

INSPIRING GREAT Q3, 2022 ACHIEVEMENTS

WELCOME

Hello and welcome to the third edition of the **IGA Talent Solutions** magazine – Inspiring Great Achievements!

We are a values driven recruitment and talent solutions consultancy and we want to offer true insight and independent advice to the candidates and clients of the markets that we operate within. In this magazine you will hear from a number of our experienced consultants to get their unique insights into several specialist areas of recruitment and talent solutions. We hope this is an informative and enjoyable read, which debates the key trends and challenges at the forefront of the hiring and candidate community.

In this edition our Chairman, James Caan shares his thoughts and learnings on expanding globally at scale in a post-Brexit environment. Our MD James Craven shares some interesting insights from the recent PLSA conference in Edinburgh and our Head of Talent Acquisition, Simon Arthur talks about the importance of diversity in team culture.

We hear from our Change and Transformation Principal Consultant, Mark Stanton as he discusses the opening of our brand new IGA Office in Cork. Oliver Howley shares his thoughts on the candidate aftercare process and the requirement to provide a high quality level of service throughout the candidate journey.

We would love to hear your feedback and ideas.

Please contact our inhouse editor, **Katie Thompson** (Talent Sourcing Manager), if you'd like to discuss future issues of the magazine.

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MEET IGA TALENT SOLUTIONS' CHAIRMAN, JAMES CAAN CBE



How is your recruitment business dealing with the challenges of talent attraction in a candidate short market? Is the ongoing race for talent having an impact on growth opportunities for your business?

We caught up with IGA Talent Solutions Chairman and recruitment industry expert, James Caan, to get his unique insights into the current recruitment market and obtain some invaluable advice on developing successful talent attraction strategies to help you stay ahead of the competition.

FIRSTLY, JAMES PLEASE CAN YOU EXPLAIN TO OUR READERS YOUR ROLE WITHIN IGA TALENT SOLUTIONS?

As Chairman of the IGA board, I aim to provide the expertise of the market, industry knowledge, and bespoke mentoring to Managing Directors James and Peter throughout their business journey.

I'm a firm believer that mentoring is essential regardless of how many years of experience you have – even specialists require guidance and a like-minded individual who they can bounce ideas and concepts with.

My main responsibility is to support the strategic planning of IGA Talent Solutions whilst making sure that the thought process before making real-time decisions is comprehensively reviewed and discussed collectively with the rest of the board.

With the current developments and success of IGA, our strategy incorporates the steady expansion internationally. I am able to provide James and Peter

with the key advantage of utilising my current network to identify opportunities that can help IGA make the right steps towards its global initiative.

WHAT ADVICE WOULD YOU GIVE TO ORGANISATIONS THAT ARE LOOKING TO EXPAND INTERNATIONALLY?

The key line of advice I would tell business owners is to be consistent in their approach. Ensure you thoroughly do your research. But what's proven valuable to me is to speak to professionals who would be able to provide you with a more well-rounded perspective of markets.

With my current venture, Recruitment Entrepreneur International, which is built on the success of our UK model, our unique proposition includes the opportunity to connect and be introduced to talents and experienced professionals across the world. Our portfolio now includes businesses in more than 30+ countries, meaning that all business owners within our network can collaborate or identify key opportunities together.

GIVEN THE CURRENT RACE FOR TALENT AND UNPRECEDENTED VACANCY LEVELS, WHAT'S YOUR ADVICE TO COMPANIES THAT ARE LOOKING TO HIRE IN THIS CURRENT CLIMATE?

I always advise business owners to stay away from 'seasonal hiring'. Pre-empt what talent you will need within the business and continue your hiring process throughout the year. You shouldn't just hire at the start or end of the business year as you'll be limiting your candidate selection within that timeframe. Keep your ear to the ground all the time – there are so many instances where real talent doesn't come across through traditional processes and is sourced by a conversation with a peer or someone within your network.

In terms of talent attraction, make sure that from the outside perspective, your brand and business offering illustrates what your business is all about. Dedicate time to developing your internal hiring processes, resources, benefits, incentivisation, and most importantly professional development. Everyone wants progression within their career. Your aim



should be to identify who is your ideal talent, what do they look like, and what do I need to change or alter to ensure I'm relating to the talent I want to attract. It doesn't stop you from hiring as your next objective is to ensure you retain them.

IN LIGHT OF THE ECONOMIC AND GEOPOLITICAL ENVIRONMENT, WHAT IS YOUR PREDICTION FOR THE RECRUITMENT MARKET OVER THE NEXT 12 MONTHS?

I foresee the shortage of talent within the recruitment sector will not be changing anytime soon. Sprint hiring will be a key buzzword and companies will need to move really quickly in talent acquisition. We will see companies changing their mindset from numerous interview stages and getting closer to candidates within the initial stages of conversations. We will see the concept that 'people buy into people' becoming ever more important in the hiring process.

The battle for talent is going to be even more competitive – which goes back to my question to you, how can you stand out from the rest?

Former Dragons' Den star and serial entrepreneur, James Caan CBE plays a pivotal role in shaping the strategy and growth of **IGA Talent Solutions**, in his role as Chairman of the Board.

IGA are proud to be part of the Hamilton Bradshaw private equity group, a collective of private equity backed recruitment brands. This portfolio spans more than 20 market sectors, has transacted in more than 75 countries and now has a combined turnover of more than £150 million per annum.

James was recently interviewed by journalist, Georgina

Maric, for [Your Business Magazine \(UK\)](#) where he discusses further plans for the international expansion of the Recruitment Entrepreneur business and the plan to open offices in an additional 20 countries this year.

Below is the link to this really interesting article where James and the team share learnings of expanding globally at scale in a post-Brexit environment.

[Digital Version >](#)

INSIGHTS FROM THE LATEST PLSA CONFERENCE

BY JAMES CRAVEN,
MANAGING DIRECTOR



The 2022 edition of the Pensions and Lifetime Savings Association Investment Conference, the first of its kind since lockdown, descended on Edinburgh for the 25th and 26th of May. This year's conference saw delegates from across the pension and investment industry gather face to face, to debate the hottest topics and talk through the most pressing issues. From ESG, to retirement living standards, the conference left no stone unturned, continuing to drive the industry forward and help millions of savers across the UK.

One of IGA's MD's, and Head of our Investment Team, James Craven, spent some time catching up with key figures from across the industry, and we will bring you their insight in this and across the next few issues of our magazine.

Firstly, we had the pleasure of sitting down with Investment Partner at Lane, Clark & Peacock and table tennis ace, Norbert Fullerton.

NORBERT, THANK YOU SO MUCH FOR JOINING US TODAY. WHAT DID YOU ENJOY THE MOST ABOUT THE PLSA CONFERENCE?



Norbert: It was great to be able to meet again at an industry event in-person rather than staring at screens via Teams, Zoom or other video plat-

forms. It's stating the obvious, but face to face meetings are certainly more engaging. The investment to travel and attend multiple workshops and plenaries also ensures that delegates try to make the most out of the sessions and the various networking opportunities.

There were a few good sessions, with a variety of speakers and a diverse mix of relevant topics including DC Pensions, Master Trusts, ESG, private markets in both DC and DB pensions, and so on. It is difficult to cover lots of topics in two days, so hopefully there was a good mix for most delegates. One could argue that these topics are well covered in other events and multiple articles. However, having it all in one (PLSA) event makes it easier to digest.

IT CERTAINLY IS. I THINK WE'VE ALL HAD ENOUGH VIDEO CALLS TO LAST US A LIFETIME OVER THE LAST 2 YEARS AND THERE IS SO MUCH MORE TO BE GAINED FROM THE FACE-TO-FACE INTERACTION AND THE UNEXPECTED CORRIDOR CONVERSATIONS. IN TERMS OF THE CONTENT OF THE SESSIONS, WHAT DO YOU FEEL ARE THE 3 KEY ISSUES TRUSTEES ARE FACING TODAY?

Norbert: First, the development of 'Defined Ambition' pension arrangements, such as the Collective Defined Contribution (CDC) schemes that will shortly be implemented by the Royal Mail for its workers. Sir Steve Webb, former Pensions Minister, recently noted that attention now needs to be turned to expanding this CDC model, for example to multi-employer schemes or to 'decumulation only' varieties. This would enable trustees, members and employers to consider different risk-sharing models

between the extremes of pure DB and pure DC schemes.

Second, the last few years have seen a growing focus on ESG investments, with increasing regulatory attention on the impact of pension investments on tackling climate change in the race to net zero by 2050. There is still a long way to go in this area and, while trustees of the large and giant UK pension schemes generally have the governance in place to tackle this, trustees of small to medium schemes still need a lot of assistance.

Third, against the backdrop of Covid-19, the Russia v Ukraine war, and high price inflation, UK DB pension funds have experienced meaningful improvements in their funding goals. More than ever, trustees need the right guidance from consultants to help them navigate this 'unprecedented' time. It's now very important for trustees

THE LAST FEW YEARS HAVE SEEN A GROWING FOCUS ON ESG INVESTMENTS, WITH INCREASING REGULATORY ATTENTION ON THE IMPACT OF PENSION INVESTMENTS ON TACKLING CLIMATE CHANGE IN THE RACE TO NET ZERO BY 2050

to be able to set a robust strategic journey plan towards meeting their funding and investment long-term goals in a dynamic / real-time way.



WITH SO MUCH IN THE NEWS ABOUT UKRAINE AND CLIMATE CHANGE, RIGHTFULLY SO I MIGHT ADD, IT IS QUITE EASY TO FORGET ABOUT THE INNOVATION THE INDUSTRY NEEDS TO SECURE THE FUTURE OF THE YOUNGER MEMBERS. IF WE LIKEN PENSIONS TO THE 3 BEARS, DB TOO HOT, DC TOO COLD, THEN HOPEFULLY DA IS JUST RIGHT FOR THE YOUNGER GENERATION. ON THAT NOTE, WHAT MORE DO YOU FEEL THE INDUSTRY CAN DO TO ENGAGE YOUNGER PEOPLE ON PENSIONS & LONG-TERM SAVINGS?

Norbert: Our younger generation needs simple, plain-English communications and user-friendly technology tools to help them really engage in pensions. Much work has been done on this over recent years, but it's still a far way to go.

Auto-enrolment is also key. There has been some progress in recent years, but much more needs to be done here. Five years ago, the Department for Works and Pensions (DWP) recommended key changes that would encourage more saving for young people (starting at age 18 instead of 22) and applying the mandatory 8% pen-

sions contributions to the whole of earnings (up to a limit). This would go a far way to increasing pensions savings from a young age and, in turn, gain more engagement from younger savers.

Finally, I think it would help if there was greater diversity, equity and inclusion within the pensions industry. Young savers would engage more if there was stronger representation from individuals who were younger, and from various racial / ethnic, gender and other backgrounds.

NORBERT, THANK YOU SO MUCH FOR YOUR TIME AND INSIGHT TODAY AND ENJOY THE REST OF THE CONFERENCE.

Norbert makes some interesting points and a clear theme running throughout is that the industry is working hard to address the issues, but there is more that collectively we can all do. The rate of change in the industry is both phenomenal and accelerating. Couple that with more and more black swan events, (Brexit, COVID, Ukraine) innovation and continually moving forward feel key to all of our financial futures.



ENCOURAGING A DIVERSE TEAM CULTURE



**BY SIMON ARTHUR,
HEAD OF TALENT
ACQUISITION**

The recruitment industry has evolved so much over the past decade or so. Technology and innovation, AI, candidate experience, the list goes on. But one of the most dramatic shifts has been around candidate expectations and what they are looking for from a prospective employer, both in terms of culture and in terms of working environment and flexibility.


How many people have you come across in your recruitment career who would be deemed extrovert? How did it make you feel to be around someone like that? At IGA we have thought deeply about this, many of us have been in the industry a long time and collectively all recognised some of the smartest minds and most successful recruiters we have encountered were quite often the people who said very little and were rather reserved in the office or on social occasions.

We recognise diversity is not just about defining individual characteristics but

also about diversity of personality styles. We recognise everyone is different and we pay close attention to this in our recruitment process.

Remember the days of people chained to their desks for ten hours minimum with arbitrary KPI's and micromanagement? Well, those cultures still exist. Some people prefer that rigid structure. But some people don't. At IGA we live and breathe our agile working policy, we trust our individuals and the teams they sit within to fix their own working patterns, hours and locations.

If you are interested in an informal discussion about life at IGA, please contact James Craven at jcraven@igatalent.com or Peter Knowles at pknowles@igatalent.com

 A close-up photograph of a man with short hair and glasses, smiling broadly. He is resting his chin on his hand. The background is blurred, showing another person. The overall tone is professional and positive.

**“HOW MANY PEOPLE
HAVE YOU COME
ACROSS IN YOUR
RECRUITMENT CAREER
WHO WOULD BE
DEEMED EXTROVERT?”**

IGA TALENT SOLUTIONS OPEN NEW OFFICE IN CORK, IRELAND



By Mark Stanton, Principal Consultant
– Change & Transformation

Mark joined the team here at **IGA Talent Solutions** at the beginning of April. With specialist knowledge in the Change and Transformation space, he brings a wealth of experience and a solutions focussed approach to supporting his clients with their hiring needs. He has also been instrumental in opening our brand new IGA office in Cork! Read on to find out more about this exciting new venture at IGA.

HI MARK, WHEN DID IGA TALENT SOLUTIONS OPEN AN OFFICE IN CORK?

I joined IGA in April 2022, so I guess officially it was then. We've got a great shared office space called Republic of Work, on the South Mall in Cork. RoW began as a local start-up in 2017 and they've built a really great space and local community in Cork – it's a fantastic place for us to set up.

HOW DID THAT COME ABOUT?

I worked with two IGA recruiters - Garth and Danny, for another recruitment business based in London pre COVID. In March 2020 I moved home to Ireland and took a job with another agency in Cork. Late 2021 I met Garth who gave me the big sell on IGA. They were really busy, and growing fast, and since we knew each other well – he had passed my name to the IGA Managing Directors, Peter and James.

The issue was, I was settled at home in Ireland, with no plans to move back to the UK, so while it was a nice idea to get the band back together, it never really seemed plausible.

Then in early 2022, Garth reached out again and pitched the idea of opening an Irish office where I could grow a team remotely.

Peter and James flew into Dublin to discuss details over a couple of pints of



Guinness. I was really impressed with IGA from the start, and it seemed like too good an opportunity to pass up. With a lot of help from Lana, the Head of Operations at IGA, we managed to make it a reality.

GREAT! WHY CORK?

Well Cork is my home first and foremost. Ireland's second city, and known by many as the real capital, it's a brilliant place to live and work. There's already a strong multinational sector in the city, with lots of US and EMEA HQs. There's a well-connected airport meaning I can make it to our London or Leeds office more quickly and cheaply than they can get to each other!

ARE YOU RECRUITING FOR ROLES IN IRELAND OR THE UK, OR BOTH?

For now, it's mainly the UK. I recruit for Change and Transformation roles, and while the market for those roles is going from strength to strength in Ireland, our main network is in the UK. So for now I'm working remotely, and traveling to London monthly to meet clients/candidates. We're also starting to work with some clients in Ireland, and opening the office in Cork should help us to grow the market here in Ireland too!



YOU'RE A ONE MAN BAND RIGHT NOW, ARE YOU PLANNING ON BUILDING A TEAM OVER THERE?

Absolutely! We're looking to hire right away – either for experienced consultants or ambitious graduates looking to make a start in recruitment. I think it's a great proposition for people that want to live in Cork, but have access to a city like London for work. The opportunity and flexibility is pretty unmatched in my opinion. The Change Team have enough work to support a team of 10 – and for now it's just 3 of us based in London, Leeds and Cork, so definitely looking to grow quickly.

AND WHEN DO THE REST OF THE IGA TEAM GET TO COME AND VISIT YOU?

People are already booking flights for working trips over here, it's a great excuse to come visit Ireland. We're also going to be hosting the IGA Q3 company meeting here in September. For a lot of IGA, it will be their first time visiting Ireland, so I'm excited to introduce everyone to our city and some Irish hospitality.



Outdoor dining in Cork, Source: Cork City Council

Mark opened the **IGA Cork office** in April 2022. If you're interested in joining Mark and the Change and Transformation Team, you can contact him at mstanton@igatalent.com

CANDIDATE AFTERCARE – A HOLISTIC TALENT SOLUTIONS APPROACH

By Oliver Howley, Senior Account Manager – Contract & Interim



CHANGE is afoot perpetually here at IGA. It's exciting! We must always progress and develop newer, better ways to look after our people. And by 'our people', I mean not only our Teams here, but the people we serve. Our candidates and our clients.

In a world where Customer Experience and high-quality service level is of ever-increasing priority to consumers and service-users when deciding what to buy – and from which provider – it is vital that care is taken to ensure high value is placed on looking after them as well as providing for their needs.

This has been a development for some time now in different sectors – most vividly in Retail where it is no longer enough to simply offer quality products at a sensible price. Businesses invest heavily in producing stimulating, interesting, pleasant – and even fun – environments for their customers to spend time in. Customers want to enjoy the experience of buying and be looked after while doing so.

This expectation has grown and shifted into B2B and Service sectors too. Surveys by [Deloitte](#), [published in a 2021 report](#) exploring B2B Customer Experience, demonstrate this starkly:

When asked about reasons for switching Service supplier, by far the most common reason was 'substandard quality of service', much higher than, for example, 'to lower the price'. When asked about challenges faced 'post-sale' over 80% of respondents referenced:

- Slow issue resolution
- Inflexibility
- Time taken to receive information or updates

Many of these challenges have a root-cause of poor communication. Not enough of it, and not enough planning and thoughtful intent to communicate effectively to look after customers 'post-sale'.

Expectations are high and rightly so. Competition is fierce and our customers/clients/candidates deserve to enjoy a positive and pleasant professional experience.

At IGA we embrace this expectation, because we expect and demand high standards from ourselves by default. It's in our DNA and our founding Values.

It has been a busy few months in the Contract & Interim Team. Consistent with our company values, we are AGILE and constantly looking to refine and re-define our service offerings. Not only in delivering Excellence in Talent Solutions for clients, but also to ensure a high-quality, efficient, consistent, yet sensitive Candidate Experience in what some might call the 'post-sale' period. That is, once a professional contractor has been identified and hired, our work doesn't end there.

This Quarter, we began to roll-out our improved Contractor Aftercare Programme. With help from our wonderful Operations Team, we've revamped the process to give it a new and improved form of structure and consistency.

The aim and purpose is to offer excellence in communication and clarity to our contractors, so that they understand

MEET THE CONTRACT & INTERIM RECRUITMENT TEAM

IGA TALENT SOLUTIONS

“I always find Jon a highly professional & delivery focused recruitment partner. He ensures he understands the brief before submitting candidates and provides honest and accurate market insights.”

Jon Garrod
Head of Contingent Recruitment

IGA TALENT SOLUTIONS

“Very cognizant of my feelings throughout the process and provided updates throughout. Highly recommend.”

Katie Thompson
Talent Sourcing Manager

IGA TALENT SOLUTIONS

“Stuart has provided me with the best support and communicated the recruitment steps and the amazing opportunity. He is a professional and delivers on expectations.”

Brenda – Rec Team hire, Big 4 Consulting Firm

Stuart Brooke
Principal Consultant

IGA TALENT SOLUTIONS

“Oliver has been absolutely amazing throughout the recruitment process. I found him very engaging, super personable and highly dedicated, with top notch communications - from good luck messages, to follow up calls and keeping me informed. Thanks so much for helping me secure this position!”

Oliver Howley
Senior Account Manager

what to expect from us throughout the IGA contractor lifecycle. That’s during recruitment, throughout onboarding and preparation, starting the role and settling in, right through the duration of the assignment and beyond.

If our contractors are utilising third-party payroll providers, we have a carefully selected pool of recommended partners we’ve chosen based on their own attention to customer experience and care.

We provide a series of check-in slots, to ensure that we are consistent in providing our contractors with updates and information, making their lives easier and to show that we care about their experience partnering with us.

At IGA we believe in INTEGRITY – it’s another of our founding Values. We hold ourselves accountable for providing excellence in service.

And we do this by allowing our clients, our candidates and our network to be the judge and jury. Throughout every project IGA undertakes, we canvass for feedback and request numerical scoring against a variety of experience factors, including post-placement during our Aftercare Programme.

While our Consultants already share an average satisfaction score of around 95 points out of a possible 100, we are already beginning to see some amazing qualitative feedback through our platform, and more kind comments around quality of communication.

We still have more to refine further and we have some additional initiatives in the pipeline, but by listening to our stakeholders we can ensure we continue to take actions that make a difference.

CONTRACT & INTERIM TEAM CONTACTS

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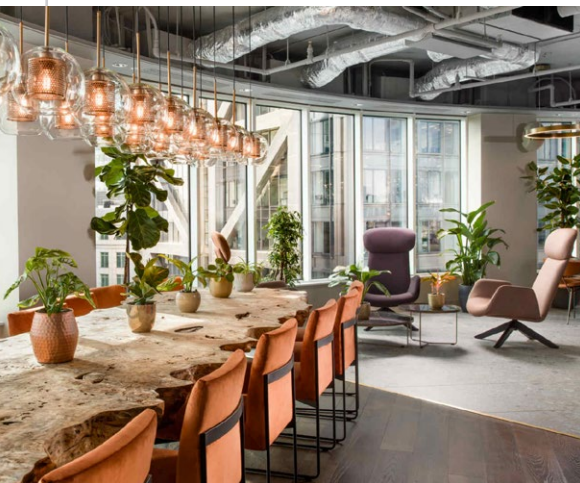
TEAM NEWS

IGA NEW OFFICES

Change is afoot here **IGA Talent Solutions** and in addition to opening a brand new office in Cork, Ireland, we have moved out of our London familial home in Mayfair and moved into our new digs on Liverpool Street.

Our London Team has been growing over the last few months and with a number of new faces expected to join IGA in 2022, it felt like the right time to start the next chapter.

The new space embraces modern working and is perfectly set up for the flexible, collaborative way of working we like at IGA.



OUR TEAM OF PROFESSIONALS HERE AT IGA IS RAPIDLY EXPANDING. A VERY WARM WELCOME TO OUR IGA NEW COLLEAGUES WHO JOINED US IN Q2:



Simon Arthur,
Head of Talent Acquisition

Simon will be working with the team on a p/t basis, helping to attract a diverse team of sector experts within our core markets.

"I'm delighted to be working with Simon again and really pleased to have him playing a leading role in our talent agenda. Simon brings invaluable experience to the role - having recruited within our markets at a senior level in his agency career and having worked inhouse for one of our largest clients. I'm looking forward to working with Simon to help further develop IGA's D&I initiatives and employee value proposition".

Peter Knowles, Managing Director.



Oliver Howley,
Senior Account Manager,
Contract and Interim

Oliver has joined the Contract & Interim Team as Senior Account Manager. With 8 years' recruitment experience including a background in financial & professional services recruitment, Oliver brings a wealth of knowledge and expertise to the ever-growing Contract Team.

"I am absolutely delighted to have Oliver on board; he will be a fantastic addition to the contract team and I have no doubt that he will be a success in his new role. His enthusiasm is infectious and I'm really looking forward to working closely with him to further develop and grow the division".

**Jon Garrod, Head of
Contingent Recruitment.**

JOINERS



Mark Stanton,
Principal Consultant, Change and Transformation

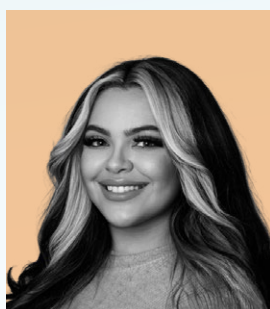
Mark has joined the Change and Transformation Team alongside Daniel Wright and Garth Davson.

Mark has a real passion for change and transformation and it's a sector he has an incredible network in. We are really looking forward to seeing what Mark and the team can do in the next few years now that the three of them are back working together!

"I couldn't be happier to have Mark back in the change space, I know he has a serious passion for this industry and how much he loved being able to meet people in this market and gather new knowledge.

Alongside this passion for the market and his charismatic approach to clients and candidates, I cannot wait to see the growth! He will be working alongside myself and Garth where we will look to grow a team in Cork and UK.... Watch this space!"

Daniel Wright, Head of Change and Transformation



Olivia Cleeton,
Account Manager

Olivia has joined the Actuarial Team as Account Manager. With 5 years' experience in recruitment, Olivia brings a wealth of knowledge and expertise to the team.

"Olivia will be a brilliant addition to the Actuarial Team and the IGA business as a whole. We are delighted that she has come on board to join us on our exciting journey and we look forward to seeing her grow and develop in her new role".

Graham Butler, Actuarial Business Unit Manager

ARE YOU AN EXPERIENCED RECRUITMENT PROFESSIONAL LOOKING FOR YOUR NEXT OPPORTUNITY TO GROW AND DEVELOP WITHIN A FORWARD-THINKING AND FLEXIBLE COMPANY?

IGA Talent Solutions are rapidly expanding within the professional services, legal and finance markets and we are looking for values driven Talent Specialists to partner with and support our clients with their talent acquisition needs.

To learn more about **IGA Talent Solutions** and the exciting opportunities we can offer you for your career, please contact **James Craven** at jcraven@igatalent.com or **Peter Knowles** at pknowles@igatalent.com

TEAM NEWS

IGA BIRTHDAYS

A HAPPY BIRTHDAY
TO OUR CONSULTANTS:



**BRADLEY
PARKER**

Celebrated his birthday
on 20th June



**JON
GARROD**

Celebrated his 30th
birthday on 13th May



We celebrated
by sending each
of them a bottle
of their favourite
alcohol or some
posh choccies!



Congratulations to
Garth Davson
on his promotion

Business Unit Manager –
Change & Transformation

**Congratulations to Garth
Davson on his promotion to
Business Unit Manager.**

Garth joined **IGA Talent Solutions** in November 2021 and since then has made a real impact on the Change & Transformation team. Garth has done an excellent job of servicing IGA's clients, as well as attracting new clients and colleagues to work for **IGA Talent**.

We're looking forward to seeing Garth grow in his role as he builds out his team at our new offices in Uncommon on Liverpool Street.



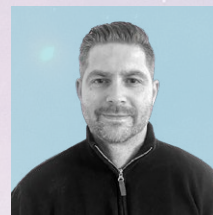
Tying the Knot

Congratulations to Peter Knowles who had a wonderful wedding in North Yorkshire over the Jubilee bank holiday weekend in June

Congratulations to Jon Garrod who enjoyed a wonderful Whitby wedding on Saturday 18th June

Congratulations to Mark Stanton who got engaged to his fiancée in early in May

WORK ANNIVERSARIES

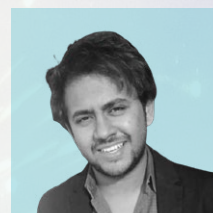


GRAHAM BUTLER

Congratulations to Graham Butler, Actuarial Business Unit Manager, who celebrated his 1 year anniversary of working at **IGA Talent Solutions** on the 8th June.

Graham is an instrumental part of the team here at IGA and with over 12 years' experience recruiting into actuarial markets, he uses his expert knowledge to provide a wealth of talent solutions to his clients and candidates alike.

Thank you Graham for all of your hard work and continued efforts in contributing to the success of the business



NITIN RAO

Congratulations to our Operations Assistant, Nitin Rao who celebrated his 1 year anniversary of working at **IGA Talent Solutions** on the 14th April.

Thank you Nitin for all of your hard work supporting the whole team here at IGA.