



Bright Futures

A guide to our client services

Bright Purple specialise in placing Technology, Commercial and Transformation professionals with innovative clients across Scotland, the UK and beyond.

Founded in 1995, Bright Purple has over 30 years of experience in Technology Transformation & Commercial recruitment. Based in Edinburgh, we operate globally, providing exceptional talent for permanent, contract, and project-based solutions.

Our unique blend of advanced recruitment technology and a dedicated, long-standing team sets us apart. Many team members have built their careers here, reflecting the strong relationships and culture we've fostered.





Our mission is to put the personality back into recruitment, with meaningful interactions and exceptional service that candidates, clients and our employees have confidence in.

Whether it's scaling teams, driving transformation projects, or placing individual specialists, we bring the expertise, energy, and authenticity that make us a recruitment partner of choice and one you can enjoy partnering with.

We love what we do, and hope we will have the opportunity to show you that not all recruitment companies are the same!



CEO Nick and Sales Director Kane



Our Specialisms

At Bright Purple Resourcing Ltd, we source the specialist talent that powers progress across the key domains below, which strengthen business foundations, enable digital transformation, and future-proof the way organisations work.

- Software Engineering, Design & QA
- Artificial Intelligence
- Data, & Analytics Cybersecurity
- Cloud, Infrastructure & DevOps
- Change & Transformation
- Finance, Sales & Operations
- Electronics, Hardware & Traditional Engineering

Our Sectors Expertise

Bright Purple delivers across the UK's most dynamic industries.

Our expertise lies here, where innovation meets purpose:

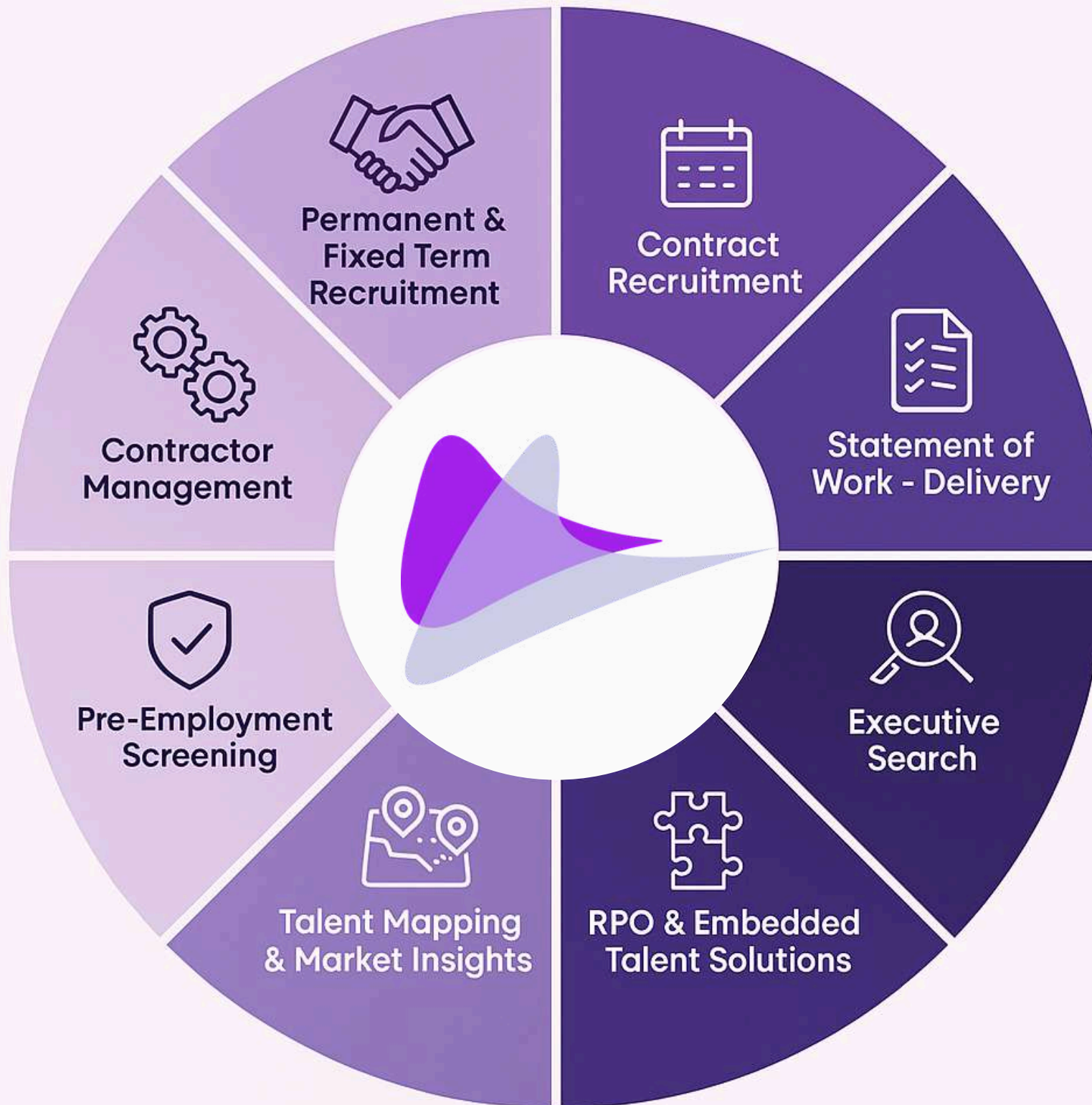
- Financial Services & FinTech
- Private Equity
- Public Sector & Government
- Energy, Renewables & Utilities
- Education, Skills & Training
- Life Sciences & Healthtech
- Defence, Aerospace & National Security
- Technology, Data & AI Innovation
- Professional & Corporate Services

Every sector has its rhythm and we find the people who move with it.



Kane Webster,
Director of Sales

Our Services



Chris Murphy,
Director of Projects
and Delivery

Permanent & Fixed Term Recruitment

Fast, simple, and outcome-driven. We deliver the right people with transparency and no hidden costs.

How we work:

- One hire = one invoice.
- Detailed job brief to fully understand the role.
- Promote across niche platforms, screen for skills, experience, and cultural fit.
- Deliver 3 high-quality CVs per role on average.

Benefits:

- Faster, efficient hiring.
- Trusted partner representing your brand.
- Valuable market insight.
- Smooth candidate journey.

Ideal for: Permanent or fixed-term hires, strategic roles, scaling teams.



Contract Recruitment

Flexible resourcing to meet project demands or fill short-term skills gaps.

How we work:

- Rapid access to qualified contractors.
- Flexible terms for remote or on-site support.
- Rigorous vetting for skills, compliance, and fit.

Benefits:

- Scale teams quickly.
- Minimise hiring risk.
- Access niche expertise when needed.

Ideal for: Transformation projects, change programmes, urgent skill requirements.



Statement of Work – Delivery

Delivering high-impact transformation, technology, and change initiatives through defined outcomes and clear governance.

How we work:

- End-to-end project delivery.
- Clearly defined deliverables, milestones, and KPIs.
- Flexible deployment of expert teams.

Benefits:

- Predictable cost and outcome.
- Scalable consultancy support.
- Drives transformation with measurable results.

Ideal for: Complex programmes, transformation initiatives, digital and AI projects.



Executive Search

Specialist search for senior and strategic roles. We target, attract, and secure top-tier talent for transformational impact.

How we work:

- Discreet, market-leading outreach.
- Access passive talent pools and industry networks.
- Detailed candidate mapping and assessment.

Benefits:

- Secures high-calibre leaders.
- Market insight and competitor intelligence.
- Full end-to-end service from briefing to onboarding.

Ideal for: Board-level, leadership, or specialist roles requiring exceptional skill.



Finance, Commercial & Corporate Services

Transformation is powered by sound financial and operational leadership.

Our Finance & Corporate Services division delivers the professionals who balance strategy, control, and delivery.

We recruit across:

- Finance, Audit & Risk
- Sales
- Procurement & Commercial Management
- HR, People & Talent
- Operations, Legal & Compliance
- Programme Finance & Governance

We build the commercial backbone that holds transformation together.



Talent mapping & Market insights

Strategic insight to inform hiring, succession planning, and workforce strategy.

How we work:

- Deep market mapping and candidate profiling.
- Industry benchmarking and trend analysis.
- Stakeholder reporting and actionable recommendations.

Benefits:

- Informs recruitment and talent strategy.
- Reduces hiring risk.
- Supports workforce planning.

Ideal for: Talent strategy, workforce planning, succession planning, and competitive intelligence



RPO & Embedded Talent Services

Scaling your business should never mean losing control.

Our RPO and embedded models integrate into your operation delivering cost efficiency, consistency, and quality.

Delivered through:

- Dedicated in-house or remote delivery teams
- SLA-driven hiring and talent reporting
- Market insight and EVP consultancy
- Scalable, flexible delivery models

We make your hiring engine part of your competitive advantage.



Pre-Employment Screening (PES)

In a business world that is increasingly risk aware and risk averse, it is crucial you know exactly who you have hired; and as your team grows, so does the administrative burden of managing your permanent employees and contractors.

- Our dedicated in-house PES team provides extensive screening services in a timely and compliant manner
- From right to work, criminal and credit checks; mandatory or just for peace of mind, mitigate risk with full background checks
- We offer bespoke services that are tailored to your business needs, covering permanent employees and contractors

Enquire about these services at PES@brightpurple.co.uk



Contractor Management

Is contractor management taking up to much of your time?
Through our Contractor Management service, Bright Purple will take the administrative burden off you.



- Reduce your workload and administrative burden by outsourcing your contractor care to us
- Ongoing contractor support includes background screening, timesheet management, LTD contractor payment, and ensuring that insurance requirements and right to work documents are up to date
- Covers existing contractors as well as any new hires
- The service is covered by an agreed daily margin, based on the contract fees

Enquire about these services at PES@brightpurple.co.uk

Our Process

At Bright Purple, we aim to build seamless, personalised partnerships with our clients. Here's what you can expect when collaborating with us:

1 Listen. Assess. Evaluate. Consult

- We meet with you to fully understand your needs before collaboratively deciding on a tailored recruitment solution.

2 Agree Commercials

- Together, we align on the expectations and requirements for both parties.

3 Role Specification

- We collaborate with you on role specifications and candidate profiles.

4 Agree on process and timescales

- We work together to define the recruitment process and candidate journey, covering everything from search and selection, interview stages, feedback and timelines, to offers, screening, compliance, onboarding, and beyond.





bright purple

CONTACT US TODAY



+44 (0) 131 473 7030

enquiries@brightpurple.co.uk



<https://www.brightpurple.co.uk/>