
INTERNET of THINGS

bloomsearch

www.bloomsearch.co.uk

Internet of Things



Deep industry expertise and long-term strategic partnerships have seen Bloom grow to become the most respected name in human capital management solutions specific to the Internet of Things market.

With an extensive history in the Embedded Systems, M2M and Industrial Automation markets, we now hold a leading position across the Connected Car, Connected Home, Industrial IoT, Consumer Electronics, Connectivity and Smart Energy eco-system.

We have been instrumental in building a major new challenger in the Connected Homes space from the ground up, have worked extensively with Connected Car consultancies and Automotive OEM's, enabled global SI's to hire IoT leadership teams, and are providing deep and enduring support to start-up and scale-up businesses across the Connected Technologies eco-system.

“

Bloom have been **instrumental** in the rapid growth of the Connected Homes practice, helping us scale from start-up with the appointment of several senior leaders, as well as **sourcing multiple key positions** in the technology and operations team. I would recommend them to anyone looking for **smart / IoT specific recruitment solutions**.

”

Head of Connected Homes | Big 4 Utility Porvider

Results in numbers

Our unique network and high profile global campaigns have been instrumental in enabling the growth of our clients' capabilities within the Connected Technologies market.

32

Successful leadership assignments



53

Successful product and technology assignments



27

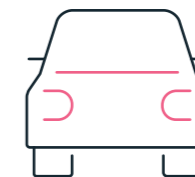
Average number of days to hire



DIVISIONS



CONNECTED HOME



CONNECTED CAR



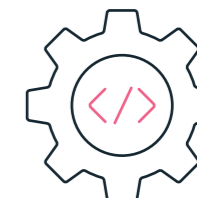
CONNECTIVITY



SMART ENERGY



INDUSTRY 4.0



EMBEDDED ENGINEERING

Our teams of expert consultants are vertically aligned, with digitally enabled search methodologies and a global reach.

IoT Success Story

Client: Big Four Utility Provider



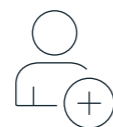
The Brief

Bloom were engaged by a Big Four Utility provider with 9 million UK customers, to rapidly scale a Connected Homes business and enable the launch of a major new challenger into the home automation market.

Challenges



Tight launch timescales



No heritage in hiring IoT skills into the business



High internal and market regulation



No recruitment strategy or process in place



Constantly evolving business plan



Significant time pressures on management

The Solution

Working closely with the leadership team, we created a high profile attraction and on-boarding programme structured to deliver a leadership team followed by operations and technical hires. A dedicated team of IoT specific consultants and brand marketing experts delivered market mapping, job description copywriting and brand architecture, and our expert delivery function worked to attract high level passive talent and create an active pipeline of suitable candidates for future scaling.

The Outcome

Within a 3-month period we had successfully delivered key strategic hires into the leadership function on a permanent basis and created a strategy for future scaling of the business. This was closely followed by several critical contract hires. Our dedicated and focused single voice to the market has dramatically improved employer brand, reduced time to hire and allowed rapid evolution of the business through an aggressive phase of growth.

Key Hires



Head of Commercial



Head of Product



Head of Partnerships



Head of Process Improvement



Head of Change



PMO Lead



Head of Corporate Finance



Lead Architect

CORE SERVICES

Core Services

Strategic Executive Search

We deliver campaign based Executive Search covering CEO and Board Leadership, Digital and Technology Leadership, Business Change, Professional Services Management and Sales Leadership

Our Executive Search practice develops and runs digital-centric, campaign based talent attraction solutions for our clients in the technology space. Focused on management and C level executive hiring into technology businesses or technology led business transformation programmes, we target talent across the globe, providing our clients with a bespoke, targeted, discreet talent attraction methodology that greatly reduces time and cost to hire, whilst dramatically improving retention.



DISCREET



GLOBAL



CAMPAIGN
BASED



BESPOKE

Strategic Talent Resourcing

Our global Talent Resourcing teams provide technology skills to businesses looking to create compelling digital-centric customer propositions, transform their business and technology operations, and run modern BAU technology functions.

We work on an exclusive basis with clients to guarantee a single, focused voice to the market, and a full team of strategic resourcing experts with deep networks across our technology verticals.

Our Strategic Talent Resourcing solution allows clients to hire permanent and contract technology talent across digital disciplines more accurately and often cheaper than via incumbent suppliers or on-site recruiters. We can typically provide a highly defined shortlist within 1 week, with 80% of shortlists turning into an offer, and 90% of offers accepted.



LOW RISK



QUALITY



FOCUSSED



EXCLUSIVE

Hybrid Recruitment Outsourcing

In the increasingly competitive Digital skills market, it is more important than ever for our clients to be able to attract and retain the most in-demand skills ahead of the competition.

We provide a hybrid outsourced solution that gives our clients a blend of on-site recruitment, advisory, executive search and talent resourcing, coupled with the latest recruitment technology. This approach is proven to dramatically improve time and cost to hire, and is fully scalable to address the most challenging business needs.

Our clients have benefitted from this approach to build Digital teams from scratch, scale divisions within the wider business, or look at more ongoing outsourced solutions to improve their employee branding, global growth strategy, internal skills assessment, talent blend, communications, and long term recruitment planning.



SCALABLE



DEDICATED



HYBRID



NICHE

Consulting and Advisory Services

Digital Transformation Talent Shaping and Strategy /

Employee Branding Advisory and Design / Talent

Attraction Communications Strategy / Recruitment

Software Implementation / Internal Talent Assessment

Compelling Job Description Copywriting / First Stage

Interviewing and Assessment Days / Recruitment

Optimisation Workshop / HR Advisory for RPA based

Workforce Redeployment / Discreet Competitor Insight

and Talent Mapping

Get in touch...

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