

Rise Technical

Prospectus

Executive search specialist for the engineering, energy,
IT and construction industries

RM6290

Executive and Non-Executive
Recruitment Services Framework

Crown
Commercial
Service
Supplier

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Introduction

Our purpose is to positively change lives through unrivalled organisation of highly motivated resources. We combine motivational matching with technical excellence to drive future growth.

Rise Technical Recruitment are delighted to have been awarded a place on the RM6290 - Executive and Non-Executive Recruitment Services framework. We have been appointed to support with Lot 1: Executive Search – Grade 6, SCS1, SCS2 and equivalents.

Rise Technical is thrilled to apply its vast knowledge of technical recruitment to further add value to our clients in the UK public sector.

We make our service unique, innovative, bespoke, and future proof by applying psychological models to our interview and matching technique alongside A.I. automated technology to maintain a talent pipeline.

These processes mean we understand and align ourselves with Government and Crown Commercial Services priorities and buyer requirements from the outset.

Our rigorously reviewed service and ongoing alignment with buyers ensure we remain fit for purpose.

Our process is tried and tested for your senior appointments:

Let's build a relationship – full immersion in your company culture is central to building up your Employee Value Proposition (EVP). Our Client Engagement Manager and your dedicated Account Manager would like to visit your site or hold video/telephone conferences to get to know the team.

Kick off meeting – we utilise unique methodologies to understand your requirements and align with your priorities from the start. We understand the motivational and cultural match that is critical to a long-term fit.

Market engagement – we have a network of talent to engage using our database and existing trusted candidate connections. We prioritise inclusive advertising, regular communication, and the ability to make adjustments to ensure we are inclusive and supportive in our campaign.

Innovative search – advanced A.I. searching software prioritises diversity and specialised skills. Our range of tools including Semantic Job Matching mean our vast network of professionals is automatically contacted when a new relevant appointment comes live. These tools are proven to attract and retain senior appointments for your business.

Positively Changing Lives – at the core of our business is an ABC ethos; to Add value, provide a Brilliant service and Choose your attitude. We are proud to positively change the lives of job seekers and buyers in each corner of the public sector.

Lot 1: Executive Search-Grade 6, SCS1 & SCS2 (and equivalents)

With a focus on technical recruitment, Rise Technical serves clients across the Engineering, Energy, Construction, Scientific and Technology (IT/Software) sectors.

We know technical recruitment and have built our recognisable and trusted brand over the last 17 years. Recent placements include:

- Head of Engineering
- Engineering Director
- Chief Engineer
- Maintenance Manager
- Chartered Engineer
- Design Manager
- Technical Director
- Head of Energy
- Solar Operations Director
- Project Director
- Nuclear Engineer
- Principal Design Engineer
- Project Director
- Commercial Manager
- Contract Manager
- Senior Programme Manager
- Health & Safety Director
- Programme Manager
- Senior Scientific Advisor
- Project Manager
- Medical Assessor
- Chief Scientific Officer
- Director of Clinical Practice
- Director of Science
- Chief Technology Officer
- Software Architect Team Lead
- Software Engineering Manager
- Head of Data
- Senior Product Designer (UX/UI)
- Solutions Architect



Our Commitment to Social Value

Rise Technical is committed to being an effective contributor to social value. Through our We Rise Together initiative we focus on positively impacting local charities, communities and mental health initiatives both across the UK and internally within Rise.

Jobs

In the wake of the COVID-19 pandemic we support our local community in recovering from its effects. As a recruitment company, we have a direct impact on local skills and the opportunities available for those in remote or rural areas.

We partner with charities including the Creative Youth Network (Bristol) and W4 (London) whose key motivators are to improve and invest in the skills of local people. This includes disadvantaged young people (NEET) with limited access to education and opportunities.

Growth

As a privately owned business, Rise Technical's aim is to make a big impact on the communities we serve. This includes in our UK office locations (Bristol, London and Manchester), but also the places where we serve our clients and candidates across the UK. We are committed to employ a workforce and culture that reflect the diversity of our local community through our ED&I company initiative.

We will achieve this by providing inclusivity training for our Talent Acquisition teams, ensuring diversity across interview panels and engaging with suppliers that focus on recruiting diverse staff. We also seek to invest in and grow with our local communities, using local suppliers wherever possible.

Our Commitment to Social Value: Part 2

Social

Our community work means we invest in the well-being of our local communities by using our resources in recruitment, CV writing and interview coaching among other initiatives. Our chosen charity partner for 2022 is Bristol Mind. We are on track to complete our fundraising goal which will have a positive impact on the important work they complete in the local community.

Environment

In line with our Carbon Reduction Plan, Rise Technical commits to achieving Net Zero by 2030. We have a focus on reducing our direct and indirect carbon emissions with our workforce striving to achieve this goal.

Innovation

Rise Technical prioritises a monthly innovation budget which is dedicated to promote new ideas and social innovation. We aim to use this budget to invest in our technologies to ensure we are providing access to hard-to-reach, long-term unemployed or NEET candidates.





Our Commitment to ED&I

Rise Technical is an agency committed to our Equality, Diversity and Inclusion initiative. We want to assure applicants and buyers that as an consultancy we are supportive and inclusive.

We recognise that, for several reasons such as working hours, disability or confidentiality, some candidates are hard to reach. As such, we use a range of techniques to encourage them to apply, including:

- Making contact outside of standard working hours
- Networking at industry specific events
- Fully inclusive advertising, e.g. using specific language and a range of formats
- Regular communication and using various psychological models to fully understand career motivations and aspirations

We complete proactive planning, talent mapping and pipelining to ensure we recruit diverse talent. We work with our buyer to define a roadmap to ensure we are meeting their expectations. This is in line with the UK Government's levelling-up agenda.



Our Commitment to ED&I: Part 2

Our entire service offering is compliant with the Equality Act 2010 and Gender Recognition Act 2004 and our personnel are fully trained in this area. To remove barriers to entry, we make our service transparent and accessible by:

- Advertising through a broad range of mediums
- Offering a range of locations for interviews
- Making our online information compatible with assistive technologies
- Providing information in alternative formats
- Applying techniques to eliminate unconscious bias throughout the process
- Offering telephone services accessible to those with hearing and speech difficulties
- Advertising and searching in underrepresented groups
- Using effective forms of inclusive language
- Using blank processes to eliminate personal information from the selection process

Our bespoke diversity and inclusion approach ensures we actively support diverse candidates and those with additional needs, thus improving candidate interest and the number of quality applicants in the talent network.

Modern Slavery

We are strictly against slavery in all forms and are committed to stamping it out. Part of this commitment is holding a Gangmasters and Labour Abuse Authority License (GLAA). In our company, we provide full support for employees to speak to managers or colleagues about any concerns in their personal life.

In our services, our managers and staff are trained to spot signs of slavery and highlight these to the relevant contacts, as these signs can often be hidden. Our process is always to interview and speak to the candidate directly, not someone else, whilst clients are encouraged to view ID at interview stage. We use ID, address and reference checks for any temporary workers that we engage with at Rise.

We carry out due diligence on all suppliers in line with our commitment to eliminate slavery and require them to sign a supplier charter aligned with this. These resources are displayed and easily accessible by staff. We are constantly reviewing these processes in line with legislation and provide industry-specific training on a quarterly basis.

Key Contacts



Chris Dudbridge

Managing Director - Public Sector

Email: chris.dudbridge@risetechnical.co.uk

Phone: 07458 160886

With over 15 years of recruitment experience, Chris is responsible for heading up all public sector recruitment at Rise. Chris has a proven track record of running specialist search campaigns supporting government and civil service with their senior hires. With a mindset for cost-effective, strategic hire, Chris can provide practical advice on the best outcome for your campaign.



Alice Hulme

Client Engagement Manager - Public Sector

Email: alice.hulme@risetechnical.co.uk

Phone: 07458 163323

Alice's experience covers large scale recruitment campaigns and more recently moving into a purely client focused role within the public sector. She is here to ensure we are delivering a first-class service for our customers. As a senior member of the management team, Alice can be relied upon to rigorously review our clients' requirements while maximising our added value, innovation and non-core module offering for our public sector clients.

Case Study

Successful recruitment of a Land Director passionate about making an impact in the UK renewables sector.

Our client approached Rise to source a passionate Land Director who would be autonomous in refining customer relationships and leading a multi-faceted department.

The Buyer is an ambitious developer who has received significant investment. The role involves building the foundations of the team and shaping the business from the ground up. We designed an EVP highlighting future growth/career opportunities within the business and renewable energy sector. We looked to source a diverse range of candidates from different demographics, with transferrable skills, who were suitable for the fast-growing, fast-moving renewables sector.

We then discussed essential and desirable skills, which was pivotal in agreeing the motivations for the role and who would be the right fit for the organisation.

We created a market map to identify the candidates available in the area. We saw strong results from the interest in our talent pool and confirmed that the client was paying in line with market rate through salary surveys.

Our structured approach to assessment included:

- Pre-screening calls to assess skills and motivations, utilising models such as Herzberg Two-Factor Theory and Maslow's Hierarchy of Needs.
- Interview preparation, discussing with each candidate the extent of their experience in identifying and acquiring land for large scale projects. We asked candidates for any previous projects they could share with the buyer.
- Formal client interview.

The Client gained a long-term employee and the feedback on their performance has been positive. We regularly engage with both the candidate and the buyer, which Rise continues to support in growing their team.

We were able to engage all unsuccessful applicants within the process and provide tailored advice on how to progress their career within the industry.

We decreased time-to-hire for this client, shortening this to 20 days when their direct avenues were averaging 40-80 days. By entering an exclusive agreement with us, the client was able to realise cost savings compared to their typical pricing structure.

If you would like to find more information on this assignment including Management Information, please contact our Client Engagement Manager, Alice Hulme at alice.hulme@risetechnical.co.uk

Testimonials



“I’ve worked with Rise over the past twelve months and been impressed with their attention to detail and activity for us here at Capita, the engagement between the teams has made the recruitment process much more manageable all round and would highly recommend their services.”



“I’ve been an in-house recruiter for a while and after a few failed attempts of working with other agencies I thought we would trial Rise Technical and see how we get on. Both myself, my colleagues and candidates have all had a positive experience throughout the recruitment stage; Rise are great at keeping in contact, have good attention to detail and listen to exactly what it is we need from a candidate.”



“Rise have taken the time to understand our Company ethos and principles and utilise all available resources to identify and screen candidates in line with both the knowledge and skills required in the job roles together with the candidate’s ‘Company fit’ in line with our core values and Company culture.”



“Rise have been very prompt and clear with communication which has been key given the quantity of roles that we have been recruiting for, and they have always checked to see if there is anymore that they can do – for instances taking references, other roles that they can assist on etc. I certainly hope to work with Rise Construction in the future and thank them for their efforts in our recent recruitment drive.”

Candidate One

“I’ve been [up until now] unable to find meaningful work in the engineering sector. Rise has been the only company so far to appreciate my portfolio, guide me to a better position than advertised and as a result I’m now accepting a job I feel can have a meaningful and varied future with. Thanks!”

Candidate Two

“Rise Technical works with reliable companies and their connections range into different sectors. They worked with me from the beginning of my job search and supported me throughout the hiring process to the offer stage. I would not have received an offer so quickly without his guidance. A huge thank you to Rise for all of their hard work, I’d strongly recommend this recruiter.”