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# WORKFORCE OPTIMISATION & RPA

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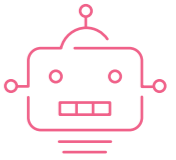
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# Robotic Process Automation

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Enabling global businesses to create virtual workforces and improve efficiency of operations and operational flexibility across F&A, HR, Call-Centre, Procurement, SCM, Sales Reporting, Claims, KYC and other back office processes, through the use of Intelligent Automation and RPA technologies

Our Robotic Process Automation Division is partnered with leading global vendors, retail and investment banks, insurance providers, retailers and pharmaceuticals; helping them build out significant global technical, development, pre-sales, sales, and services capabilities around Lean Digital Process Improvement, Workforce Optimisation, Machine Learning and RPA.

We provide a full suite of Robotic Process Automation solutions and can advise and assist at all stages of the lifecycle, so whether you are looking to demonstrate a proof of concept, build out a centre of excellence, cement internal processes and procedures, undergo vendor selection, hire technical RPA consultants or look at the HR implications of redeploying your workforce, we are uniquely positioned to help.

# RPA Success Story

**Client:** Leading Global RPA Provider



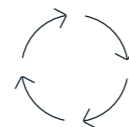
## The Brief

Bloom were engaged by a leading RPA provider to help facilitate a rapid land and expand strategy into the EMEA market.

## Challenges



Lack of brand recognition



Unstructured recruitment processes



Multi-country reporting structures



Time constraints around prioritizing recruitment



Limited and in-demand talent pool

## The Solution

We put together a structured, campaign based search, assessment and on-boarding programme to deliver several key hires to short time-scales. Intelligent market mapping uncovered the key skills across EMEA, and a targeted on and offline search campaign backed up by employer brand architecture, recruitment agility workshops and passive talent pipelining was developed, creating a simplified and focused voice to the market and compelling employer story.

## The Outcome

Within a 3-month period we had successfully delivered key strategic hires into Pre-Sales, Professional Services, Direct Sales and Alliances. Cost to hire decreased and we reduced time to hire by 50% across the EMEA organization. Our dedicated and focused attraction and employer branding campaign has significantly improved brand recognition across EMEA, improving both direct sales efforts and talent attraction.

5 Key RPA Hires



reduction in cost to hire



reduction in time to hire

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# CORE SERVICES

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## Core Services

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### 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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