

**Access an ocean  
of expertise  
wherever you  
are on your  
business  
journey**

*'The age of the blended workforce is here - harnessing permanent, temporary, contract and freelance talent to deliver sustainable and diverse business transformation outcomes'*

*- Barry Winkless FOWI*



# As a business you might be:

- Designing a data driven business

- Implementing cost efficiencies to sustain the business

- Creating new agile projects to drive innovation

- Digitising parts of your business or product set

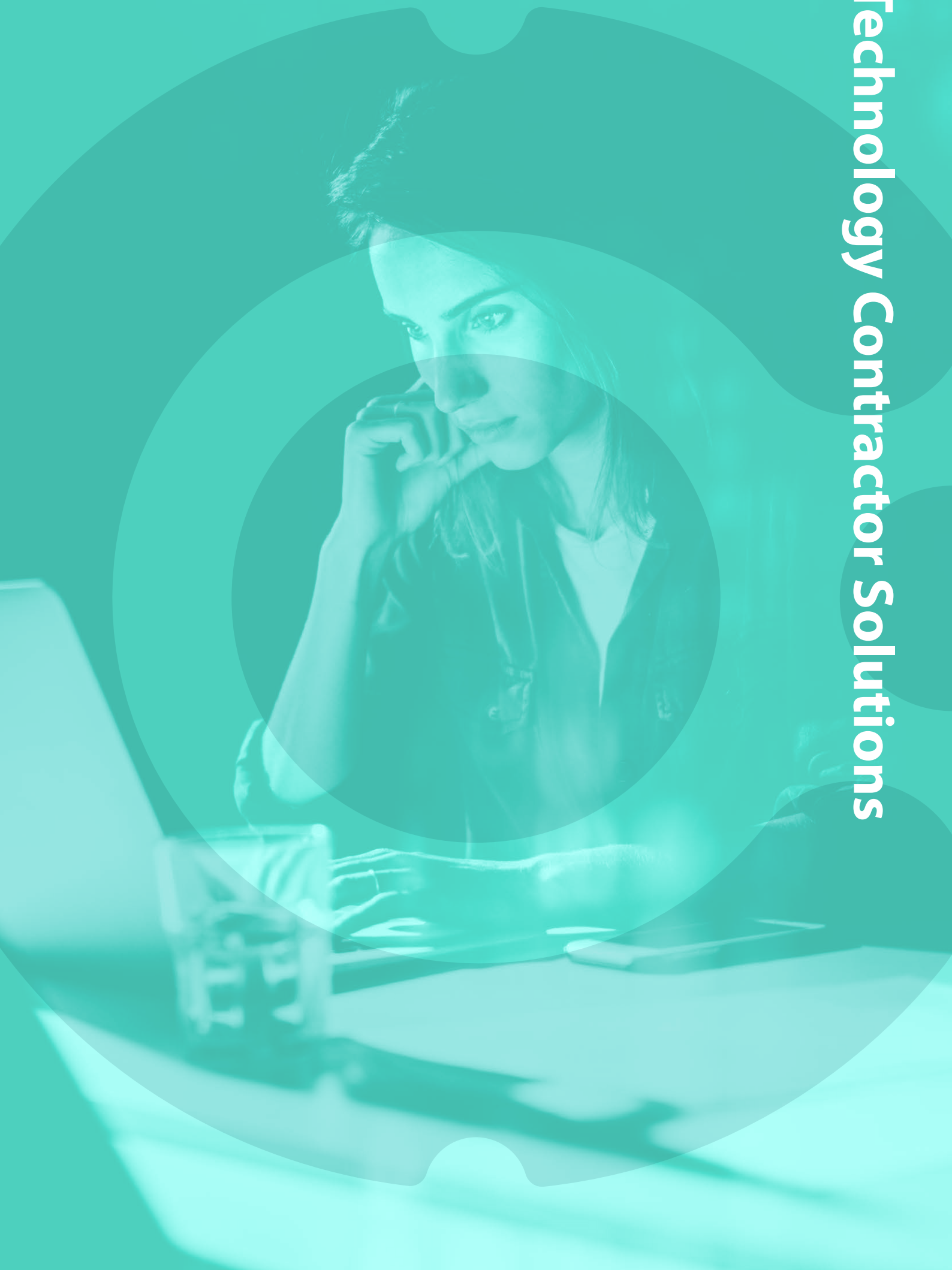
- Exploring new people models that maintain the business but gives greater flexibility

- Scaling a solution that fits a new market need

- Finding short- or medium-term expertise to solve headcount and delivery problems

**To make these goals real you will need to access, often at speed, global technology expertise & short to medium term support coupled with project management excellence.**

# Technology Contractor Solutions



# Benefits of Using Contractor Talent

There are multiple benefits of accessing contractor talent including:



**Access to highly specialised skills** - Working with contractors is a simple way to meet short-term talent demand, especially where there is the need for an individual with a niche or highly specialised skill set. Finding someone with a very specific skill set can be challenging and you may not have the resources to commit in offering a full-time position. If your business requires talented and expert individuals for a single project or a short-term contract then a contractor is the ideal option to provide essential insight and support.

**On demand talent at speed** - Every business goes through shifts in demand and sometimes this can lead to an overstretched, stressed and disengaged workforce due to talent gaps within an organization. Bringing in contractors can ensure those gaps are filled, at speed and with fully compliant, professional resources. Working with a reliable recruitment partner means that the people you bring in are always high calibre, trusted and will be able to hit the ground running.

**Creating a more agile business model** - Contractors can help streamline recruitment costs and enable a re-evaluation in the way that a business hires the talent it needs. Rather than always focusing on finding - and paying for - full time employees, there are often opportunities to bring in contractors instead. This facilitates a more

cost effective, but no less high quality, solution to your business needs. Obviously, there will be times when recruiting a permanent employee is necessary, however, working with contractors can create more freedom and flexibility within any organization and free up resources previously drained by hiring and HR costs. Key to optimizing this opportunity is ensuring that the contractors you work with are reliable, qualified and will be fully dedicated to the job.

**The benefits of insight and expertise** - Contractors can bring new ideas into a business and add value because of their breadth of expertise and prior experiences. For example, their detailed understanding of their industry allows them to be able to add innovative and creative ideas to areas of the business where this has become stagnant. Moreover, a contractor will approach your business with a fresh perspective, meaning they'll be able to suggest new approaches to old problems.

**Talent gaps and creating opportunities to streamline costs** - Working with a recruitment partner with access to high quality contractors can simplify hiring, remove HR headaches and create more opportunities for your organisation to thrive.

*Harvard Business School researchers found that with 90% of companies hiring both full-time and freelance employees, the shift to an on-demand workforce will only continue to accelerate.*

# How we work with you

We will provide customised advice, design & deployment of the most appropriate contracting solution and resource approach that will work for you, so you can work the future in whatever way you need. As a result, we use an approach called FACT to make sure we get you what you need.

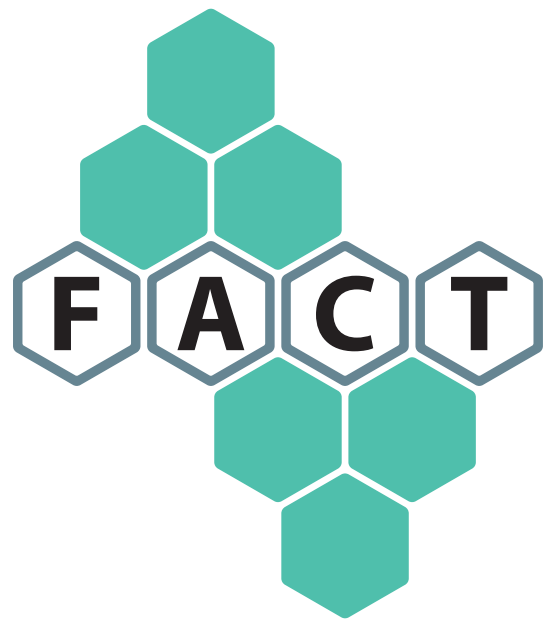
## We like to:

**Fully** understand the key strategic and associated talent challenges of your organisation or project.

**Ask** the difficult questions and fully explore the potential competitive implications of the various contracting solution models appropriate to your challenges.

**Co-craft** a contracting solution to ensure the most impactful design possible and associated key solution elements.

**Take** a short, medium, and long-term view with the provision of a best-in-class account management approach.



*‘Cpl Technology Contractor solutions can design and deliver any complex blend of contractor talent, anywhere in Europe, at speed’*

*- Libby Kelly*



# Why us and not someone else

It is not an overstatement to say that Cpl was born from technology. A pioneer in technology talent and contracting solutions - the first of its kind in Ireland, Cpl has been a partner in

helping companies scale, transform and face real world challenges through talent for the past 30 years across Ireland, UK & Europe.

## We have:

- The right network of technology specialists and project experts in place that can be activated at short notice
- A reputation for doing what's needed for the client no matter what the challenge
- Dedicated key account managers to make sure you get the right solution and the right support throughout the relationship
- An efficient infrastructure to support our contractor network to ensure seamless delivery
- Recruitment teams across Europe with deep experience in acquiring expert contracting talent from various locations across any technology discipline
- Access to the broader transformational talent solutions of the Cpl group as needed - from our deep strategic consulting & change expertise through the Future of Work Institute, to full business process outsourcing excellence of Covalen



### Cpl Contractor Hub

The Cpl Contractor hub is a community for contractor connection and development. The hub acts as a means for sharing best practices, providing insights, and offering upskill opportunities. The hub is available to all of our contractor groups and will continue to evolve over the coming years to provide even greater supports and value adds.



At Cpl Technology Contractor Solutions we have seen first-hand the transformational value that the right contractors can have - whatever your business need. Because of our unique real - world experiences not only can we get you access to the right technology talent at speed, but we can also

provide top project & program management talent to make sure the change you are trying to make happen, happens. But don't take our word for it - have a look at one example where contracting supported a business's journey to transformation.

## Case Study 1: Global e-commerce - Project Ramp-Up

### Context

Cpl Technology Contractor Solutions were engaged by a global E-commerce organisation to help support them with their move to migrate their Legacy Tech platform towards Cloud. The purpose of the project was to simplify their Platform and be able to accelerate development and overall enhance their customer's experience. The project involved application refactoring and platform engineering for the migration of full-stack applications into a cloud environment. The project also involved the depreciation of a Legacy on premise Datawarehouse to a Cloud Environment. Cpl were tasked with providing Irish and EU based contractors across several different skillsets and tech stacks.

Skillssets included: DevOps Engineers, Cloud/AWS developers, Frontend Developers, Java Backend Developers, Ruby Developers, UI/UX Developers, Data Engineers and Project Managers.

### Solution

Cpl provided a dedicated Account manager together with an Irish based and CEE based delivery team and partnered with this organisation to deliver 25+ Tech Contractors to meet and exceed the clients demands. Cpl screened and selected candidates and worked closely with the client Talent Acquisition team and hiring managers to successfully on board the resources. The account manages the candidate flow on a daily basis with regular updates provided to the client to ensure an excellent and efficient service delivery. This project had a very tight scheduled roadmap and was successfully delivered ahead of schedule.

## Case Study 2: Global Financial Services - Contractor PSL

### Context

Cpl Technology Contractor Solutions are a key recruitment partner with a large Global Financial Services organisation. We are tasked with supplying them with top quality talent on a contract basis as their needs arise. These resources are for a variety of different positions: Business Analysts, Software Developers, Infrastructure Engineers, Project Managers, Data Engineers and Data Scientists.

There are multiple simultaneous projects ongoing within the organisation, all with their own unique set of needs, timelines, and restraints. This creates an environment that requires Cpl to have specialist recruitment consultants in many niche areas who are consistently in tune with Market trends in order to deliver the highest standard of service.

### Solution

Cpl has a team of consultants who work closely with the organisation's talent coordinators and hiring managers

on an ongoing basis. This involves scheduled calls, onsite visits, and daily interaction with their management teams.

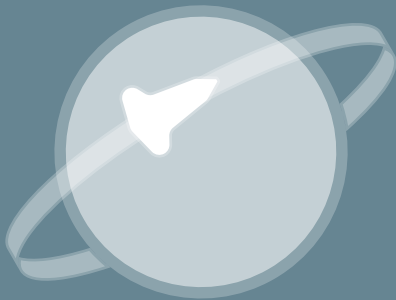
Each team within the bank requires that a potential employee meets their unique criteria in terms of the budget, work model (Hybrid or remote), and skillset. This involves Cpl searching through a vast number of potential candidates and disqualifying those who do not satisfy all three elements of the criterion.

Cpl delivers on the budget element of the criteria by ensuring we are always updating our knowledge on exactly how much a candidates skillset demands in the current market. We then provide our client with the most competitive pricing by ensuring candidates are screened extensively (ensuring that their rate is a true reflection of their skillset). At times this will involve testing the candidate's skills, checking references on previous projects, and negotiating rates.

All of this and more has resulted in us consistently meeting and exceeding our clients' expectations.

# Our 4 pillars of Delivery Excellence

Four pillars are the core of our approach to service delivery - [Global](#), [Professional](#), [Safe](#) and [Care](#).



## Global

We are global in our outlook and more importantly in our access to talent. Thanks to our European network of offices & brands with dedicated and experienced contract recruitment teams, we can tap into the best contractor & expert talent and activate that talent for your projects at speed.



## Professional

All our consultants are more than you expect. Experts in their respective talent acquisition fields but backed by business consulting nous they can deliver insights, support and professionalism throughout any engagement.



## Safe

Critical to any contractor solution is safety - ensuring compliance across tax, insurance and regulations to minimise risk for you the client. Our processes enable a standardised and repeatable approach backed by multi-country expertise and regulatory knowledge.



## Care

We are committed to a three-sided approach to care - care for our clients, our contractor community, and our colleagues. Initiatives like our Contractor Hub highlight our commitment to going beyond for our contractor community (see inset). The numerous GPTW and Inclusivity awards we have won provide ample evidence of the focus we put on our colleagues wellbeing. And our numerous successful delivery cases highlight our focus on client care.



## Our group locations

### Europe

- Ireland
- United Kingdom
- Belgium
- France
- Germany
- Moldova
- Czech Republic
- Slovakia
- Bulgaria
- Hungary
- Poland
- Lithuania
- Ukraine
- Romania
- Croatia

### Africa

- Tunisia

### Asia

- Japan
- China
- Thailand
- Vietnam
- Cambodia
- Malaysia
- Singapore
- Indonesia
- India

### Oceania

- Australia (Sydney, Perth, Melbourne)
- New Zealand (Auckland)

### North America

- Boston

### South America

- Brazil
- Chile
- Ecuador
- Peru
- Colombia

# You can contact . . .



**Libby Kelly**  
**Director - Cpl Technology Contractor Solutions**  
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A seasoned executive with over 25 years specialising in the Technology and Project recruitment space, Libby is an accomplished and results oriented professional. Driven by an absolute commitment to the customer she believes in a purpose-led working environment, underpinned by a culture of high trust & high performance. From working with innovative start-ups to advising large corporations on their tech hiring strategies, she delivers real world results through meaningful communication, creativity and high touch business relationships.



**Mikołaj Jaśkiewicz**  
**Division Manager IT Recruitment - Cpl Poland**  
[mikolaj.jaskiewicz@cpljobs.pl](mailto:mikolaj.jaskiewicz@cpljobs.pl)

Mikołaj is a recruitment leader with a proven track record over the past 8 years in helping clients achieve their goals by securing them the top talent in the IT market. He believes in an individual approach to the needs of the Client, which allows to execute business plans responsibly, timely and efficiently. Great supporter of creative thinking, innovative ideas and diversity in providing professional recruitment services.



**Michaela Nováková**  
**Team Lead for IT Recruitment Division - Cpl Czech Republic**  
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Michaela has been working at Cpl since 2010. She worked her way up from a junior, through a senior consultant to a Team Leader in IT. She is being a responsible person not only when dealing with candidates, but especially with clients. Her goal is a satisfied client who will repeatedly return to Cpl with a feeling of trust and quality work. Michaela always focuses on quality, not quantity. She is organized, detail-oriented and reliable, and she strives to pass these qualities on to her IT team. She has experience with different types of clients and methods of cooperation, which enables her to have a broad overview in the field of IT.



**Victoria Georgieva**  
**Senior Recruitment Consultant - Cpl Bulgaria**  
[victoria.georgieva@cpl.com](mailto:victoria.georgieva@cpl.com)

Victoria is an inventive and goal-oriented HR management and Business development professional with a proven track record in developing and implementing HR, Communications and Business strategies, providing sustainable talent solutions, and connecting contractors (employees) with the most appropriate roles and projects. Understanding the essence of the client's business and approaching cooperatively with client's in-house team helps her realize an efficient symbiosis between employers and candidates. Driven by her explorer's spirit and strategic thinking over the past 7 years she has played a significant role in building a start-up of an IT outsourcing company (more than 140 employees in Bulgaria) and its successful establishment on the DACH-market.

The background is a solid teal color. In the center, there is a large, stylized gear-like shape composed of several overlapping, semi-transparent teal circles of varying shades, creating a sense of depth and movement.

# **Technology Contractor Solutions**



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