

A photograph of three business professionals in a meeting. A man in a grey sweater is on the left, seen from the back. A man in a light blue button-down shirt is in the center, smiling and looking towards the woman on the right. The woman has long brown hair and is wearing a black and white striped blazer. They are all seated at a wooden table. The background shows a modern office interior with large windows and greenery. The entire image is overlaid with a semi-transparent brown filter and a white dotted pattern.

COPELLO

COLLABORATIVE TALENT SOLUTIONS

A solution that works

About Copello Talent Solutions

Copello Global, founded in 2019, delivers workforce solutions with a focus on contingent workforce management and permanent talent acquisition.

Guided by the principles of delivery and partnership, we ensure complete fulfilment of client needs, including hard-to-fill roles, while aligning with your goals.

Our 4 key solutions—**Copello Core**, **Copello Partner**, **Copello Search**, and **Copello Project**—are designed to adapt to client-specific requirements. Committed to excellence, compliance, and collaboration, we seek to partner with organisations that share the same values, culture, and strengths.

Diverse sector coverage

We are true specialists and have significant experience in placing the very best talent. From one-off hires to entire project teams we source permanent, contract and project-based personnel within all disciplines. Some of the niche expertise we provide are:

Cyber
Security

Defence

Engineering
Technology

Compliant Solution



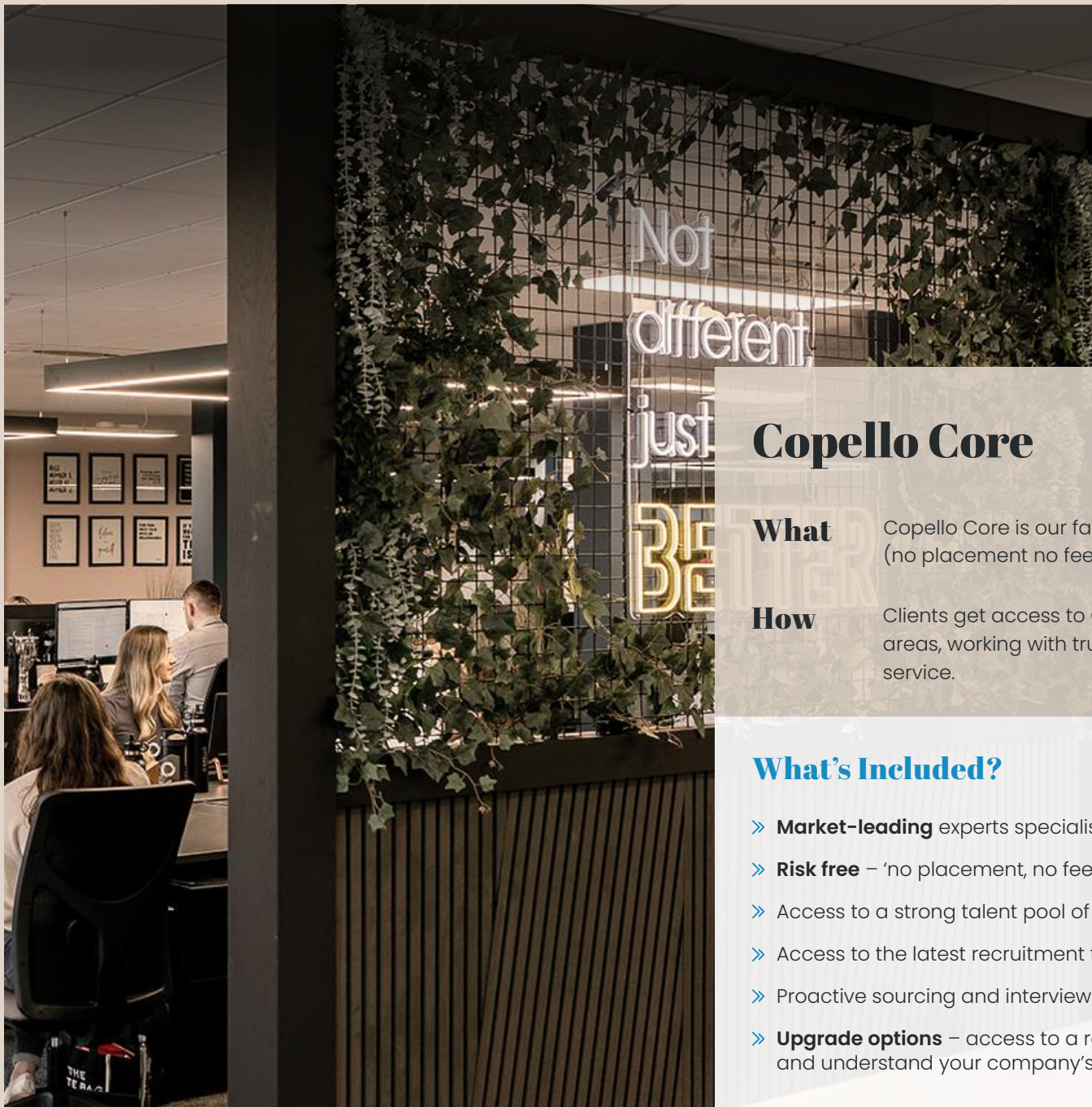
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Crown
Commercial
Service
Supplier

CCS supplier for
RM6229 Perm Rec





Copello Core

What

Copello Core is our fast and cost-effective hiring solution on a contingent basis (no placement no fee), suitable for permanent and contract hires.

How

Clients get access to Copello's core service of expert recruitment in the STEM skill areas, working with true experts who deliver an effective and rapid recruitment service.

What's Included?

- » **Market-leading** experts specialising in STEM recruitment
- » **Risk free** – 'no placement, no fee' approach minimises your risk and commitment
- » Access to a strong talent pool of industry-specific candidates
- » Access to the latest recruitment technologies/candidate attraction tools
- » Proactive sourcing and interview support to complement your existing recruitment efforts
- » **Upgrade options** – access to a range of services to boost your talent attraction potential and understand your company's performance in the marketplace



Copello Partner

What

Copello Partner is our exclusive recruitment solution, ideal for businesses looking to hire multiple people at pace. As a partner, you will receive a range of inclusive added-value services, and will be recognised as one of our key customers with whom we develop a long-standing partnership.

How

Our most popular service, clients get a dedicated account manager to design and execute an effective strategy to solve talent challenges, combining effective recruitment solutions with a fresh outlook in employer brand solutions to amplify your voice in a crowded marketplace.

What's Included?

Copello Core and:

- » **An account manager** – dedicated to your requirement needs and experienced in delivering creative solutions to ensure you find the best talent
- » **Employer branding solutions** – our in-house marketing team will help you develop your employer brand through the delivery of bespoke marketing services including a dedicated microsite showcasing your latest roles on our website
- » **Real-time analytics** – allowing you to explore every aspect of your business, turn data into actionable insights, and make better recruiting decisions faster
- » **Recruitment Strategy** – together, we will review your requirement needs and design a solution that fits your business and meets its talent demands now and for the future
- » **Copello Intel** – whether its ED&I, salary benchmarks, or competitor insights, our tailored research offers the data you need to make informed hiring decisions



Partnering with Aquila to address critical recruitment needs

Aquila Air Traffic Management Services (ATMS), established in 2014 as a joint venture between National Air Traffic Services (NATS) and Thales, specialises in advancing UK Air Traffic Management (ATM).

Copello began working with Aquila in 2019 to address critical vacancies that had remained unfilled for an extended period due to role complexity and a shortage of internal recruitment resources.

Developing a relationship

In 2020, the partnership was solidified through an exclusive Partnership Agreement, appointing Copello as the primary talent acquisition partner for all aspects of Aquila's workforce.

Solution

Copello deployed on-site teams at Aquila to streamline hiring, collaborative with HR and leadership, and deliver strategic workforce planning to maintain a consistent pipeline of qualified candidates.

Our in-house employer branding agency delivered tailored services to attract the best talent in the market. A microsite was built to advertise vacancies, share targeted content, and enhance Aquila's reputation as an employer of choice.

Results

300+ Permanent and Contract roles filled

2.5:1 CV to Interview ratio

2:1 Interview to Placement ratio

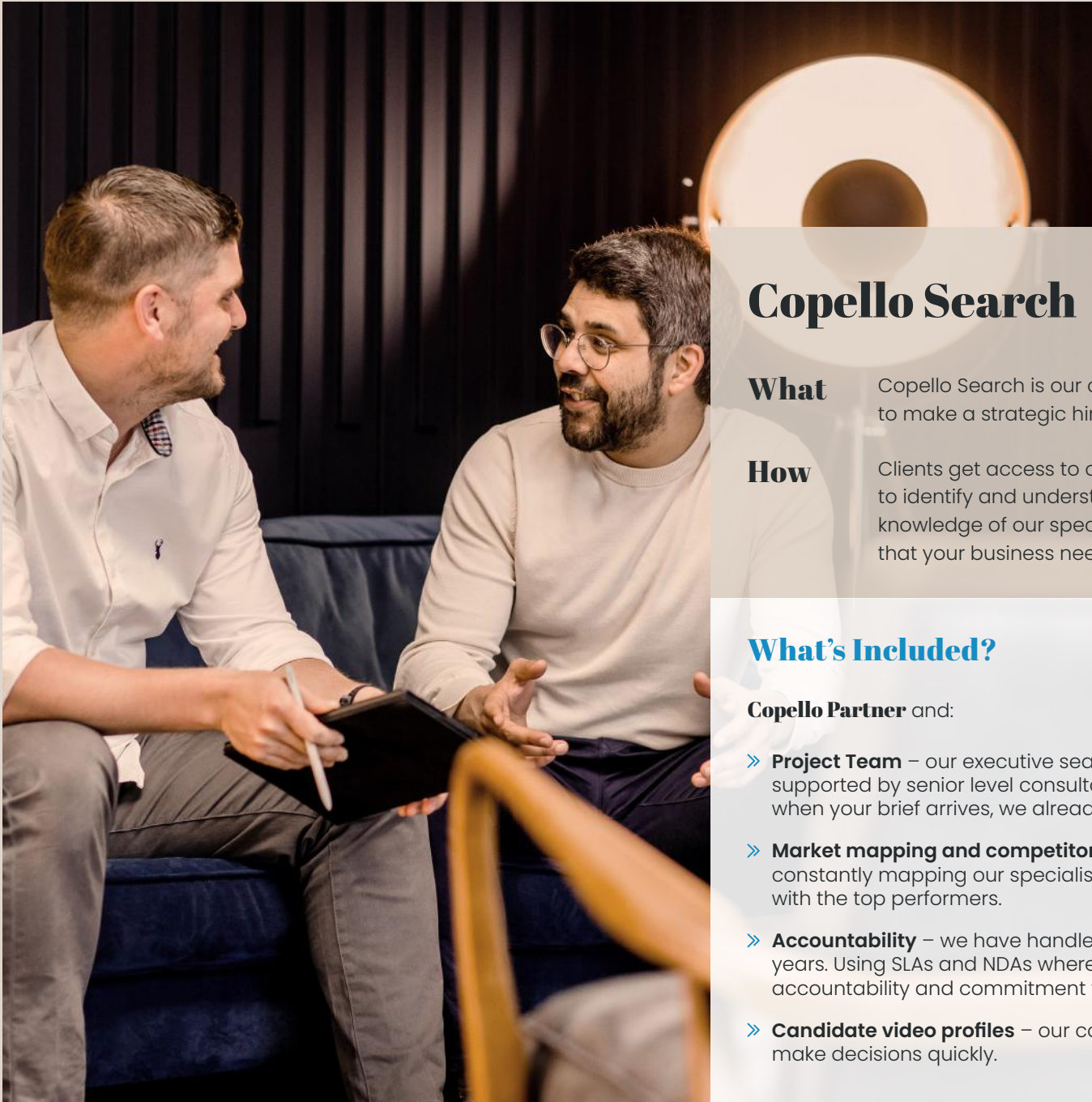
96% Direct fulfilment rate

15% Reduction in overall hiring costs

20% Improvement in time-to-hire for critical roles

Added Value

The partnership focused on attracting diverse talent in STEM, with Copello supporting corporate interview videos to promote Aquila's ED&I strategy, showcasing inclusivity and encouraging women to pursue STEM roles.



Copello Search

What

Copello Search is our comprehensive executive search solution for those looking to make a strategic hiring decision.

How

Clients get access to our dedicated project team, led by the Copello Founders, to identify and understand the role requirements. Using their impressive market knowledge of our specialist markets, and global network, we deliver the leaders that your business needs.

What's Included?

Copello Partner and:

- » **Project Team** – our executive search solution is led by the Founders of Copello and supported by senior level consultants. They live and breathe the sectors we recruit in; so, when your brief arrives, we already who is capable of transforming your business.
- » **Market mapping and competitor insights** – we have a global network and are constantly mapping our specialist markets, assessing abilities and building relationships with the top performers.
- » **Accountability** – we have handled numerous senior and confidential searches over the years. Using SLAs and NDAs where required, we adhere to a strict process, giving greater accountability and commitment to finding your next leader.
- » **Candidate video profiles** – our comprehensive candidate profiles empower you to make decisions quickly.



Transforming Rheinmetall's workforce with tomorrow's leaders using Copello Search Solution

Founded in 1889, Rheinmetall is a globally renowned integrated technology group specialising in developing and providing components, systems, and services for the security and civil sectors. In 2009, Rheinmetall Defence UK Limited was established to strengthen its presence in the UK defence market.

Following a recent restructuring and the opening of a new office in Bristol, the company faced a growing demand for talent, including the critical need for a senior leader in the Power Systems division.

Developing a relationship

Meeting at DSEI, Copello and Rheinmetall aligned on strategies for key hires and market challenges, sharing a philosophy for recruiting senior talent in a competitive environment.

Solution

To support Rheinmetall's Power Systems division, Copello implemented a focused executive search strategy aimed at attracting top-tier, senior-level talent with expertise aligned to Rheinmetall's strategic objectives. This approach included an in-depth consultation with key stakeholders, comprehensive market mapping of executives within relevant industries, rigorous candidate evaluations for cultural and organisational fit, and ensuring a smooth onboarding process for long term success.

Results

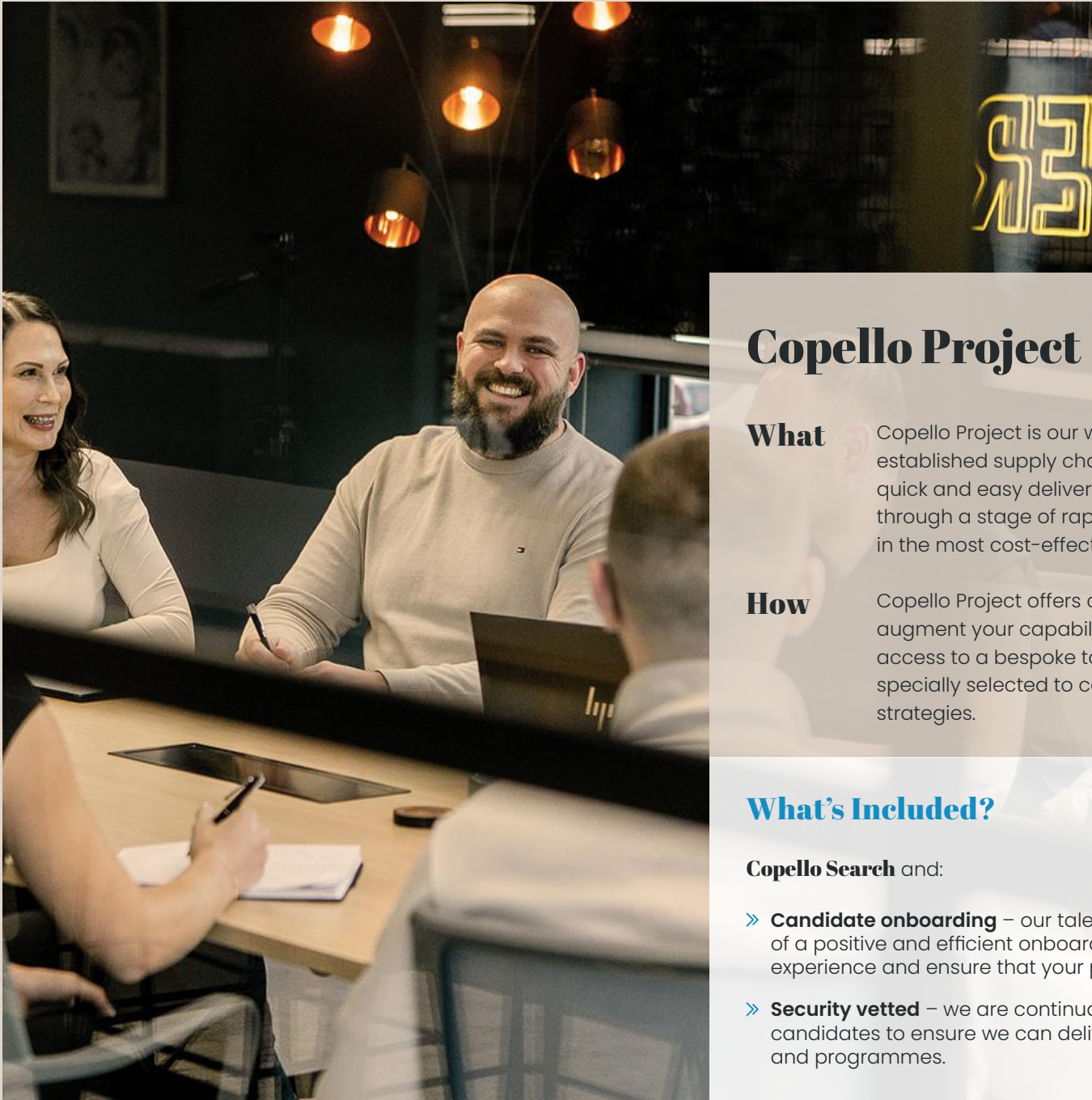
Role filled **4** week
within a **4** week period

1.3:1 CV to Interview
ratio

3:1 Interview to Offer ratio
(3 CANDIDATES WERE RECOGNISED
AS SUITABLE FOR THE ROLE)

Added Value

Copello successfully positioned Rheinmetall to navigate its internal changes with the strategic leadership needed for its Power Systems division.



Copello Project

What

Copello Project is our work package solution for clients who need it. Ideal for large established supply chain businesses who need to 'package up' several roles for quick and easy delivery. Whether you're embarking on new projects or going through a stage of rapid expansion, Copello Project will secure the talent you need, in the most cost-effective way.

How

Copello Project offers clients a truly bespoke work package solution to better augment your capabilities and ensure time critical deliverables are met. It gives access to a bespoke talent team, hiring strategy and value-added services specially selected to complement and enhance your existing talent and EVP strategies.

What's Included?

Copello Search and:

- » **Candidate onboarding** – our talent team will work closely with you on the delivery of a positive and efficient onboarding process. This will create a positive candidate experience and ensure that your project needs are worked on immediately.
- » **Security vetted** – we are continually refreshing our network of SC & DV Cleared candidates to ensure we can deliver rapid recruitment solutions to critical projects and programmes.

Navigating Raytheon's workforce using Copello Project Solution



Raytheon
UK

Raytheon UK, a leading technology company specialising in Defence, Aerospace, Cyber, and Intelligence, has been facing widespread recruitment challenges across its UK operations. These difficulties have been compounded by supplier fatigue within their Preferred Supplier List (PSL) and a decline in overall performance.

Raytheon needed a tailored Project Solution to address the surge in talent demand driven by a new initiative. This year-long project generated an urgent requirement for 180 mid-to-senior-level professionals with specialised expertise in emerging technologies.

Our Solution

Raytheon was assigned a dedicated project team equipped with the networks, expertise, candidate attraction tools, and market knowledge required to deliver exceptional results. The team comprised specialists with extensive DV/SC experience.

The project team acted swiftly to address Raytheon's requirements, getting the initiative operational within weeks. Leveraging a collaborative approach across implementation, project governance, operations, and technology, the team consistently delivered outcomes that exceeded expectations. Copello provided comprehensive management information (MI) and performance metrics regularly, ensuring Raytheon stayed on track with key project milestones.

Results

100% **Vacancy Delivery**
AS A RESULT OF A DEDICATED PROJECT TEAM

1.9:1 **CV to Interview Ratio**

1.7:1 **2nd Interview to Offer Ratio**

Added Value

As a trusted partner, Copello provided strategic guidance to improve Raytheon's internal recruitment processes and contributed to advancing their equality and diversity strategy.

Testimonials

“

The Copello team have been assisting Aquila with talent shortages since 2019. They have continued to evolve with us, finding the best talent that match our culture and values. They are excellent specialists who find and place experts to fulfil their client needs, they have demonstrated that they are credible, flexible, responsive and energetic.

Head of HR, Aquila

”

“

Copello have become an integral part of our talent team, helping us to make over 20 hires for challenging senior level software roles. Their team of talented consultants have been quick to adapt their approach in line with what our business demands, finding candidates with the scarce niche skillsets we require, and in particular, those with DV and SC clearance. They are always trying to do best for their candidates and, ultimately our business, communication is always efficient and transparent. We believe they are a true partner.

**Talent Acquisition Business Partner,
Raytheon UK**

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“

I had an outstanding experience with Copello, who helped me secure a position as Business Development Manager at a leading engineering group. From the start, the team was professional, attentive, and genuinely invested in finding the right opportunity for me. They understood my skills and career aspirations, matching me with a role that perfectly aligned with my recent operational expertise. Their communication was excellent throughout the process, providing valuable advice and support at every stage. I am grateful for their dedication and highly recommend Copello to anyone seeking a seamless and successful recruitment experience.

Candidate, Rheinmetall

”

COPELLO

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