

# GIBBSHYBRID

EMPOWERING THE INTELLIGENT ENTERPRISE

## GLOBAL BANKING LEADER, IT STAFF CONSOLIDATION TO CENTRE OF EXCELLENCE



### The Challenge:

Our client faced a logistical challenge with their location and workforce strategies. After deciding to close a number of satellite offices and consolidate staff to their Centre of Excellence in the North West, they found they had a number of highly specialised, permanent vacancies to fill. Furthermore, because the Technology HQ was based in the North-West, there was an added challenge of finding local talent or attracting SME's to relocate to meet the skill sets required to meet demand.

### Why Gibbs Hybrid?

Gibbs Hybrid was already working with the client, sourcing contingent contractors. We were selected as a Tier 1 partner and tasked as one of three key partners to assist with resourcing the new requirements. We were asked to help backfill 150 permanent roles.

### How we helped:

Because of our existing relationship, we swiftly gained a very good understanding of what our client needed. The customer articulated their challenges to us, telling us that not only did they have to backfill 150 roles, but they were under time pressure to on-board the numbers within a set timeframe. To assist the customer with this challenge, we innovated and suggested our customer allow us to work on 50 roles on an exclusive basis and we would ensure that they had the resources they needed within the timeframe. The benefit to the customer was a reduced margin in return for being the only supplier and as such, they "ringfenced" these roles entirely to Gibbs Hybrid.

### How we solved the client problem, invested in solutions and focussed on highly skilled hires:

We are a relationship-driven business and so our approach was to partner closely with lines of business to fully understand what

was required from some very niche roles. We took in-depth briefs in person and kept the business managers up to date with what was going on with the permanent market, adding value where possible with market intelligence and data analysis/salary surveys etc.

The vacancies were very niche – requiring skills such as HP NonStop, Tandem, Middleware Engineers (WebSphere, MQ, Connect Direct, WAS) Enterprise Monitoring Specialist (Tivoli, BMC, CA) as well as various requirements to fill Architect roles (Solutions/Infrastructure) Project and Programme Managers. To fill the roles, we undertook our own aggressive recruitment campaigns, targeting passive candidates rather than those who were already actively looking.

Innovation is part of our mantra, so our team, who are very vertically-driven subject matter experts with strong connections, went on-site to learn about the project requirements and our customer's infrastructure to really "get under the skin" of what was expected.

We also supported the HR team closely in understanding their relocation process and what this entailed, essentially becoming an "extension" of their resource team, which allowed us to go further afield to source the best talent possible. Our client had the opportunity to relocate candidates and their families to fill these permanent positions and as such, we utilised this option well, helping us fill at least 20% of the positions.

Having understood our customer well, we were in a strong position to ensure the candidates understood the opportunities open to them, including test labs and exposure to cutting-edge technology as well as exciting, and in some cases, green-field projects to work on. This inspired many candidates to make the move to the area.

## CASE STUDY

Lastly, we opened an office in Knutsford to be close to our client and provide strong customer service. Our ethos is to move where ever our customers are growing, to be that strong partner and supplier of choice.

For information about our Talent Sourcing solutions visit: [bit.ly/totaltalent](http://bit.ly/totaltalent)

### About Gibbs Hybrid

Gibbs Hybrid offers a single source integrated solution with talent sourcing, programme technology solutions and business process outsourcing initiatives for mid-market and fortune 500 companies.

We unlock value, innovation and creativity within our clients' organisations. We overcome client challenges with an open, experienced and focused mindset that adds value and intelligence from the first day of engagement. Our approach is consultative, identifying the issues and agreeing on how to resolve them. We use a systematic approach and best-practice to empower the client with a thoughtful, rigorous and expert execution.

Our three lines of business – talent sourcing, programme technology solutions and business process outsourcing – offer access to and visibility of the best talent in the marketplace. We are minority woman-owned business and a corporate member of MSDUK, the UK's leading non-profit organisation driving inclusive procurement. We are a corporate member of WEConnect International, the global network that helps women-owned businesses succeed in global value chains.

[www.GibbsHybrid.com](http://www.GibbsHybrid.com)

## STATISTICS

Tier 1 partner  
identifying



150 roles  
with 50 exclusive.



Niche, hard to source  
vacancies, most  
requiring relocation

Short timescale required in-  
depth, on-site understanding  
by our delivery teams.

We opened a local office  
solely to service the client.

We delivered!

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