

Welcome to the  
IGA Talent Solutions  
Technology team

Little things, big outcomes

[igatalent.com](https://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.”

Private-equity backed and chaired by former BBC Dragon, James Caan CBE

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Our consultants aren't rewarded purely by financial considerations like number of placements or salary, but rather, we reward based on NPS feedback and the results that are delivered for our clients and candidates. Giving you confidence your employer or personal brand is in safe hands

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Values-Driven culture

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As specialists, we are able to demonstrate a depth of knowledge in our areas of expertise, both recruitment and industry awareness

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Committed to delivering client and candidate satisfaction

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Little things, big outcomes



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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# IGA Talent Solutions

## MEET THE TEAM



**DAN DAWSON**  
Director

Dan has worked in recruitment for over 25 years now with a specific focus on both the Technology and life sciences sectors.

He has a background in both permanent and contract/interim solutions so is able to support clients of all sizes with complex recruitment challenges/needs. Dan has worked for both large corporates and smaller SME recruitment businesses and has built successful recruitment teams over many years. He has a real passion for working with people to support them on their recruitment journey and gets great satisfaction from watching them grow, develop and flourish.



**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.



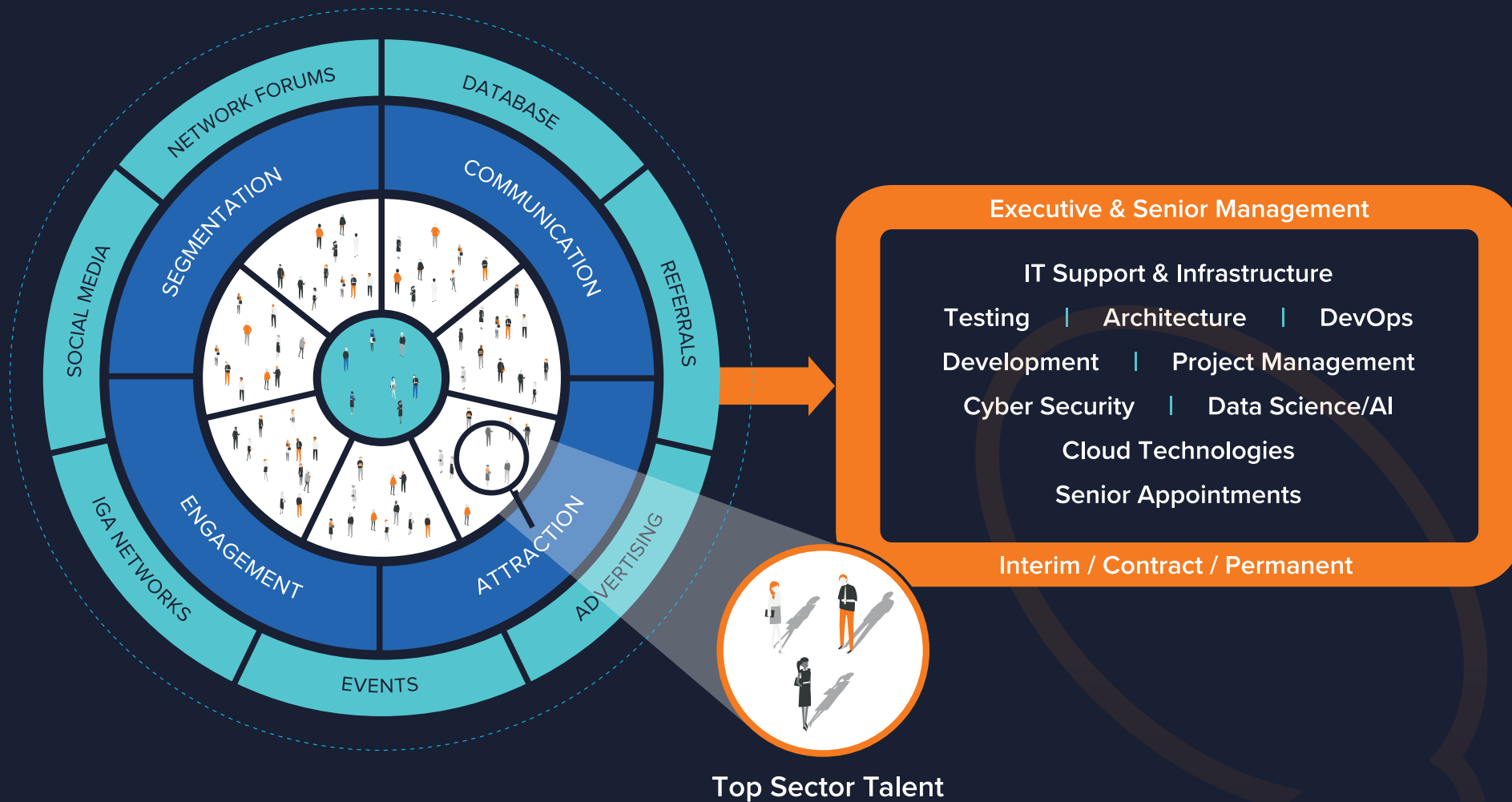
**JAMES CAAN CBE**  
Chairman

James is the co-founder and Chairman of IGA Talent Solutions. His role is to help the strategic direction of IGA and unlock the potential of the team through his mentoring support.

James' passion is building businesses and backing talented people and he has been building and selling businesses since 1985. In 2004, he founded private equity firm Hamilton Bradshaw (HB) which is the majority investor in IGA Talent Solutions.

In 2007, James joined the panel of heavyweight investors for BBC's Dragons' Den before being appointed Commander of the Order of the British Empire (CBE) in the 2015 New Year Honours for services to entrepreneurship and charity.

# TECHNOLOGY RECRUITMENT SOLUTIONS



# TECHNOLOGY SPECIALIST AREAS

## SUPPORT AND INFRASTRUCTURE

- 1st Line, 2nd Line, 3rd Line, Systems Administrator, Infrastructure Engineer, Systems Engineer, Network Engineer, Application Support, DevOps Engineer, Cloud Engineer (AWS, Azure, GCP), Helpdesk, Desktop, Service Desk, IT Manager, CTO, Infrastructure Manager, Systems Manager, Helpdesk Manager, Support and Infrastructure Manager, Cyber Security, Network Security

## DEVELOPMENT

- Front-end, Back-End, Full stack. Technologies such as: PHP, Magento, HTML, Laravel, Web development, Java, Python, Go, Ruby on-rails, JavaScript, UX/UI, C#, .Net, Data Science, Machine Learning, Artificial Intelligence

## PROJECT MANAGEMENT

- Programme Manager, Programme Director, Project Lead, Head Of Projects, Project Manager, Business Analyst, Head Of Business Analysis, PMO, Product Owner, Product Manager

## SAP

- SAP HRM, SAP PP, SAP MM, SAP FSCM, SAP PS, SAP FICO, SAP QM, SAP ABAP, SAP HANA, SAP IS, SAP CRM, SAP XI, SAP Solution Manager

## ARCHITECTURE

- Technical architects, Retail Architects, Solution Architects, Enterprise Architects

IGA Talent Solutions

# TECHNOLOGY 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

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Retained mandates

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PSL Supplier recruitment

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Contingent/one-off assignments

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Interim/Fixed Term engagements

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Contract and Temporary services

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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 of homogenous teams. 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



#### People & Culture



For further insights on our capabilities please contact Dan Dawson on [ddawson@igatalent.com](mailto:ddawson@igatalent.com) or **07866 623509**

#### LONDON

22 Tudor Street,  
Blackfriars,  
London  
EC4Y 0AY

#### LEEDS

Avenue HQ  
10–12 East Parade  
Leeds  
LS1 2BH

#### ZÜRICH

Oberdorfstrasse 15,  
8001 Zürich,  
Switzerland