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TALENT SOLUTIONS FOR  
DIGITAL INNOVATION  
& TRANSFORMATION

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bloomsearch

[www.bloomsearch.co.uk](http://www.bloomsearch.co.uk)

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# Pioneering Growth in the Connected World

Our aim is to provide intelligent, digitally enabled talent attraction and retention solutions for businesses at the forefront of the Digital revolution.

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

Our unique and scalable global service offerings have been instrumental in the success of large scale digital transformation programmes, funded start-ups, and incubated scale-ups.

This brochure is an overview of our service offerings and specialist divisions. If you would like to discuss how we could partner with your business please do get in touch.

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Our clients' have been driving the digital agenda for years so we have been a part of the success stories, but have also seen the pitfalls facing traditional organisations as they look to keep up with more agile disruptors.

Operational efficiency, legacy systems roadblocks, silo's, organisational agility and cultural risk adversity are huge problems. The pace of technological advancement is now far outstripping the ability of most organisations to implement technology change on a local level.

We have grown our business from the ground up with one aim – to not only provide clients with the right skills to allow them to create genuinely impactful, customer-centric digital products, but also to provide the skills to drive the organisational change, cultural shift and legacy systems overhaul needed to allow them to truly move away from their traditional business models towards a digital future.

Our public sector division has been recognised as a leading Digital Skills Provider by the Government as part of their Digital Outcomes and Specialists framework, and continue to enable complex IT Led Digital Transformation across central and local government.

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## Results in numbers

Our unique network and high profile global campaign methodologies have been instrumental in advancing our clients' digital agendas.

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 102

Successful digital leadership assignments

 230

Digital tech hires

 27

Average number of days to hire

 8

Searches conducted in 8 countries

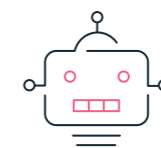
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# DIVISIONS

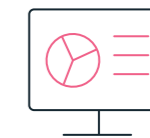
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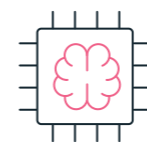
INTERNET OF THINGS



ROBOTIC PROCESS AUTOMATION



DATA SCIENCE AND ANALYTICS



AI & COGNITIVE COMPUTING



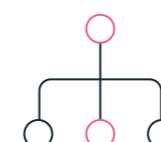
INSURTECH



SERVICE MANAGEMENT



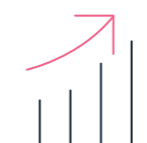
CLOUD



ERP



BLOCKCHAIN



FINTECH



GAMING



ADTECH

# Success Story

**Client:** Big Four Utility Provider



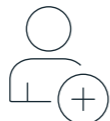
## The Brief

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

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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 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



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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