



# Curating specialist talent

## Through experience comes understanding

We understand some of the unique challenges that organisations within the Defence sector face. As a heavily regulated industry some of your top priorities will be to ensure compliance, protect your organisation from risks and safeguard your intellectual property whilst competing for the best talent available.

At Outsource, our sole purpose is to source, select, organise and present you with specialist candidates, whilst providing you with the insight you need to understand the talent pools.

We call it Curating Specialist Talent, and it's how we ensure you get the staffing results you are looking for. Thanks to our network of over 150,000 candidates, we know the people who are fit for your business.

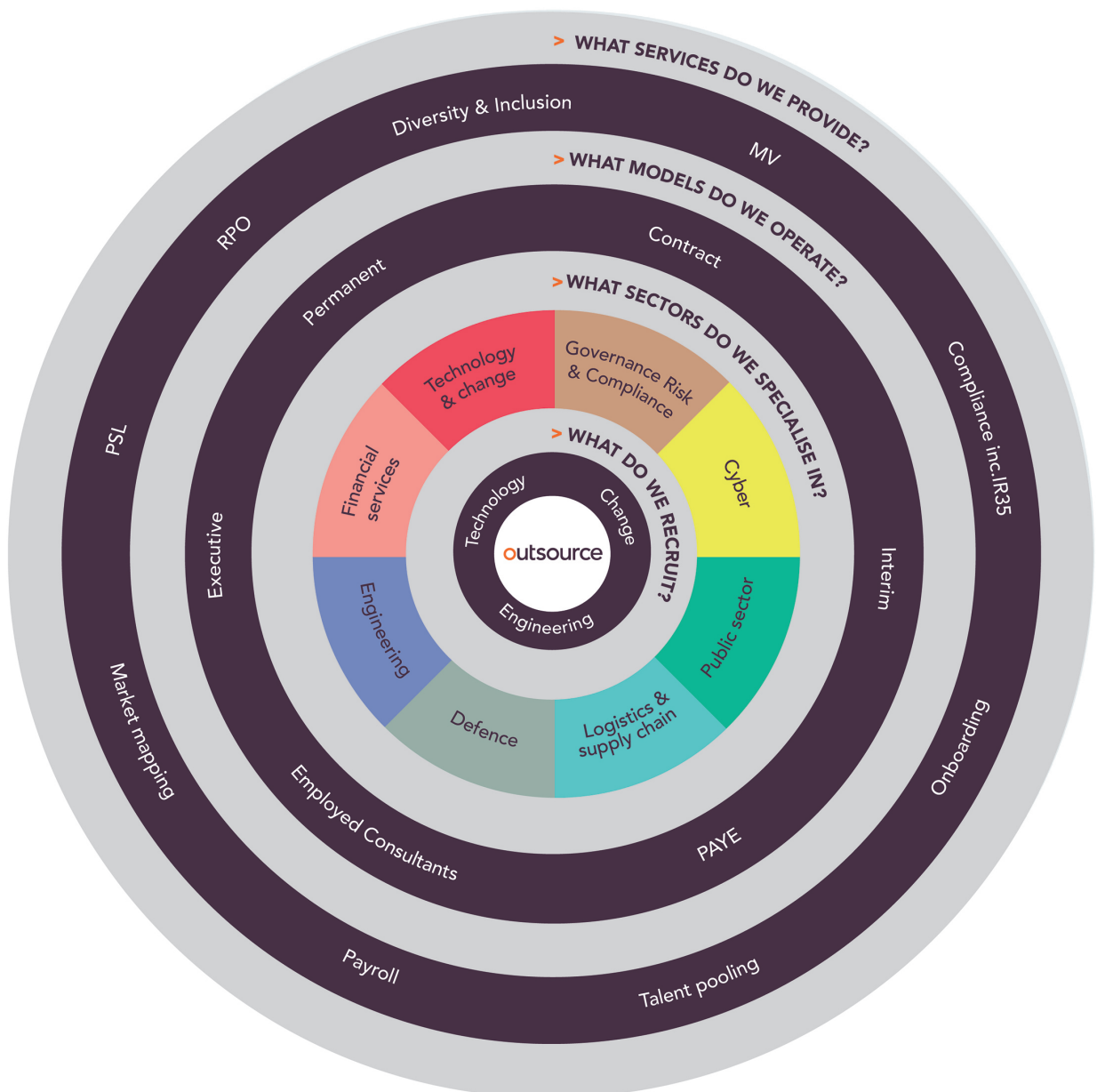
# Who we are

Taking care of staffing in the Defence sector.

We're proud to be one of Britain's largest independent specialist recruitment agencies, with tried and tested processes and a history of handcrafting bespoke resourcing strategies.

With us, you get the best possible specialist technology and engineering staffing advice. We pride ourselves on our ethical, handcrafted approach. This means that we balance everything we do across scalable workforce solutions that are right for you.

Our recruitment and onboarding teams have extensive experience of providing staff to organisations where security and confidentiality are paramount, while our compliance and onboarding teams are on hand to guide and advise both clients and candidates. We arrange drug, alcohol and medical tests where required, and ensure that all contractor payment methods/companies comply with UK legislation (including taxation). In addition, all Outsource UK contractors sign nondisclosure and Intellectual Property agreements.



## Our specialist sectors

Helping you make smarter staffing decisions.

We have a specialist mix of engineering, technology and cyber security capability across our recruitment teams.

Our experience in providing staff to major Defence companies operating across land, marine, air and cyber security domains means you can focus on the specifics of what you need without having to provide us with line-by-line explanations. It's more than likely that we already know and trust just the right person to fill your next vacancy from our extensive candidate networks.

Clients often comment on our perseverance and tell us they

appreciate that we never give up. Our consultants will support you through thick and thin and we don't hide when the going gets tough.

Typical engineering/project skills provided include: Structural, Piping, HVAC, Mechanical, Electromechanical, Electrical, C&I/Control Systems, Electronics/Hardware, RF/Microwave, Software, Systems, Human Factors, Design, Test, Integration, Manufacturing/Jig & Tool, Quality & Continuous Improvement, Safety, Reliability, ILS and Supportability, Bid Support, Project Management and Technical Publications.

For Defence companies in particular, we provide staff for activities such as:

- IT/IS/IM&T/Networking & Infrastructure (including Information Assurance/IT/Network/Cyber Security)
- Business Intelligence (BI)
- Intelligence Analysis (Military and Civilian)
- Training Needs Analysis and Training Delivery
- Bid Management
- Programme/Project Management
- Project Controls/Project Planning & Project Support, Procurement/Purchasing and Supply Chain/Contracts and Commercial Management
- Business/Operations Management, HR and Finance.

Our contractors rate us 4.7 out of 5

**feefo**   
The Global Feedback Engine



“What a fantastic job the team at Outsource do. I work very closely with the team and consider them a very trusted supplier. All are really helpful and supportive which in turn makes my job a lot easier.”

Category Manager, Defence client



## Who we've worked with

We are proud to be a preferred supplier to **BAE Systems**, the UK's largest defence and security company, largest manufacturing employer and biggest employer of professional engineers, as well as several other leading organisations and companies including **Leonardo**, one of the biggest suppliers of defence equipment to the UK MoD.

We cover the whole of the UK and have contractors and consultants assigned to over 40 different locations working on a variety of projects across the air, land, maritime, technology and cyber domains.

New clients and candidates usually come to us through referral. This is testament to the capability of our recruitment, onboarding, contractor care, and payroll teams and the strength of the strategic partnerships we build.

*"Most of the agencies fall massively short of providing the professional level of service we receive from **Outsource**."*

Hiring Manager, Engineering client



### DID YOU KNOW?

Our payroll and billing team is highly recommended by our clients and regularly comes top of supplier performance league tables.





# Our approach

### A handcrafted approach

The relationships we have built over the years with both clients and candidates have given us an understanding of some of the challenges, deadlines and opportunities that organisations working in this sector face every day, so we can create unique workforce solutions for you.

### We listen

By paying attention to your needs and taking care of every detail on your behalf, we'll save you time and effort. It's about quality, not quantity.

### We're agile

We have a network of thousands of

professionals to reach out to when we're searching for the right fit for a role. Talk to us about all or any of our workforce solutions below and we'll handcraft a strategy that meets your needs.

### We work in partnership

From start to finish you can expect us to treat your organisation as an extension of our own; representing you and looking after your best interests. We will remain in regular communication, act on feedback given to us and deliver a service based on continuous improvement. We will provide you with regular market intelligence and candidate feedback to help you make the best decisions for your business.

# A complete workforce solution

Turn to us for services to support every staffing requirement.





## Taking care of everything

It's not just our specialist experience that sets us apart, it's the handcrafted way we work in partnership.

The phrase 'taking care of everything' is integral to the way we work. Staffing is about people, so we make sure we put people at the very heart of everything we do. At the same time, we know that the best long-term relationships are based on trust.

### Caring about our clients

We care about the businesses we work with and we want to see them succeed. Our aim is to help clients resolve their skills challenges, not merely fill holes in their workforce.

And we don't stop there. We offer a full onboarding and compliance service, bespoke to the level of service you need, and specialise in providing security cleared candidates. And by keeping you abreast of any regulatory changes and legislation that may affect you, via webinars, workshops and other training, we can help to ensure nothing is missed. The handcrafted, flexible way we work will fit in with the way you work.

We put all of our candidates through a pre-engagement screening process. The team we have in place care about getting it right, for our clients, for our candidates and for our reputation.



INTEGRITY



DEDICATED



CONSULTATIVE



ACCOUNTABLE

# Let's start today...

We'd love to hear from you – please call or email to arrange a discussion about your staffing needs:

T: 0161 694 9200

E: [defence@outsource-uk.co.uk](mailto:defence@outsource-uk.co.uk)

## outsource

Birmingham • Edinburgh • London • Manchester • Swindon

### Manchester

111 Piccadilly  
Manchester  
M1 2HY

0161 694 9200  
[info@outsource-uk.co.uk](mailto:info@outsource-uk.co.uk)  
[www.outsource-uk.co.uk](http://www.outsource-uk.co.uk)

