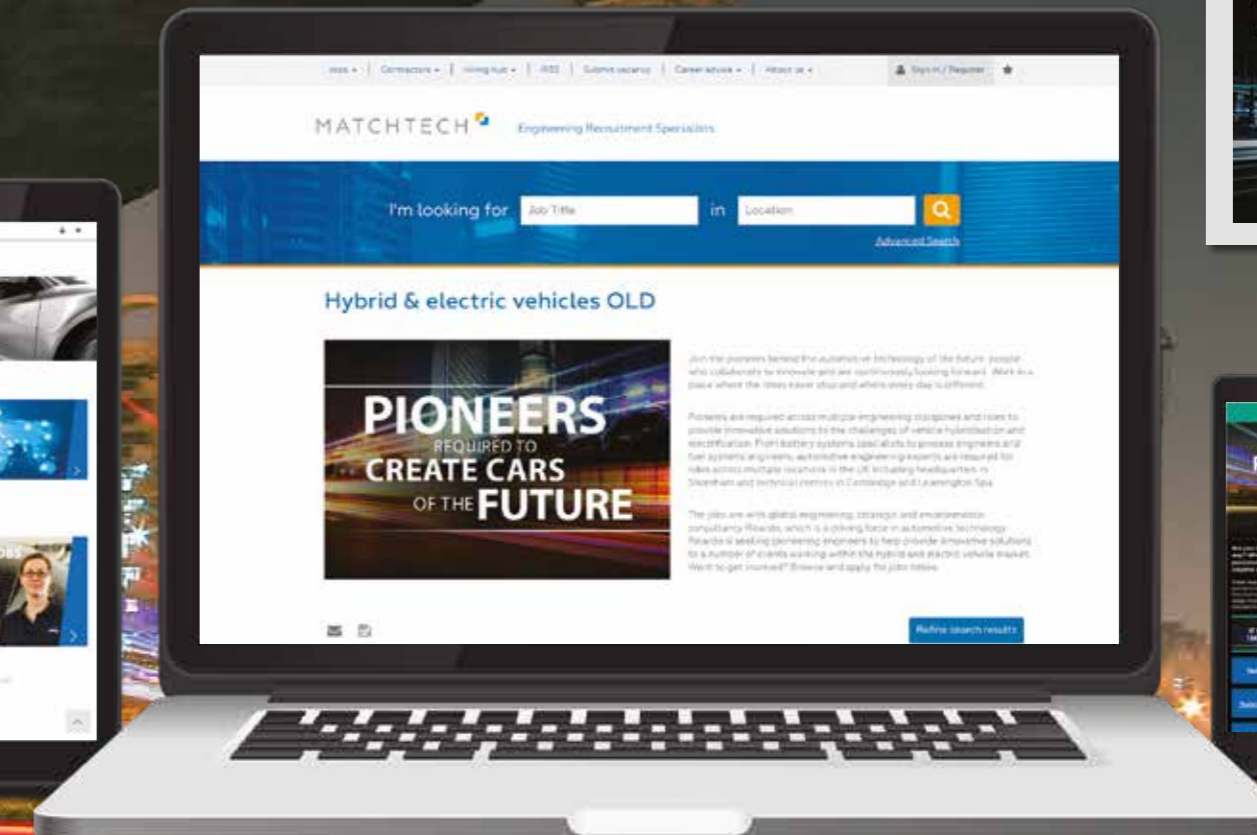
Our hybrid and electric project microsite received 4,153 page views and 621 applications were received, many of which were for niche, hard-to-find roles. The microsite and its contents are shown on the page opposite.



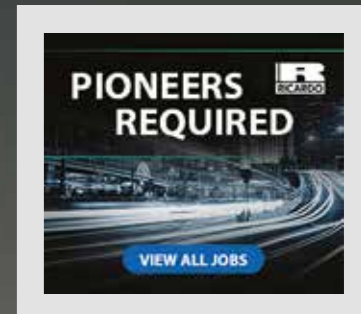
MICROSITE



FEATURED CONTENT PAGE



HOMEPAGE BANNER

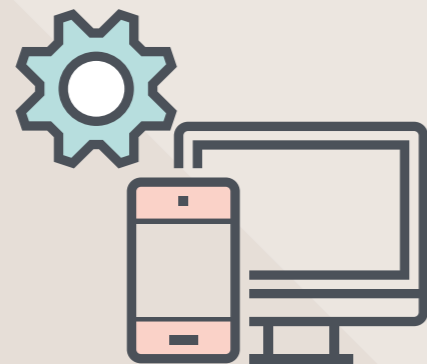


EMAIL



SOCIAL MEDIA CAMPAIGN BANNERS

What makes Gattaca Solutions unique?



Engineering & Tech Specialists

We are one of very few workforce solutions providers that specialises in supporting clients with technical engineering & technology disciplines; we combine specialist delivery with partnership, based on over 30 years' experience.



Proven results

We are experienced and proven in providing both flexible (MSP) and permanent (RPO) solutions and staff. At Gattaca, we don't just talk about total workforce solutions, we deliver them.



Our client advocacy

We have exceptional client retention rates of 97%. Our clients trust us to rapidly deliver the best contingent and permanent talent, create excellent experiences and guarantee compliant processes.

What else makes us unique?

Our people underpin everything we do and we're proud to have some of the best in the business. Here are just a few of the talented individuals behind our successful partnerships:

Ashton Church

Client Relationship Manager

Helen Collins

Coordination Team Manager

John Romero

Operations Director

Nina Rahman

Client Solutions Manager

Paul King

Managing Director, Client Solutions

Georgia Byrne

Workforce Solution Architect

Huw Jones

Client Solutions Product Director

Michelle Firth

Senior Solutions Project Manager

Jeremy Pearce

Head of Client Development

Karen Burns

Employer Branding Consultant

Lee Hanna

Client Relationship Director

Keith Golding

Client Relationship Manager



Key stats



23
MANAGED CLIENTS

9
TECHNOLOGIES
UTILISED

3,200



FLEXIBLE WORKERS
CURRENTLY WORKING UNDER
MANAGED AGREEMENTS

OVER 1,125
Contractors Migrated

OVER
300
client sites covered

CONTRACT TENURES
EXTENDING UP TO
11 Years

97%
CLIENT RETENTION
RATE

2,600 permanent hires per year



£300m
SPEND UNDER
MANAGED ACCOUNTS

ALL SKILL SETS COVERED

250
2nd tier suppliers



All of our solutions are underpinned by our technical recruitment services

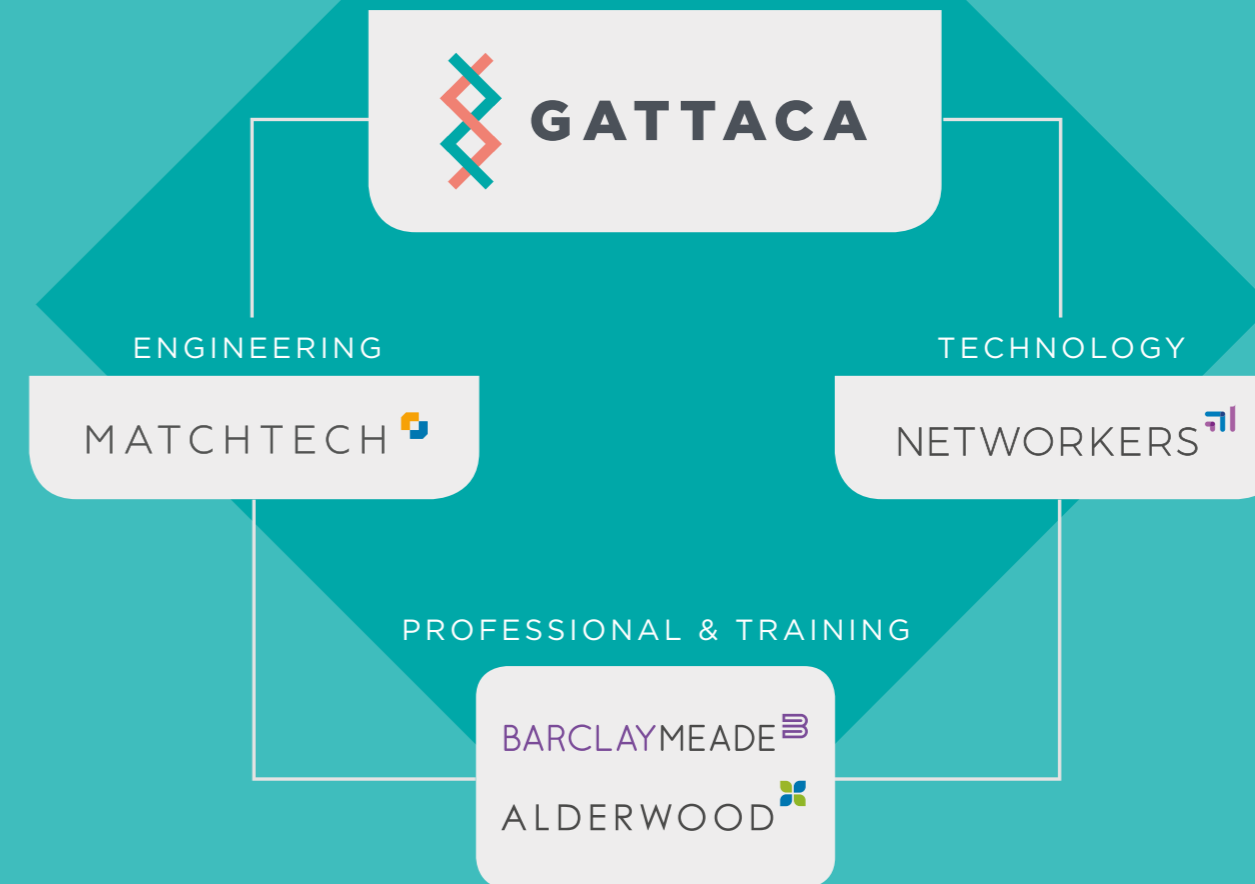
Our founder, George Materna, built our business on the principle of “inch-wide, mile-deep”.

By being focused on specific industries, sectors, skills or locations, our consultants are able to build strong traction with their candidate communities, better enabling them to find and connect talent to employers. It also makes us a valuable partner with easy access to insight on skills, market conditions and screening requirements so we can deliver a better service to our clients and candidates.



George Materna
Founder, Gattaca

With over 30 years' experience in successfully matching job-seekers with employers across the engineering, technology, professional and training disciplines internationally, our specialist recruitment brands can help find the flexible or permanent talent your business needs.



Get in touch

[Click here to discover more](#)

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