

IGA

Contract &  
Interim Solutions

Little things, big outcomes

[igatalent.com](https://igatalent.com)

# IGA Talent Solutions

## WHO WE ARE

Our contract division provides on-demand talent to an international client base. We work with financial and professional services businesses, advisory firms and large corporates, offering a full suite of contractor talent solutions, on an individual or project team basis.

By plugging into our clients internal processes and systems, we are able to work efficiently and in partnership with our clients'. Our extensive pool and network of international contractors allows us to act very fast: we have an average turnaround of 48 hours across all mandates.

Specialists in placing contractors and freelancers in the UK and throughout Europe, with offices in the UK, Ireland, Switzerland and Germany

We've invested in market-leading software to collect feedback from both clients and candidates to gather meaningful insights to continually improve the hiring process and offer data driven solutions

Here at IGA we use NPS feedback to reward our consultants based on the quality of the candidate and client experience

SMEs in multinational contingent workforce markets and regulatory requirements including IR35

IGA is private-equity backed and chaired by former BBC Dragon, James Caan CBE

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IGA Talent Solutions

# OUR VISION

## AT IGA, WE STRIVE:

To be recognised as the world's leading consultative recruitment brand

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To be known for the honesty of our advice, the depth of our market knowledge, and the excellence of our performance

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To be celebrated for our value-driven culture, our shared ambition and our collaborative approach

# OUR VALUES



## INTEGRITY

Integrity is the foundation of trust. We understand the impact of the choices we make, so we base every decision on honesty, transparency and a sense of fair play



## EXCELLENCE

Performance depends on passion. At IGA, we bring commitment and enthusiasm to every project we embark on – and we hold ourselves to the highest standards possible



## AGILITY

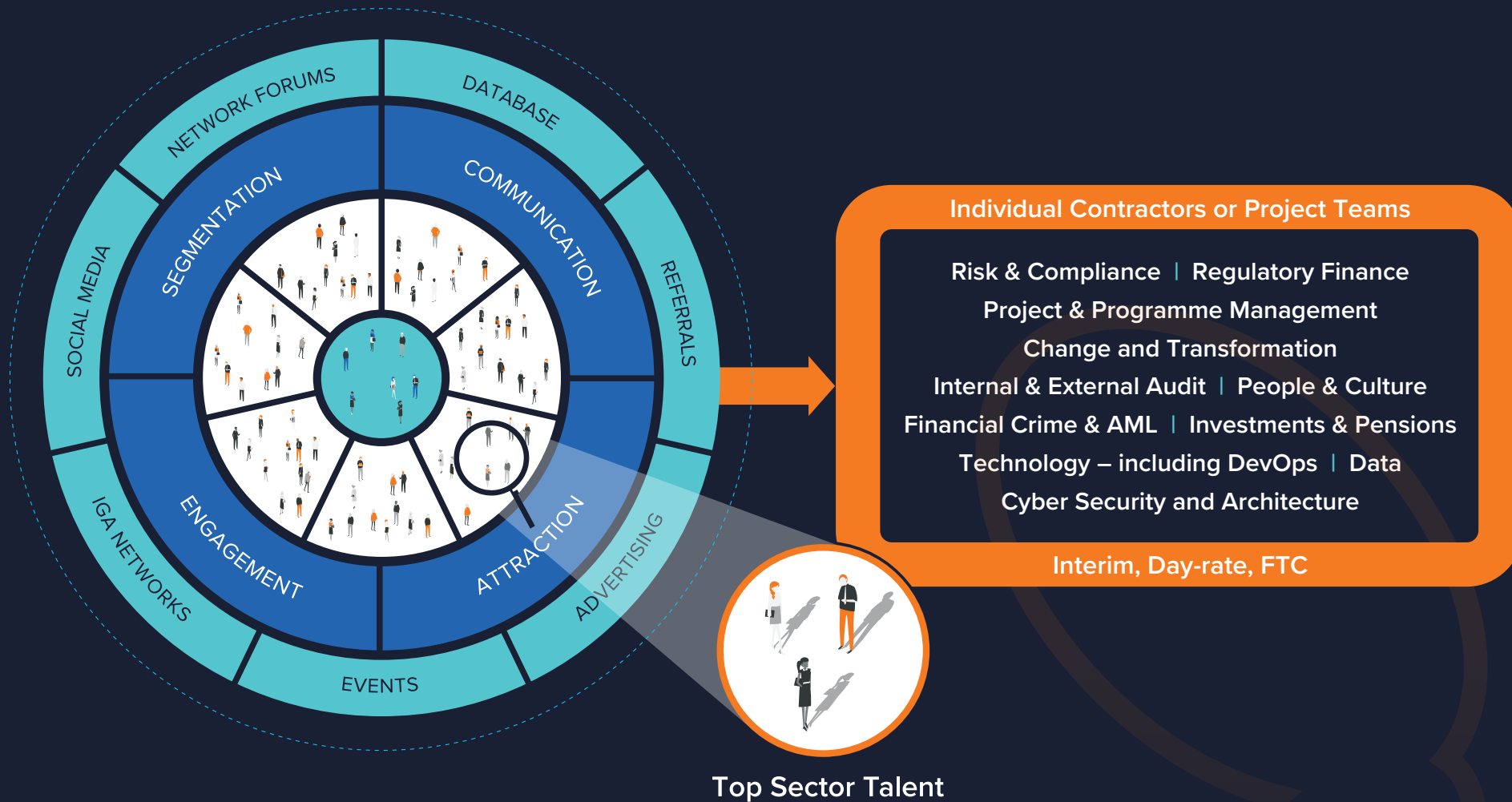
In a fast-paced globalised world, we have to be agile, acting quickly and adapting as we go. We take pride in our capacity to rapidly innovate and evolve to stay ahead of the curve, the market, and the competition

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# CONTRACT RECRUITMENT SOLUTIONS



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# CONTRACT STATISTICS



AVERAGE SHORTLIST SUBMISSION  
TIME FROM ENGAGEMENT

**19 HOURS**

**6.5 DAYS**

AVERAGE SCREENING LENGTH

**42%** OF ALL  
CANDIDATES PLACED ARE FROM  
DIVERSE BACKGROUNDS

FILL RATE OF  
**72.5%**

**3 OF EVERY 4**  
IGA CANDIDATES SUBMITTED  
ARE OFFERED ROLES

**89%** OF ALL  
CONTRACTORS ARE  
EXTENDED FROM  
INITIAL CONTRACT

# IGA Talent Solutions

## CANDIDATE AFTERCARE

IGA's Client & Contractor Aftercare Service has been established to help our clients to attract and retain contract workers, manage performance, build brand loyalty and a positive reputation in the candidate market.

### AN END-TO-END EXPERIENCE

A series of 18 touchpoints delivered throughout the lifecycle of the contract, which enables a regular communication and feedback loop between IGA, the contractor and hiring manager. This process gives the client data driven insights from the initial recruitment process through to offboarding.

### OUR PROCESS

These scheduled touchpoints are designed to collect data to measure performance, engagement and experience.

The Client & Contractor Aftercare Service provides data and insights on the effectiveness of the recruitment process and the candidate placement including:

- Onboarding
- Team integration
- Contractor performance and cultural fit
- Client feedback
- Invoicing

“I always find the IGA Contract Team to be highly professional and delivery focused recruitment partners. The team ensure they fully understand the vacancy briefs before submitting candidates and they provide honest and accurate market insights.”

**Jemma Peel**

Liberty Global Plc

# IGA Talent Solutions

## MEET THE TEAM



**JON GARROD**  
Head of Delivery

Jon has spent his career to date in Contract & Interim professional-services recruitment, and prides himself on providing a world-class service to contractors and clients.

His committed approach sees him embed himself in the businesses he works with in order to fully understand their cultures, enabling him to tailor talent solutions to suit their specific needs. He joined IGA in March 2019 to develop the global Contract & Interim offering. Today, Jon leads a highly successful team, having completed mandates across eight countries.



**STUART BROOKE**  
Principal Consultant

Stuart joined IGA with eight years' experience in recruitment, beginning in the education sector, then moving across to financial and professional services, where he now operates.

Before entering the recruitment world, Stuart spent six years in the British Army and completed tours of both Iraq and Afghanistan – an experience he credits for his can-do attitude and adaptability.

Today, he focuses on the contract market, always investing the time to build a deep understanding of candidates and organisations he works with, which means he can offer his clients access to the highest-calibre individuals in the market.



**OLIVER HOWLEY**  
Senior Account  
Manager

Oliver has spent the last seven years delivering Recruiting and Executive Search services for customers in Professional & Financial Services, and Medical Tech.

He has fulfilled hiring projects in over 15 countries with clients of varying sizes, organizational structures and cultures: from the PE-funded tech spin-out through to the multi-billion-dollar-turnover global consulting giant. Oliver adapts his methodology to integrate with the processes of his customers, resulting in an effective yet sensitive and understanding level of service.

Oliver has supported clients in Actuarial, Accounting, Audit, Tax, Legal, Research, Engineering, Product Development, Quality, Regulatory Affairs, Commercial, Product Management, Projects & Program Management.

# IGA Talent Solutions

## MEET THE TEAM



**ROSS IMRIE**  
Business  
Development  
Manager

Ross has spent his career to date in Contract & Interim Financial Crime recruitment. He prides himself on providing a first-class service to his contractors and clients, and building meaningful and lasting relationships.

He works closely with individuals to find them the best opportunities in the market and helps his clients attract top tier talent, delivering bespoke solutions to meet specific needs.

Fully leveraging his experience and knowledge on the business cultures and operating models across professional and financial services, he is able to tailor IGAs services to meet both the client and candidate requirements.

Outside of work, Ross spends his time bouldering at climbing centres, training mixed martial arts and being with his friends and family in Scotland.



**PETER KNOWLES**  
Managing Director

Peter has 15 years' experience of providing permanent and contingent recruitment solutions globally. Peter co-founded IGA with James Caan CBE in 2018, growing the business to 23 employees in UKI and Switzerland.

He is a partner of the Institute and Faculty of Actuaries, a commentator for Recruitment International magazine, and an active voice on diversity and inclusion within the insurance sector.

Peter's clients turn to him for guidance on strategic senior hires, contingent worker models, hiring processes and EVP.



IGA Talent Solutions

# EQUITY, DIVERSITY AND INCLUSION

## OUR APPROACH

Our aim is to create and champion diversity and inclusivity within our organisation, our clients businesses and society more broadly. We recognise and value diversity of thought and the enrichment that this brings to the debate. We aim to draw reference from the widest range of views and experience in order to create powerful outcomes for all stakeholders.

## OUR COMMITMENT

We live and breathe inclusivity through our values

We encourage and support inclusive and flexible working arrangements to encourage all aspects of wellbeing, allowing individuals to be successful in both work and family life

We promote a working culture where Equity, Diversity & Inclusion are more than just words; They're fundamental values embedded in our attitudes and actions

We believe discrimination on the basis of age, gender, sexuality, neurodiversity, disability, race, religion, belief or any other form of prejudice, has no credence in the workplace

We believe in Corporate Social Responsibility and we are proud of our fundraising partnership with Smart Works, a fantastic charity that supports women from a range of different backgrounds and age groups into employment



**Adam Purchase**

IGA Head of Practice – People and Culture

For further information on our teams and the specialisms covered by IGA Talent Solutions please click on the links below

Change & Transformation



Contingent Hiring



Financial Crime



Actuarial, Investment & Pensions



People & Culture



Technology



For further information and to discuss your recruitment needs, please contact:

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Jon Garrod, Head of Delivery: [jgarrod@igatalent.com](mailto:jgarrod@igatalent.com)

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