

italent is Inspire's permanent recruitment division.

We are much more than a basic outsourcing service. As a consultancy managed by highly respected members of the IT community, we have a head start because we understand your world. More than that, we also know recruitment from the employer's perspective: italent was originally set up to deliver the high-end, specialist staff, Team Inspire, who deliver our consultancy services. We know the talent you need to achieve your goals - we have often hired that talent ourselves.

Getting it right first time

We are retained by our clients to undertake their IT infrastructure assignments and, more often than not, we are appointed at the outset of complex transformation projects. Our technical knowledge and our experience as hirers, allied to an eye for talent, are naturally crucial to successfully supplying the right person.

Working with you doesn't stop there - we also help ensure new starters are successful by keeping in regular contact for the vital first 90 days.

Here's the package.

Inspire's Service	Benefit and Value to You
Role Definition and Assignment Brief	italent is run by IT experts. That means we know what to discuss with you to make sure we fully understand your brief. Our consultants spend all their time hiring and deploying first-class specialists and have a proven track record of delivering successful virtualised IT infrastructure projects. When a role is critical to your business, you need to be confident of a successful outcome. We take the time to fully understand your technical environment, the key deliverables of the role and how the ideal person will fit in to your organisation and become successful.
Salaries, Packages and Benchmarking	The IT recruitment market remains price sensitive and we recognise that driving value from your recruitment budget is a priority. We provide market intelligence to ensure salaries are competitively structured and information on the latest trends - and on how these may impact your hiring strategy.
Job Profiling and Benchmarking	We have built our business on understanding how to communicate successfully in a crowded market. Writing successful advertising campaigns and job descriptions is at the heart of what we do. Our Executive Management Team have run award-winning campaigns at trade, regional and national levels and are proud of their trophy cabinet! How do you benefit from this? Well, quite simply, we ensure your assignments stand out from the crowd, your company and its values are accurately represented, and the role is compelling. Ultimately, our job is to attract the best talent in the marketplace.
Recruitment Channels	IT Recruitment has become heavily reliant on the use of job-boards and keyword searches, often run by staff with little understanding of the technical environment or the key technologies involved in a role. We use a number of routes to market but our starting point is Team Inspire, our talent pool of highly skilled permanent and associate staff. Our consultants work with the scheduling and project desk to identify suitable candidates and their availability. Through Team Inspire, our clients have access to the best talent: they have worked on our projects, they have proven capability and they are fully referenced and vetted by us - they are known quantities with known qualities. We also reach out to the wider market through the Team Inspire Network, as well as using the more traditional routes of boards and online communities.

Technical Interviews

We appreciate that identifying a shortlist is only the first step to securing the right individual for your role. Our delivery consultants undertake the initial interview and screening process to determine suitability against the person and job spec. All shortlisted candidates then undergo a second-stage technical competency interview before their details are put forward to the client. All technical interviews are run by our Client Services Director together with a relevant technical expert from Team Inspire. This ensures technical competency is thoroughly tested, giving you confidence that you are finding the best, most accomplished, talent.

Management Reporting

You will be provided with regular updates and progress reports at a frequency to suit you. Hiring managers often find this vital when managing internal expectations.

The Shortlist

We will agree at the outset the timeline and format for presenting a shortlist of candidates. Our candidate profiles have been specifically designed for ease of use by hiring managers to ensure key information is presented clearly and succinctly.

Background Checks, References and Vetting

Candidates who come from inside Team Inspire have passed their BPSS security clearance. This assurance is particularly useful where consultants are likely to access confidential assets or information, and includes obtaining references for the previous 3 years of employment. This enhanced level of service provides peace of mind that the individual is eligible to work in your company and saves HR significant time and additional cost. [For candidates sourced via other routes, we offer the option of BPSS clearance.]

Ongoing support

Ensuring new starters are successful is a key part of what we do on a day-to-day basis. Understanding the role and being sure that the individual can accomplish it helps to avoid many of the pitfalls that can lead to turnover during probationary periods, eg a disconnect between the employee's expectations and the actual reality of the job. We help to on-board the employee and ensure they have everything they need to do their job. We stay in regular contact during the crucial first 90 days, providing a valuable sounding board, coaching, and suggestions on how to deal with situations as they arise. We have found helping staff to address problems early on has a positive impact on retention levels and leads to happier staff who embrace their new culture and deliver results quicker.

Legal and market updates

We provide regular legal and market updates from the REC and our panel of law firms. This gives you the information to be confident you are in compliance with the law and keeps you up to speed on best practice, helping to manage the risk inherent in any recruitment process.

Our Pricing Model

As hirers ourselves, we saw the fees charged in the technical market and found them unjustifiable. Our fees are commercially attractive and we also offer discounted volume pricing when appointed to manage ten plus assignments in any one period.

More Good News

In consultation with our clients, we now offer 30-day payment terms.

We are confident in our ability to get it right first time. In the unlikely event the consultant is unsuitable or leaves during the first 8 weeks we provide a clear and simple rebate policy: no fuss, no debate. It's a clean, simple and transparent approach and we will, of course, continue to work closely with you to find a replacement.

Flex to Perm

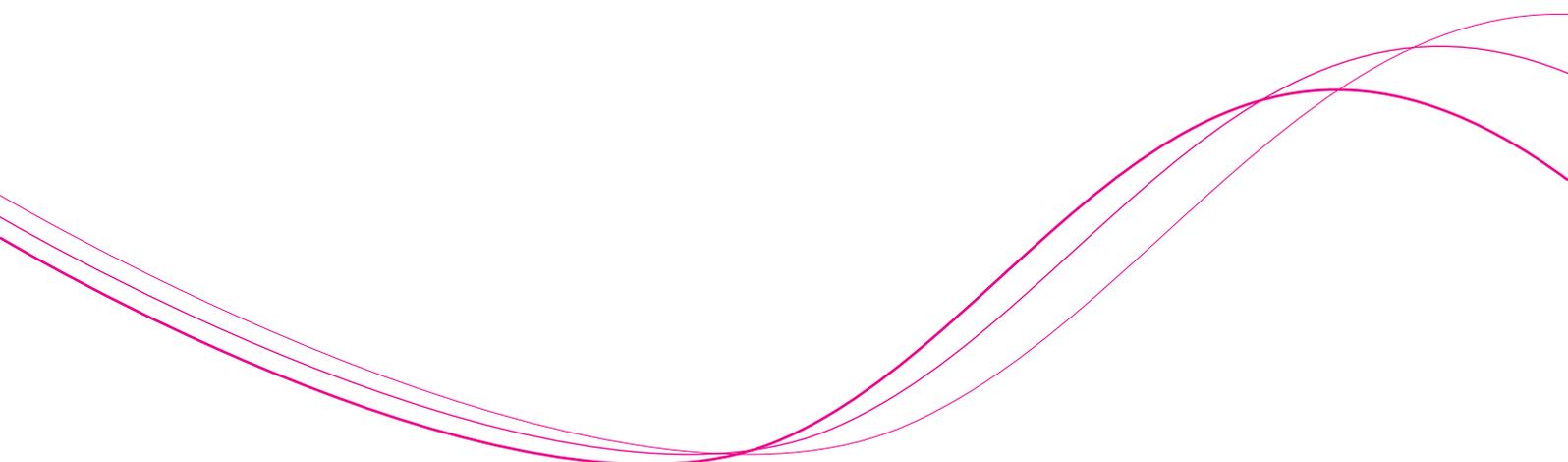
We also provide an employed contractor model, using our own permanent headcount: Team Inspire.

This service resources your project on a fixed-term basis at rates that are typically 15-20% less than the marketplace.

At the end of a minimum period, to retain vital project knowledge and intellectual know how, we provide the option for you to convert our consultant to your permanent headcount. A fee is payable if the conversion takes place within the first 6/12months. After that, there is no conversion charge.

Be Inspired!

We recognise that the costs of hiring talent in the current economic climate can seem disproportionately high. Budgets are tight, margins are being squeezed and the profitability of projects is under constant scrutiny. Also, even at the best of times, the effort and time it takes to find the right talent can seem, frankly, daunting. Everything we do is geared towards maximising your chances of finding the best talent in the most cost-effective, timely way. We know the most sought after people because we've already sought them out and, via Team Inspire, we've often employed them ourselves. Don't hope for the best, hire the best. Be Inspired!

Decorative pink wavy lines are located at the bottom of the page, consisting of several overlapping, flowing curves that create a sense of movement and energy.

Inspire is a rapidly growing IT consultancy delivering projects in new ways and at speed.

Virtualisation and the cloud infrastructure technology space are our core business. We understand your world so we know how to meet your needs. We can manage and deliver your projects whether a specific work stream, an enterprise level project, or an entire transformation. We do this through Team Inspire, our highly-skilled talent pool of experienced permanent and associate staff.

Inspire has developed three rapid responses to today's virtualisation and IT infrastructure needs: **iconsult**, **iflex** and **italent**.

iconsult

iconsult is our fixed-price consultancy service. We manage and deliver business critical projects taking advantage of emerging technologies such as desktop virtualisation, cloud computing and next generation data centres. Using market-leading know how allied to clear metrics, governance and reporting, we achieve deliverables to an agreed statement of work and bring immediate value and resilient, cost-efficient and dynamic solutions for your business.

iflex

iflex rapidly delivers the right consultants for your project, when you need them and for as long as you need them. We can be with you for as little as a week or for as long as a couple of years, with the option to "cut or extend" at only two weeks' notice. This flexibility extends to a very attractive "pay-as-you-go" offering. Designed for lead times of within 7 days, and often delivered inside 48 hours, **iflex** can lighten the pressure of staff shortages or boost the delivery of major projects.

italent

italent is Inspire's permanent recruitment division. We can supply the permanent staff you need, using commercially attractive rates. Our technical knowledge and our experience as hirers ourselves ensure we present a selection of candidates with all the right qualities for your workplace.

The winning combination of depth of talent and the agility to deploy it at speed has resulted in a proven track record in the UK and across mainland Europe of successfully delivering and managing virtualised infrastructure projects in the corporate, IT outsourcing, financial services and technology markets.

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We are the chosen partner for the provision of specialist infrastructure and virtualisation project resources for a number of outstanding companies including:

