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TALENT MANAGEMENT  
SOLUTIONS FOR CONNECTED CAR  
AND AUTOMOTIVE TECHNOLOGY

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bloomsearch

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

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# Leaders in Automotive Technology Talent

Our aim is to provide intelligent, digitally enabled, scalable talent attraction and retention solutions to businesses at the forefront of the automotive technology landscape.

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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 in the rapidly evolving world of automotive technology and smart transportation.

Our solutions are enabling Global Automotive OEM's, Telematics Vendors, Connected Car consultancies and start-ups / scale-ups in the Smart Cities, AI and Intelligent Transportation markets to significantly reduce time and cost to hire, improve employer brand and retention, and give themselves a significant advantage when it comes to attracting and retaining key talent ahead of their competition.

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# DIVISIONS

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MAPPING



TELEMATICS



RIDE SHARING



SMART CITIES



INSURTECH



SMART PARKING



INFOTAINMENT



FLEET MANAGEMENT



CONNECTIVITY



BLOCKCHAIN



AUTONOMOUS VEHICLES



CLEANTECH

# Success Story



**Client:** Leading Global Telematics Business

## The Brief

Bloom Search were engaged by a leading telematics business to help facilitate the rapid scaling of their connected vehicle division in the UK.

## Challenges



Poor employer brand



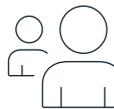
Unattractive location



Unstructured recruitment processes



Multi-Geography reporting structures



Limited and in-demand talent pool



Poor historical retention rates

## The Solution

Having agreed that candidate acquisition and retention needed complete strategic overhaul, we worked closely with the business to architect a compelling candidate attraction and retention programme. We created a marketing campaign, provided ATS software, undertook a competitor market mapping exercise, and then instigated a targeted on and off-line search campaign; ensuring a simplified and focused voice to the market and compelling employer story.

## The Outcome

Within 3 months we had successfully delivered a new Sales Director, a search which had been live for over a year. Further key hires followed into Pre-Sales, Enterprise Sales, Software Engineering, Professional Services and Marketing. Cost to hire decreased and we reduced time to hire by over 50%.

10 Key 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

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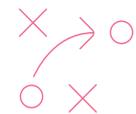
# How it works

Our unique position in the Automotive 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.



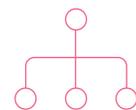
## ON-SITE / HYBRID

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.



## EMPLOYER BRANDING ARCHITECTURE

We are experts in designing and shaping your employer brand, creating a consistent and compelling proposition to make you stand out in the candidate community. Long term strategic partners benefit 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.

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## 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.

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 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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