

evolve

Reimagining talent

Proudly part of  INTERQUEST
GROUP

What is evolve?

evolve supports organisations that want to find a simple and cost-effective approach to manage recruitment and engage talent in a completely flexible way. Specifically developed for start-ups, scale-ups and SMEs, our range of modular services reimagine the way you access the best candidates in the market.



Each evolve module is carefully designed to address your own unique talent needs, challenges, and priorities. We can give you rapid access to next-generation recruitment technology, immediately bolster your team capacity, get more from your existing suppliers or simply manage all your recruitment, end-to-end, so you don't have to.

Whatever it is that your business needs to improve and accelerate its recruitment plans in our post-pandemic future, evolve is ready to help you quickly build the workforce that will enable your sustained competitive advantage.

What can evolve deliver?

If you're creating jobs in today's disruptive market but struggling with the capacity, experience or tools that you need, evolve's modularised approach has been helping similar clients achieve their recruitment ambitions.

Designed for start-ups to mid-market enterprises with plans to scale up and recruit; evolve's range of modules are like a set of building blocks for change. Each module incorporates and expands upon the features and benefits of the previous one and are designed, tested and adapted to grow with your organisation.

Module features:

- Innovative recruitment technology.
- A lower cost, high impact recruitment model.
- Access to highly experienced recruitment experts.
- Total visibility and control of your recruitment.
- Full compliance management and risk mitigation.
- A professionalised candidate experience.
- Improved quality of hire.
- High-performing supplier base.
- Cost savings programme.
- Enhanced employer brand.



We provide exciting talent
modules to help you and
your business thrive.



Source Prime

We are very aware of the challenges involved in direct candidate attraction. To set up an effective direct sourcing model can take time to build and develop capability to recruit across multiple disciplines. Furthermore, a proactive and targeted approach to recruitment and engagement of passive talent is also a considerable time investment.

The Source Prime model therefore offers immediate access to our evolve Talent Acquisition team, a highly specialist team of sourcing and research specialists. The module can either operate as a funnel of pre-qualified profiles directly into your hiring community or can offer a boost to any existing delivery you have where niche skills or mini projects require more specialist knowledge or capacity.

Module Components

- Direct access to a multi-functional recruitment delivery team
- Capability to deliver against requirements across UK, EMEA and US
- Specialisms include Technology, Financial and Professional Services, Retail and Corporate Functions
- All short-listed candidate profiles pre-qualified to your agreed standards and criteria
- Ongoing candidate management throughout the process (if required)
- Support can be switched on and off as required and is underpinned by a series of pre-agreed SLAs
- Regular status updates through your appointed Project Lead

Module Benefits

- Immediate boost to recruitment efforts
- A scalable recruitment team able to meet capacity challenges, volume projects, retained search campaigns or a niche skill requirement
- Significantly more cost effective approach versus a standard contingent/PSL model
- Multi-discipline team to support a variety of skillsets
- You tailor the support as you need – no rigid processes
- No performance management required – SLAs ensure all agreed milestones achieved
- Full visibility of project and candidate status
- No minimum volume or contract length



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RecruiterPlus

RecruiterPlus has been designed to harness the full power of our award-winning parent company, giving you access to our team of expert recruiters, supported by market-leading technology.

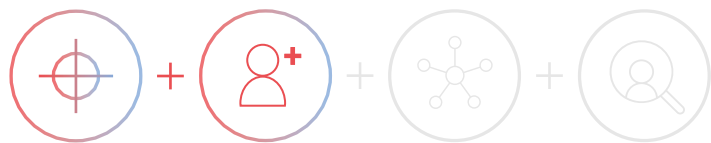
Whether your organisation is recruiting for the first time, or resourcing for a large project at short notice, our RecruiterPlus module gives you greater team capacity via skilled recruiters to manage your process as well as the technology that helps you to provide applicants with a consumer-grade candidate experience. Our recruiters can support you on-or off-site for as long as you need them. They will operate as part of your extended team, while our recruitment technology will help you to find and manage candidates in a professional and compliant way.

Module components

- One or more dedicated recruiters, dependent upon your hiring plans.
- End-to-end management of all your vacancies.
- Co-ordination of all interview logistics.
- Arrangement of supplier briefings.
- All applicant CV screening and shortlisting.
- Implementation bespoke recruitment technology.
- Real-time reporting and dashboards.
- Design, creation and launch of your careers page.
- Searchable candidate talent pool within the technology.
- Mobile-enabled time-sheeting (for contractors).
- Creation of standard tools including interview templates and question-banks.
- Support with candidate on-boarding, process including pre-employment vetting.
- Delivery of IR35 assessments and determinations (at zero cost) via our preferred partner, Kingsbridge.

Benefits

- Includes all benefits of module 1
- No minimum volume or lengthy contract term, no set-up fees, flexible payment options.
- Scalable module that can simply flex up and down with volume.
- Technology-enable your recruitment for a professional and engaging experience.
- Grants extra capacity and recruitment skills you need to manage your hiring.
- Rapid deployment with minimal disruption
- Our experts act as an extension of your team
- Enhanced contractor care
- Risk mitigation through robust compliance management (e.g. GDPR)
- Full visibility of all your third-party recruitment supplier activity
- Cost control and reduction through improved workforce insights
- Greater control of your employer brand



Supplier Management

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Finding the time to maintain meaningful relationships with your recruitment suppliers, who are often the primary source of your candidates, can be challenging; and yet these relationships are critical to the deployment of a high performing and engaged supplier panel.

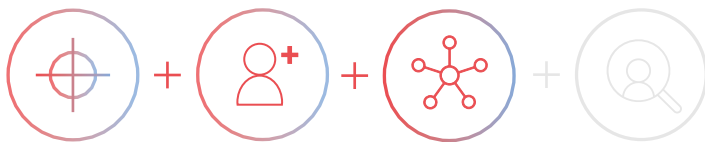
evolve's Supplier Management module incorporates and builds upon the RecruiterPlus module, combining people and technology to get the most from every one of your third party agencies, driving value and enabling compliance.

Module components

- All RecruiterPlus module features and benefits.
- Review and audit your existing supplier base.
- Facilitate the standardisation of all contractual agreements.
- Identify and plug gaps in your supply chain capability.
- Implement performance measures to accurately interpret individual supplier value creation.
- Deploy our data-driven approach to supplier performance management.
- Hold regular performance review meetings with all suppliers.
- Create and deploy a supplier diversity and inclusion strategy.

Benefits

- Includes all benefits of modules 1 and 2
- Creation and development of a high quality and engaged supplier base.
- Improved visibility and control of your full supplier population.
- Enhanced supplier engagement levels across all worker categories.
- Risk mitigation through standardisation of contract terms across your supply base.
- Proactive approach to supplier management, breeding a culture of collaboration, inspiring suppliers to feel part of your business.
- Maximum agility through our flexible commercial model.
- Client ownership of the supplier relationship, ensuring that you make the final decision on any supplier changes.



Recruitment Management

A thorough and effective recruitment function can take time, experience and money to build. The third and final phase of evolve's iterative lifecycle is our Recruitment Management module, designed to accelerate every aspect of your recruitment approach.

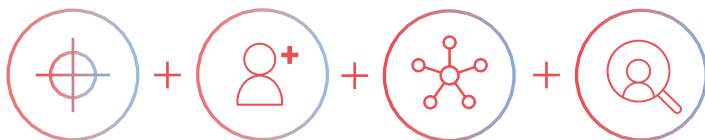
This module has been carefully put together to inspire our customers to take the bold step of fully transforming recruitment using a combination of people, technology and suppliers. Recruitment Management encompasses both previous modules but with a twist! As your preferred partner for the supply of candidates, we take accountability for your entire recruitment function at a greatly reduced cost, whilst keeping you in control at all times. With direct contractual control of your existing suppliers, and structured governance in the shape of clearly defined performance metrics, to ensure high quality service provision, we have the ability to deliver a series of cost savings initiatives back to you from Day 1.

Module components

- Exclusive and unlimited access to our testing partner's online suite of technical assessments.
- Sourcing and recruitment powered by InterQuest Group's specialist Talent Acquisition Team.
- Dedicated account management team (based on- and off-site)
- Defined suite of cost saving initiatives and targets.
- Direct supplier contractual relationship providing an instant capacity to negotiate reduced supplier fees.
- Real-time reporting, analytics, and bespoke market intelligence.

Benefits

- All features and benefits included in modules 1, 2 and 3.
- Greatly reduced fees achieved through structured rate negotiation and management.
- Full ownership of every aspect of your recruitment, ensuring compliance and process efficiencies.
- Commitment to 100% fulfilment of all resourcing requirements.
- Enhanced, flexible access to in-demand skills.
- Streamlined end-to-end hiring process, driving efficiency and enhancing the candidate experience.
- Service level agreements and performance metrics to govern the recruitment process, ensuring all requirements are met.
- Improved visibility and control of your recruitment activity.
- Cost efficiency through structured savings strategies.



Why choose evolve?

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Providing complete flexibility

Our modularised approach enables the delivery of scalable, stress-free and adaptable improvements to your internal and external hiring practices.

Working to your commercial terms

evolve offers a range of flexible payment options and contract terms designed around your specific needs. With no minimum volumes, no lengthy contracts, you only ever pay for the support that your business needs, under a cost model that makes sense to both parties – providing maximum commercial agility.

Building a progressive hiring culture

Finding the right talent can be tough for any in-house hiring team – if you've got one. evolve leverages our own expertise and advanced technology to power your internal hiring culture. By sharing our knowledge, we will transform your hiring practices and ability to consistently engage the market's best talent.

Making the most of our experience

evolve delivers all the important benefits that you associate with the large scale outsourced recruitment programmes which we manage for some of our bigger corporate customers. Our modularised approach is just tailored and packaged up to suit smaller businesses. So if you're a rapidly scaling start-up, or a smaller business, you can make the most of our wider experience, so that we can help you to achieve your own ambitions.

Enabling full risk control

Each one of our modules includes a risk assessment, designed to highlight any challenges and give your business greater control in addressing them. This is particularly important given the rapidly changing landscape, which is making recruitment even harder to navigate. evolve will work alongside your business leaders to help manage the current and emerging legislative changes that are likely to impact your organisation.

Driving continuous improvement and innovation

evolve's modules challenge the status quo so that your business improves the way that it identifies, engages, and manages talent. Every module includes a continuous improvement programme, which we use to proactively question the results delivered to date, so that they can be bettered tomorrow.

Module Comparison

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Modules				
	Source Prime	RecruiterPlus	Supplier Management	Recruitment Management
Direct sourcing and recruitment	✓	✓	✓	✓
Recruitment technology		✓	✓	✓
Dedicated Account Manager		✓	✓	✓
Interview co-ordination		✓	✓	✓
Process compliance		✓	✓	✓
IR35 assessments			✓	✓
Supplier compliance			✓	✓
Cost saving programme				✓
100% vacancy fulfilment				✓
Candidate technical tests				✓

If the above modules do not fit your exact needs, we would be pleased to review each module in line with your requirements and build something bespoke for you. Please do not hesitate to contact us for a free consultation.

InterQuest Group

evolve is proud to be part of InterQuest Group, an award-winning talent acquisition, advisory and solutions provider. Employing some of the brightest talent of its own, the Group is made up of more than 200 highly experienced recruitment and subject matter experts.

Through these truly brilliant people, InterQuest has built a broad and diverse client base that comprises both rapidly scaling start-up companies alongside some of the world's most loved household brands. Since 2001, InterQuest has focused on the market's ever-increasing reliance on niche talent. This has allowed the business to grow organically at an impressive rate and through continued investment in its operations, InterQuest has enhanced its specialisms, priding itself on the development of a truly customer-centric culture.

evolve leverages the full power and expertise of InterQuest, built up over years of experience, enabling many of the features and benefits derived from our range of modular services.

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Awards and accreditations

