






RM6229

Permanent Recruitment 2

Lot 2 - Non Clinical General Recruitment

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SUPPLIER INTRODUCTION

CRG TEC is a Technology, Engineering and Connectivity recruitment consultancy. We provide permanent recruitment and executive search services across specialist areas including:



IT



**PROJECT
DELIVERY**



PROPERTY



ENGINEERING



TELECOMS

If you're looking for honesty along with advice, knowledge and opinions on attracting and retaining your ideal candidate, CRG TEC are your recruitment partner. At CRG TEC our highly experienced Consultants mean you are dealing with experts in their sectors who have the knowledge, skills and network of contacts to take the pain away from recruitment for clients and candidates alike.

We are determined to combine our sector specific knowledge with recruitment best practice and cutting edge technology to provide a bespoke recruitment service to our clients. CRG TEC's tried and tested methodologies incorporate this ethos which gives you, as an employer, peace of mind. We simply know what works when it comes to attracting and retaining talent in the public sector.

RECRUITMENT METHODOLOGY & ADDED VALUE



Discovery



Candidate Management
Search & Selection



Delivery

1

Pre Meeting &
Call Preparation

2

Discovery
Meeting

3

Build Recruitment
Strategy & Market
Mapping



Attraction and
Brand Development



Employer Value
Proposition



Diversity and Inclusion
Recruitment Best
Practice



Workforce Planning



Data and Market
Insights



Recruitment
Benchmarking



Recruitment Advisory
Services



Applicant Tracking
Systems (ATS)



MI Reporting



Talent Mapping

Reference
Checking

8

7

Pre Screening -
Second level face-
to-face meeting

6

Pre Screening - First
level telephone
shortlist

5

Response
Management,
Search & Selection

4

Candidate
Attraction

9

Submit Initial
Candidate Pack &
Shortlist

10

Interview
Management

11

Offer
Management

12

Resignation &
Notice Period
Management

13

Handover &
On Boarding



15

Close Assignment

14

Quality Assurance
& MI

CORPORATE SOCIAL RESPONSIBILITY

Social value - we embed social value into the services we provide:



Increasing local employability through business mentoring, CV writing and interviewing skills workshops



Carbon NetZero by 2040



Reducing social poverty by partnering with food and toy banks



Promote employees to take ownership by supporting causes that affect them personally

Modern slavery – we have a zero tolerance policy towards any form of slavery and human trafficking and is committed to acting ethically, fairly and with integrity and transparency in all business dealings and relationships.

Equity, Diversity & Inclusion – we are committed to building a varied and inclusive workplace where everyone feels valued for being themselves. We encourage and educate our clients to do the same.



CRG TEC have built up a strong network of DDaT professionals and our experienced consultants and tailored methodology means we know exactly what it takes to attract these candidates to consider your organisation for their next career move. We use a wide variety of technology and software to target these candidates across the UK and are trained in talent attraction techniques that make CRG TEC stand out from your typical agency approach to engaging with these sought after candidates.

In such a fast-paced and competitive market, organisations such as the NHS, The Pensions Regulator and the National Fostering Agency rely on CRG TEC Consultants to ensure skilled employees are successfully recruited and retained.

ROLES COVERED



IT Support



**Project
Management**



**Business
Analysis**



**Cyber
Security**



**Service
Delivery**



**IT
Management**



**Network
Engineering**

CRG TEC supported a technology focused division of the NHS during their recent recruitment drive. Requirements focused on operational and technical specialists located in the North East to oversee the teams deploying highly-specialised patient management projects across the NHS and into other businesses.

Candidates needed to have specific software experience working on large scale systems and websites. The organisation had struggled to recruit in the past because they couldn't access local candidates with the correct mixture of technical and leadership skills at the volume needed.

CRG TEC's DDaT Consultants worked with client stakeholders to develop a strong Employer Value Proposition to attract those outside the public sector. We utilised our market knowledge and candidate referrals to unlock the best talent around the North East, increasing social value in the area, and filled all available roles.

As part of our tailored approach, CRG TEC has also been mapping future hires for the organisation so that there is an ongoing talent pool available as the organization continues to expand.

CRG TEC was selected as an exclusive partner to source a new Head of ICT for Midlands-based emergency services organisation. This was a board-level role with responsibility for managing the ICT support, project delivery teams and ICT infrastructures within the service.

We were chosen to supply the body with such a business-critical role because our Consultant's demonstrated an understanding of the mixture of technical skills and softer competencies required for the Head of ICT role, in addition to the need for a successful candidate to be based locally to appreciate the service's vision to put safety at the heart of the community.

After a thorough search and selection process CRG TEC delivered a highly-qualified shortlist of suitable candidates ahead of project timelines. We managed the entire process; including offer, resignation, notice period and onboarding to ensure a seamless transition into the organisation ahead of schedule and under budget.

KEY CONTACT FOR SPECIALISM

STEPHEN MORRIS

sm@crgtec.uk.com | 07825 365 678

Stephen is CRG TEC's Recruitment Director and has many years' experience recruiting DDaT professionals throughout the UK. He currently manages accounts across the public sector, which includes the NHS, Civil Aviation Authority and The Pensions Regulator as well as numerous blue light organisations, housing associations and critical infrastructure bodies.



INNOVATIONS



Whole market coverage

Targeting the 80% of people not actively looking for work ensures you have access to the best candidates in the market, not just on the market.



Interview Coaching

Guarantees your stakeholders maximise their time with the candidates and are able to thoroughly assess their suitability for the role.



Onboarding Partnerships

Creates a seamless link between recruitment process and joining your organisation. This allows for quicker acclimatisation, expedited productivity and strong retention.

CRG TEC provide technical specialists into operational delivery functions for some of the UK's most highly regarded organisations. We operate across a number of technical professions; IT, telecoms, engineering and property management. Our sector-specific expertise means TEC Consultant's understand the relevant skill set required, can efficiently identify candidates who are going to add value to your team and know how to best attract those individuals to your role.

In such a fast-paced and competitive market, organisations such as Crown Estate Scotland, NHS Digital and The Pensions Regulator rely on CRG TEC Consultants to ensure skilled employees are successfully recruited and retained.

ROLES COVERED



**Service
Delivery**



**Problem & Incident
Management**



**Operations
Management**



**Network
Engineering**



**Safety, Health,
Environment &
Quality**

CASE STUDIES



CRG TEC partner exclusively with BAI Ltd, a telecoms organisation who work with governments across the world to optimise networks in transport systems. From 2019 we have put their entire EMEA operation in place in advance of a £300m contract award by Transport for London. This is one of the largest engineering projects in the world, connecting 272 stations and has 250 miles (400 km) of track to 4G and 5G capability.

CRG TEC built talent attraction strategies in order to target world class candidates and to approach them with the opportunities within BAI and to convince them to move from more well-known company, to a fast paced start up technology business. CRG TEC advised BAI on agile recruitment processes plus developing an Employer Value Proposition (EVP) which would attract a specialised talent pool within operational delivery to a start-up during the midst of the Covid-19 pandemic.

CRG TEC were successful in delivering 25 exceptional team members to BAI in the first 6 months. A further 50 vacancies went live across the UK in the past 12 months which built teams beneath each of the above subject matter expert hires and CRG TEC are well on track to deliver these requirements.



NHS Property Services (NHSPS) are owned by the Department of Health and currently manage one of the largest portfolios in the UK, valued at £3bn.

Our Consultants have been supporting NHS Property Services with their recruitment since 2021 and have recruited multiple operational delivery positions across their teams throughout the UK. CRG TEC are able to flex the service we provide to NHSPS to suit their requirements, whether that is volume hires for a new Trust or a single, highly specialised role.

Owing to the environment these individuals are working in it is crucial all required compliance checks are completed in advance of their start. CRG TEC's previous experience working with emergency service organisations guarantees all candidates undergo NHS Employment Check Standards as a minimum standard for recruitment, screening and compliance.

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sm@crgtec.uk.com | 07825 365 678

Stephen is CRG TEC's Recruitment Director and has many years' experience recruiting DDaT professionals throughout the UK. He currently manages accounts across the public sector, which includes the NHS, Civil Aviation Authority and The Pensions Regulator as well as numerous blue light organisations, housing associations and critical infrastructure bodies.



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CRG TEC partners with numerous infrastructure organisation sat principal, turnkey and sub-contractor level to provide project and programme delivery employees from the ground up.

From conception through to completion, sign off and analysis CRG TEC are ideally placed to source and select industry specific expertise which results in our customer's ongoing success.

Our Consultants have delivered these services to organisations such as Manchester City Council, the Civil Aviation Authority and the Science and Technology Facilities Council.

ROLES COVERED



PMO



**Project
Management**



Analysts



**Programme
Management**



**Change
Management**

CRG TEC currently work with the public body responsible for the regulation of work-based pension schemes across the UK. In 2022 CRG TEC were appointed exclusively to source an Accommodation Programme Manager to oversee the “right-sizing” of the organisation’s workplace following the adoption of a hybrid working model.

Reporting into the board this was a highly-specialised position which required an individual to have a thorough understanding of both workplace and construction and was confident managing the strategic and operational roll-out of changes they would be implementing over the next few years. CRG TEC Consultant’s utilised our specialist sector knowledge to identify and target people who would have the requisite skill set who lived within a commutable distance to Brighton.

As a result of this campaign our Consultants were able to submit a shortlist of suitable candidates who would be available a short notice (to satisfy the imminent programme start date), one of whom was successfully appointed. TEC’s efficient, dedicated service enabled the public sector body to start the programme on time and confident they have the right individual leading the transformation.

CRG TEC partner with a global telecoms brand providing complete network and digital platforms for businesses. They provides services to Health & Social Care, Education, Justice and Emergency Services, Local and Central Government bodies.

CRG TEC’s Consultants have been long-established recruitment business partners to the organisation, successfully securing more than 100 permanent appointments since our relationship began to their national workforce across a range of departments.

To source Project Manager, Business Analyst and Change Manager roles and maintain an up to date understanding of this global organisation, CRG TEC Consultants regularly attend meetings with client stakeholders where we collaboratively define the job specifications and provided salient market intelligence in support of this. Target timescales and frequency of progress updates are agreed on a case by case basis for each role and strictly adhered to by CRG TEC Consultants.

KEY CONTACT FOR SPECIALISM

NEIL CRUDDEN

nc@crgtec.uk.com | 07801 567 479

Neil is Managing Director of CRG TEC Ltd and is recognised as a significant voice in the UK technical recruitment sector. He currently holds Account Director relationships with companies such as the NHS, the European Medicines Agency, Ernst & Young. Neil was also responsible for managing the relationships with multiple commissioning bodies across the Government's Broadband Delivery UK (BDUK) initiative under the Department of Digital, Culture, Media and Sport.



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CRG TEC has a strong history of recruiting property, workplace, estates and facilities management professionals for a range of organisations across the UK. Our team works with in-house (client side) organisations, outsourced service providers and property management companies to provide subject matter experts across hard and soft services.

Our Consultants are regarded as thought leaders in the industry, regularly attending sector conferences and contributing to publications such as the Facilities Management Journal (FMJ) and Facilitate, the magazine for the internationally-recognised Institute of Workplace and Facilities Management (IWFM).

In this competitive market, organisations such as NHS Property Services, HMRC and the Equality and Human Rights Commission rely on CRG TEC Consultants to ensure skilled employees are successfully recruited and retained.

ROLES COVERED



**Technical
Services**



**Health &
Safety**



**Facilities &
Workplace
Management**



Sustainability



**Property
Management**



**Project
Management**



Property Services

NHS Property Services (NHSPS) are owned by the Department of Health and currently manage one of the largest portfolios in the UK, valued at £3bn.

Our Consultants have been supporting NHS Property Services with their recruitment since 2021 and have recruited multiple positions across their property and facilities management teams throughout the UK. These include Maintenance Technicians and Engineers, Property Managers, Surveyors and Health & Safety professionals. CRG TEC are able to flex the service we provide to NHSPS to suit their requirements, whether that is volume hires for a new Trust or a single, highly specialised role.

Owing to the environment these individuals are working in it is crucial all required compliance checks are completed in advance of their start. CRG TEC's previous experience working with emergency service organisations guarantees all candidates undergo NHS Employment Check Standards as a minimum standard for recruitment, screening and compliance.

CRG TEC were appointed exclusively to source a newly created Head of Engineering role for a large public sector organisation to oversee the engineering and facilities management aspect of their £330m estates transformation program.

Two previous recruitment strategies to appoint for this role had already failed because of the specific requirements of the position, its high-profile nature and its location in Nottingham. Owing to the time lost on the unsuccessful recruitment projects CRG TEC had to work to tight timelines to ensure an appointment was secured before the program commenced, 8 weeks from the date of engagement.

Following expedited search and selection techniques operated by CRG TEC's rapidly mobilised Consultants a direct offer of employment was made to the successful candidate who matched all the directorate's requirements within 3 weeks.

KEY CONTACT FOR SPECIALISM

ALEXANDRA HEWITT

ah@crgtec.uk.com | 07801 568 266

Alexandra has been recruiting in the property and facilities management sector for the past 8 years. During this time she has managed recruitment projects for organisations including The Forestry Commission, National Museums Liverpool, Waterstones, English Heritage, numerous universities and the property department of The Royal Household. Alexandra plays an active part in the development of recruitment best practice in the property sector, regularly writing articles for The Facilities Management Journal and Facilitate, the IWFM publication



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THANK YOU

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Crown
Commercial
Service
Supplier