

IGA

People & Culture
Team Brochure

Little things, big outcomes

igatalent.com

IGA Talent Solutions

WHO WE ARE

“We focus on building lasting relationships founded on trust, connecting the clients and candidates who can truly enrich each other.”

People & Culture

Private-equity backed, growth orientated specialist recruitment business

Servicing the Investment, Insurance, Risk, Technology and Business Change markets

Chaired by former BBC Dragon, James Caan CBE, founder of Alexander Mann and Hamilton Bradshaw

Committed to delivering client and candidate satisfaction, we collect feedback throughout the recruitment process via an NPS system

Candidate Satisfaction Score = 94% Client Satisfaction Score = 97%

Little things, big outcomes



IGA Talent Solutions

OUR VISION

AT IGA, WE STRIVE:

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

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

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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People & Culture

MEET THE TEAM



ADAM PURCHASE
Head of Practice -
People & Culture

Adam is an Principal Consultant here at IGA Talent Solutions. Bringing with him expertise in People and Culture search, working across the UK and Europe. Having spent his career helping build and shape award winning People teams across both seniority and the wider People and Culture, function across a variety of industries.

Originally from New Zealand, Adam is passionate about partnering with people and businesses who want the best. The best for their business, the best next step in their career or just the best conversation to learn more about the current market, consistently bringing the human element to search. Adam has worked with FTSE, VC, PE backed businesses and the wider Mid Market and understands the nuances of each, Adam has an excellent track record of best in class 'fit' specific for your business and team.

Outside of the office, Adam is an avid 'mover', whether hiking, walking with his dog, or trying to lift heavy things at the ever-controversial CrossFit gym. Adam and his husband are both lovers of travel and enjoy nothing more than seeing somewhere new in the world (mixed in with visiting family in New Zealand and Italy).



KATIE THOMPSON
Talent Sourcing Manager

Experienced in placing contract and interim HR roles within global financial and Big 4 consulting firms across the UK and Europe, Katie specialises in providing on-demand talent to an international client base.

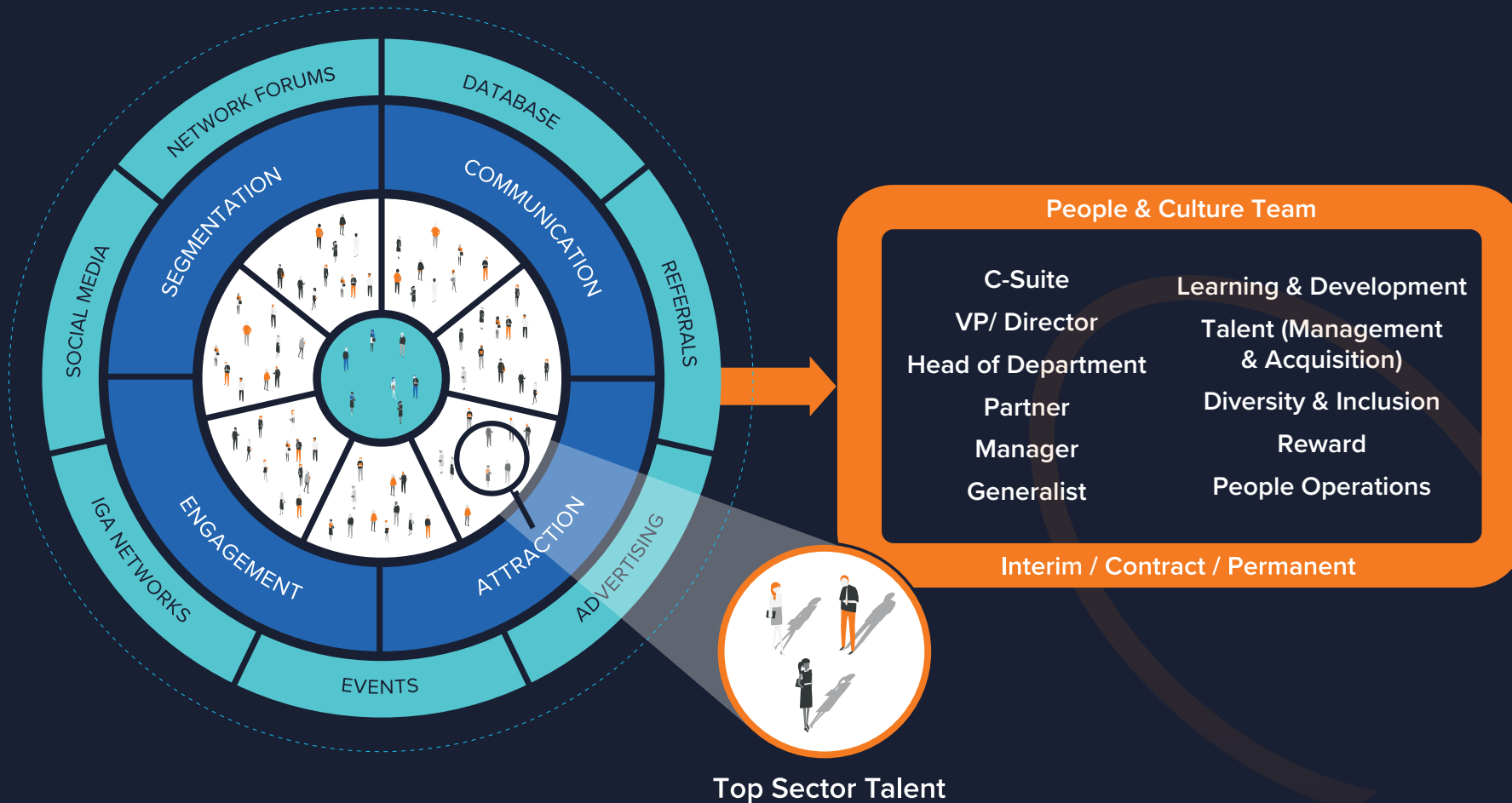
With 19 years' experience in customer service and in-house recruitment roles across Financial Services, Katie is passionate about creating an excellent client and candidate experience throughout the recruitment journey.

With a keen focus on Equity, Diversity & Inclusion, Katie enjoys building strong business relationships to truly understand client needs and deliver effective talent solutions. She is tenacious in sourcing high-quality candidates matching them closely with organisational values and culture enabling clients to truly meet their business aspirations.

In her spare time Katie loves to be outdoors, frequently travelling around in her campervan on various hiking and open water swimming adventures. She also enjoys live music and craft beer.

IGA Talent Solutions

PEOPLE & CULTURE RECRUITMENT SOLUTIONS



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PEOPLE & CULTURE RECRUITMENT SOLUTIONS

GENERALIST

- Chief People Officer, People Director, VP of People, Head of People, Senior People Partner, People Partner, People Manager

TALENT (MANAGEMENT & ACQUISITION)

- Chief Talent Officer, Director of Talent, Head of Talent, Talent Partner, Talent Manager

REWARD

- Director of Reward, Head of Reward, Reward Partner, Reward Manager

LEARNING & DEVELOPMENT

- Chief Learning Officer, Director of Learning & Development, Head of Learning & Development, Learning & Development Partner/ Manager

DIVERSITY & INCLUSION

- Chief Diversity & Inclusion Officer, Director of Diversity & Inclusion, Head of Diversity & Inclusion, Diversity & Inclusion Partner/ Manager

PEOPLE OPERATIONS

- Shared Services, HR Information Systems, Employee Relations, Employee Benefits, Payroll

IGA Talent Solutions

PEOPLE & CULTURE RECRUITMENT SOLUTIONS

At IGA we tailor our talent solutions to align to our clients' needs. We recognise the importance of our clients' own culture, values and internal processes and ensure that our consultants respect and align their delivery accordingly.

We are able to offer a diverse range of recruitment services across:

Executive Search

PSL Supplier recruitment

Permanent Headcount hiring

Contingent/one-off assignments

Interim/Fixed Term engagements

Recruitment consultancy solutions e.g. interviewer training, interview selection process advice, personality profiling



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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

IGA Talent Solutions

EMPOWERING OUR CLIENTS TO TAKE ACTION

Our mission is to help clients nurture the best ideas from the broadest group of people, in turn creating powerful, innovative teams without the blind spots homogeneity can bring. We help educate our clients to move from rhetoric and policy to taking action and becoming the change that they want to see.

BUILD COMMUNITIES

Engage talent pools of diverse candidates, through influential content and the promotion and celebration of inclusivity and human rights.



Capita celebrating International Women's Day

BE THE VOICE OF YOUR SECTOR

Lead the debate and challenge the norm within your sector. Speaking out against key issues and be an enabler of change.



Challenging bias and driving awareness of the value of career returners and returnship programmes. A collaboration between IGA and an industry body.

EDUCATE YOUR TALENT SUPPLY CHAIN

Your supply chain are the advocates of your employee value proposition. Are they educated? Are they aligned to your objectives?



Deloitte, Inclusion Pledge events outlining D&I priorities, sharing recruitment experiences and how it feels to work at Deloitte

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

Change & Transformation



Contingent Hiring



Contract & Interim Solutions



Financial Crime



Actuarial, Investment & Pensions



Technology



For further insights on our capabilities please contact Adam Purchase on apurchase@igatalent.com or **07490 438897**

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