SPECTRUM IT

Software & Technology
Recruitment Specialists

www.SpectrumIT.co.uk | 02380 765 800

ABOUT US

Established in 2008, Spectrum IT is a leading Software and Technology specific recruitment agency, providing permanent and contract IT resource for businesses. Our team of around 30 employees are based on the University of Southampton Science Park, a key hub for technology on the South Coast.

Our success is built on providing a first-class recruitment service by using our knowledge and extensive database of IT talent. Our high staff retention fosters strong sustainable relationships, with staff consistency enabling us to build a good understanding of the needs of our clients and candidates.

Spectrum IT works with a wide cross section of businesses, from start-ups to multinationals. 95% of placements are within Software focused businesses, or where Software is key to the business model. Typically, around 200 different businesses are supported annually, with more than 900 candidates placed.

By building business partnerships and integrated recruitment networks, we bring together talented IT professionals with businesses of all sizes. Our extensive experience can help your business with single hires right through to building large software development project teams of 50+.

Regular engagement with the IT community enables us to keep up to date with the ever changing IT landscape, and brings with it an extensive understanding of local IT recruitment. We engage with the IT community by helping to provide opportunities for knowledge share at all levels, supporting events for people keen to enter the industry through to the very experienced, by sponsoring local technology user groups and conferences.
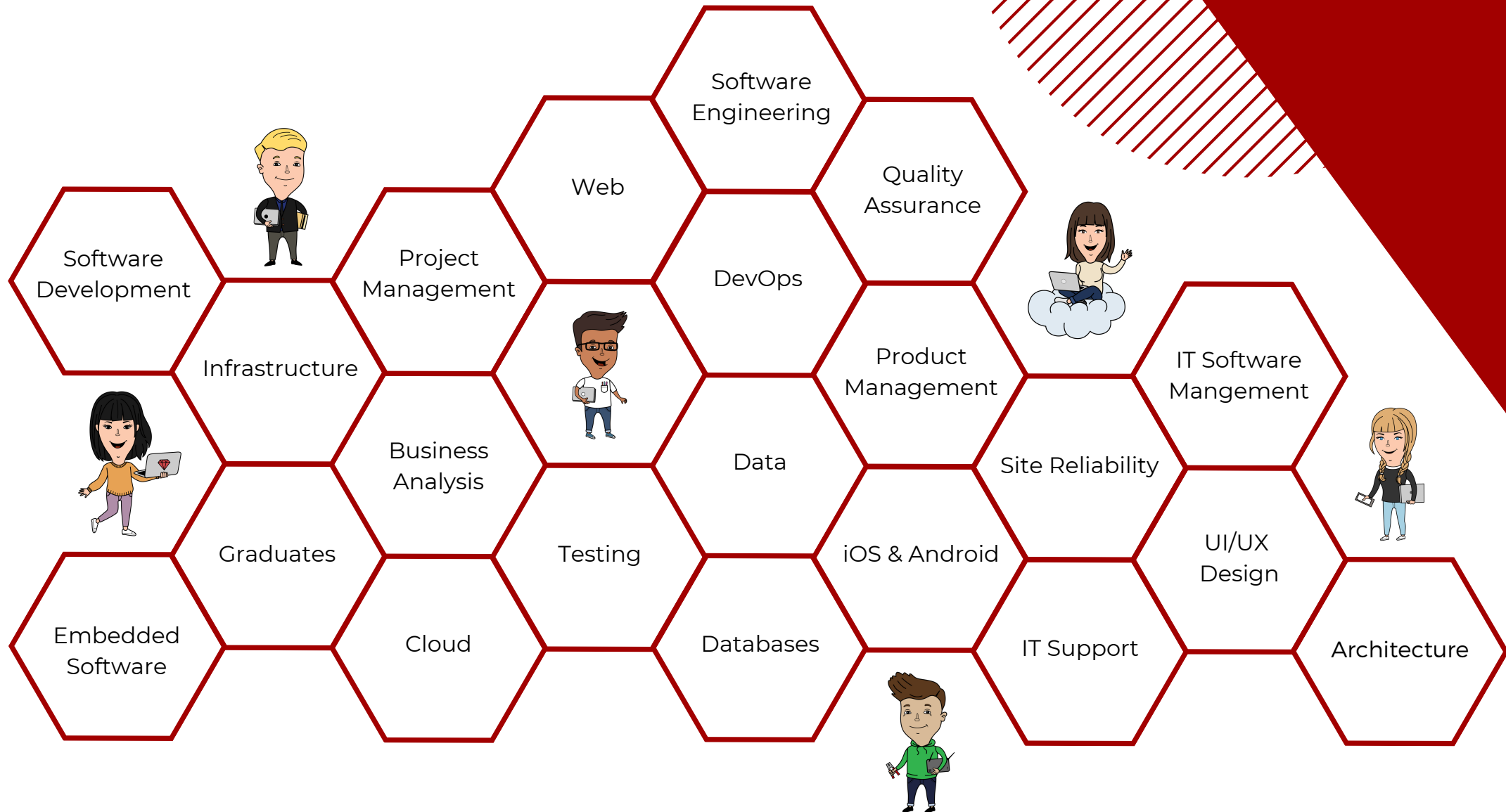
PERMANENT   **CONTRACT**

FIXED TERM   **REMOTE WORKING**

IT RECRUITMENT - OUR SPECIALIST AREAS

- Software Engineering
- Web
- Quality Assurance
- Software Development
- Project Management
- DevOps
- Infrastructure
- Product Management
- IT Software Mangement
- Business Analysis
- Data
- Site Reliability
- Graduates
- Testing
- iOS & Android
- UI/UX Design
- Embedded Software
- Cloud
- Databases
- IT Support
- Architecture

TYPICAL ROLES

Development

- Front End, Back End Developer
- Software Engineer/ Developer
- Technical Consultant, Architect
- Technologies – C++, C#, Python, Java, GO, PHP, Ruby, Javascript, SQL, React, Typescript, iOS, Android

Data

- Data Analyst
  - SQL
- Data Science
  - Python, Hadoop, Spark
- Big Data Engineer
- BI Developer

Testing

- Test Manager
- Lead Tester
- Automated Software Tester
  - Appium, Cucumber, Selenium
- Manual Tester

Senior Management

- IT Director
- CTO
- Engineering Director
- SVP Engineering
- VP Engineering

Software Operations

- Business Analyst
- Project / Programme Management
- Scrum Master
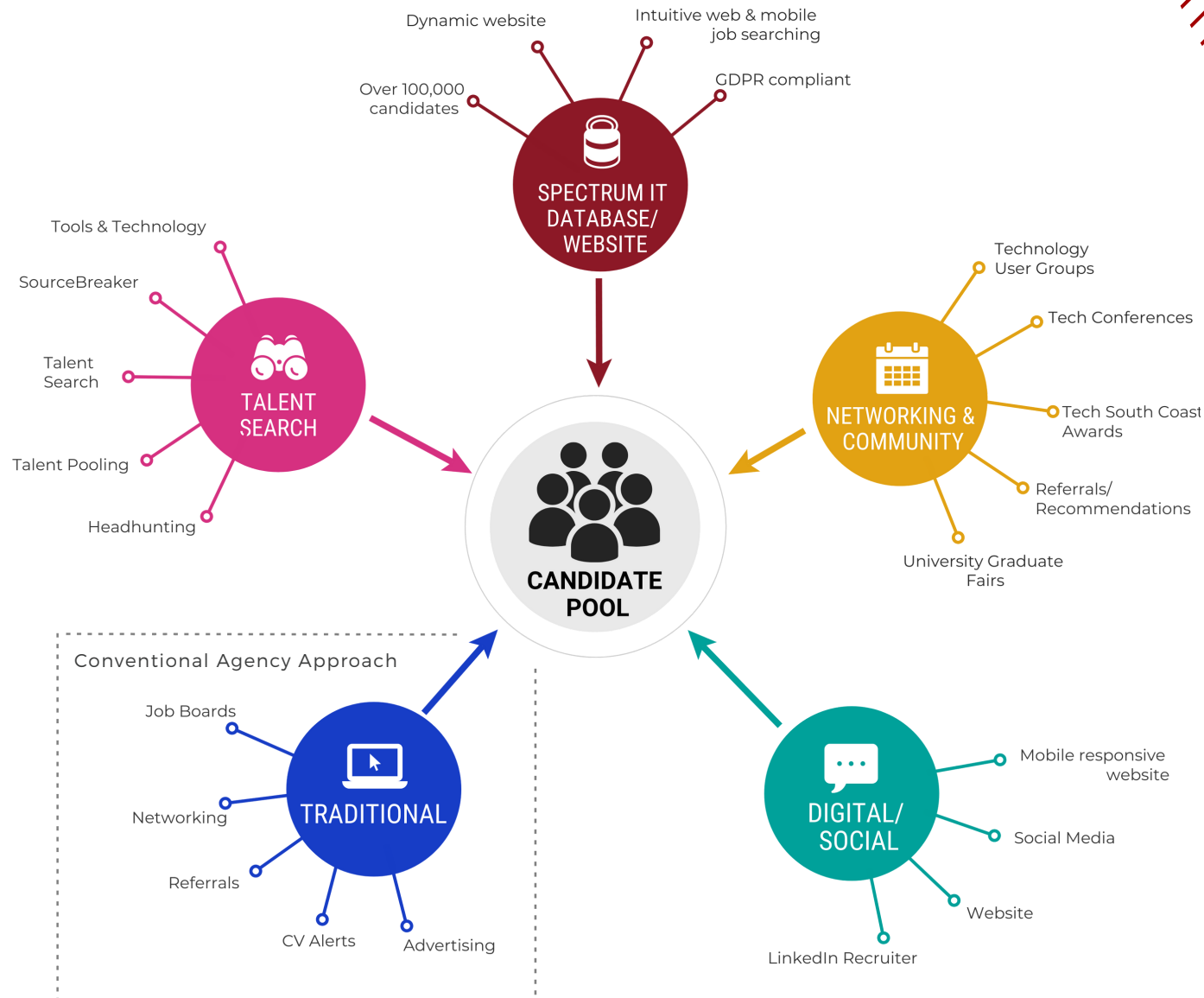- Agile Coach
- Product Owners

Infrastructure

- DevOps
- SRE
- Cloud Engineer
- InfoSec
- Azure

Core IT

- Head of IT
- IT Manager
- IT Infrastructure
- IT Support

CANDIDATE SOURCING - THE SPECTRUM IT WAY

SPECTRUM IT DATABASE/ WEBSITE
- Dynamic website
- Intuitive web & mobile job searching
- GDPR compliant
- Over 100,000 candidates

TALENT SEARCH
- Tools & Technology
- SourceBreaker
- Talent Search
- Talent Pooling
- Headhunting

NETWORKING & COMMUNITY
- Technology User Groups
- Tech Conferences
- Tech South Coast Awards
- Referrals/ Recommendations
- University Graduate Fairs

CANDIDATE POOL

TRADITIONAL

Conventional Agency Approach
- Job Boards
- Networking
- Referrals
- CV Alerts
- Advertising

DIGITAL/ SOCIAL
- Mobile responsive website
- Social Media
- Website
- LinkedIn Recruiter

Our strengths:
- Long established specialist recruiter in software and technology
- Unique candidate pool
  - Website
  - CRM
  - Networking/Headhunting
- High through-flow of candidates
- Resource sharing across all recruiters in Spectrum IT
- Local knowledge
- High staff retention

RECRUITMENT SERVICES

Multi-Agency

- Job adverts shared across multiple industry-leading job boards
- CVs provided with bespoke coversheet highlighting key information
- Management of the candidate's application from CV submission to offer and start date
- Deep search of passive candidates, those not accessible via standard job boards
- Job advertising at relevant industry meet-ups, user groups and tech events exclusively sponsored by SpectrumIT
- Access to an extensive local talent pool
- Access to candidates from our 100,000+ database
- Detailed applicant screening calls
- Efficient candidate filtering, a quality over quantity approach
- Thorough job and company profiling

Sole-Agency

Everything the Multi-Agency plan offers, plus:

- Single point of contact through the recruitment process
- Reduced workload of the hiring manager and internal HR/Talent team
- Dedicated Account Manager, with a thorough candidate screening process not impacted by speed or competition
- Candidate trust gained through an exclusive recruitment partner, no duplicate candidate applications
- Tailored recruitment process based around the managers availability
- Bespoke market insights and salary guides
- Strategic marketing campaign

Retained Model

Everything the Multi-Agency and Sole Agency plan offers, plus:

- Free access to bespoke ATS to effectively manage candidate applications in one place, from CV Submission to Offer
- 1st Interview outsourced to SpectrumIT with video responses for each candidate, saving time and freeing up managers diary
- Full prioritisation of the vacancy by a dedicated Account Manager and associated team.
- Ability to split payment of invoice
- Guaranteed vacancy fill

We offer 3 key recruitment services to try and make what we offer accessible to companies of all sizes and needs.

The most popular choice our clients tend to chose is our retained or exclusive models. Our consultants will be able to discuss which option would suit your business best.

CONTRACTING & SPECTRUM IT

Benefits of Hiring Contractors:
- Expert skills and knowledge for project work
- Flexible & efficient resources
- Cost saving solutions
  - No holiday or sick pay
  - Reduced overhead costs
  - Insurance covered
  - Tax & pension owned by contractor
  - Controlled staffing budget

- Upskill current employees
- Temporary fulfilment during permanent hire process
- Available immediately / short notice
- Temp to Perm option – trial run before permanent hire
- Fast access to in-demand skills
- No training required

WHY SPECTRUM?

- Industry experience & knowledge
  - Rate benchmarking
  - Market Information
  - Specialist contractor pools
- Established Search Tools
  - Spectrum IT Network, CRM
  - Job boards, LinkedIn Recruiter
- Positive market representation
- APSCo Affiliate member
- Fully compliant processes

INDUSTRY LEADING CRM SYSTEM

- Compliance storage
- Paperwork / process audit trails
- Automation suite
  - Candidate engagement
  - Active placement compliance
  - End of assignment reminders
- Analytics Suite:
  - KPI Reports
  - Timesheet & financial reports
  - Competitor analysis
  - Benchmarking surveys

RIGHT TO WORK COMPLIANCE

- Digital ID checks
  - Provider: uComply (www.ucomply.co.uk)
  - Certified – 'Digital Identity Certification Scheme'
- Certified Background checks
  - Provider: Verifile Limited (www.verifile.co.uk)
    - ISO & Cyber Essentials Certified
  - Right to Work, Visa, Credit Check, DBS etc.)
  - References

CONTRACTOR PORTAL

- Timesheets – submission & authorisation
- Expenses – submission &authorisation
- Electronic documentation process
- IR35 status determination audit trail

CONTRACTOR PAYROLL

- Accredited Umbrella Company Providers
  - FCSA & Professional Passport
- Limited Company payroll
- IR35 Compliant
- Timely payments (not paid when paid)

INSURANCES

- Fully insured contractors on active assignments:
  - Professional Indemnity
  - Public Liability
  - Employers Liability
  - Cyber Security Plus

WHAT WE OFFER

- Permanent and Contract IT Recruitment
- Market insights including candidate availability
- Salary/ Day Rate Bench-marking
- Contractor recruitment compliance (IR35, Umbrella companies)
- Campaign recruitment advice
- Help with job specifications
- Interview advice
- Candidate background checks
- Technical testing
- Onsite interview suite with video conferencing facilities

GET IN TOUCH

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"We take recruitment seriously."

CYBER ESSENTIALS

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JOSCAR REGISTERED