
TALENT MANAGEMENT
SOLUTIONS FOR HIGH GROWTH
TECHNOLOGY BUSINESSES

bloomsearch

www.bloomsearch.co.uk

Pioneering Growth in the Connected World

Our aim is to provide intelligent, digitally enabled, scalable talent attraction and retention solutions for start-up and scale up businesses at the forefront of emerging technology

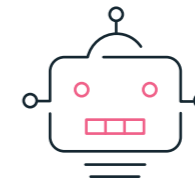
Bloom Search are established as leaders in the provision of innovative human capital management solutions to businesses looking to attract and retain in demand technology and operational talent.

Our solutions are enabling household name businesses and start-up / scale-ups in the Internet of Things, Data and Analytics, Blockchain, AI & Cognitive, Robotic Process Automation, Insurtech and Cloud markets to significantly reduce time and cost to hire, improve employee brand and retention and re-direct the focus of their leadership teams away from lengthy hiring processes and onto achieving their growth agenda.

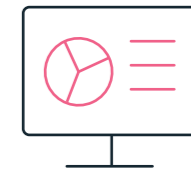
DIVISIONS



INTERNET OF THINGS



ROBOTIC PROCESS AUTOMATION



DATA SCIENCE AND ANALYTICS



AI & COGNITIVE COMPUTING



INSURTECH



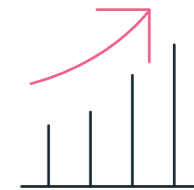
BLOCKCHAIN



CLOUD



ADTECH



FINTECH

HYBRID RECRUITMENT OUTSOURCING

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 benefited from this approach to build digital teams from scratch, scale divisions within their wider business and dramatically improve employee branding, global growth strategy, allocation of funding budget, internal skills assessment, talent blend and long term recruitment planning.



SCALABLE



DEDICATED



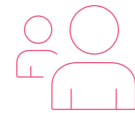
HYBRID



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How it works

Our unique position in the Emerging Technology talent landscape allows us to foster true long-term partnerships with our clients in order to dramatically improve talent attraction, on-boarding and retention, whilst providing significant time and cost saving



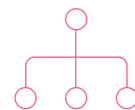
ON-SITE / HYBRID

A dedicated on-site account director or recruitment team armed with all the latest tools and backed up by our global talent sourcing division. Fully scalable and available as little or as often as you need in order to achieve your hiring goals.



COMPETITOR INSIGHT AND TALENT MAPPING

We can conduct in-depth competitor insight projects, mapping out talent pools in competitor businesses and analyzing talent availability in certain geographies, allowing our clients access to unique pools of passive talent, and playing a crucial role in helping to define office locations and future operating models.



ORG CHART ALIGNMENT

We can help shape your org chart pre-funding; advising on the availability of talent, job titles, management structure, expected salaries and suggested hiring timescales



EMPLOYEE BRANDING ARCHITECTURE

We are experts in designing and shaping your employee brand, creating a consistent and compelling proposition to make you stand out in the candidate community. Every client we partner with benefits from a unique online micro-site showcasing your office environment, company culture, video interviews with managers, and job opportunities. Coupled with our psychometric profiling and AI based video interviewing platform, this ensures a dramatic improvement in attraction and retention.



TALENT MANAGEMENT SOFTWARE

Our AI based video interviewing and applicant tracking technology is transforming the way our clients discover, hire and develop talent. We provide a totally transparent search workflow and a dedicated online platform where you can view your pipeline of talent, interact with our screening notes, watch video interviews anytime on any device, and administer online assessments for technical or operational roles. Many of our customers have completely removed the need for CV reviews, phone screens and traditional candidate assessments from their on-boarding process.



RECRUITMENT PROCESS IMPROVEMENT

We run your entire attraction and onboarding process, from crafting compelling job descriptions to conducting face to face or video based first interviews, expediting offer letters and arranging relocations and visa's where needed



HR AND DATA COMPLIANCE

It is crucial that our clients recognize the importance of putting the correct data compliance and HR processes in place when scaling a tech business. We offer discretionary GDPR and HR consulting to ensure you are fully compliant with the latest regulations, and can provide interim or full time expertise where necessary.

Benefits

We have been instrumental in the growth of many high profile emerging technology businesses. Our clients benefit from a truly tailored approach, built with their unique businesses needs in mind, and delivering significant and measurable benefits over traditional recruitment models.



20%

Average reduction in cost to hire



50%

Improvement in talent retention



24

Average number of days to hire



1

Dedicated talent management partner

Get in touch...

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