



bright purple

BRIGHT FUTURES

A guide to our client services



Tell Me More

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

Founded in 1995, we are based in the heart of Edinburgh, with a booming technology industry on our doorstep.

We have been establishing our presence in the South over the past few years, enabled by our hybrid remote working model with some fully remote team members.





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.

Our commitment to building lasting relationships with hiring managers and candidates mean we have a wide network across the globe; many of our relationships go back to the early days of our business.

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 SERVICES

Permanent, Interim and Contract Recruitment

Finding you the best in Technology and Business Change talent, on a contingency or retainer basis.

Executive Search

Bespoke services to source the most Senior hires needed for your business.

Managed Service/Projects

Building full teams and managing ad hoc projects without taking up your internal time and resource, as and when you need it

In-House Pre-Engagement Screening Team

Our in-house PES team provide peace of mind with fast and comprehensive background screening checks

Direct Contractor Management

Reduce your workload and administrative burden by outsourcing your contractor care to us - including background screening and LTD contractor payment



Jemma Brown,
Finance Director

WHAT WE DO FOR OUR CLIENTS

We help clients answer key questions and gain valuable insights

"I want to hire the top talent"

"How do I get access to a wider resource pool?"

"I want to understand my resourcing needs for the next 3 years"

"How can I be more productive with my budget?"

"I want to change the split of permanent vs contract staff"

"I want my staff screened so I remain compliant"

"I want to recruit in new parts of the country"

"I want to see the impact of key resource and priority decisions on time to market of deliverables"

"How do I recruit faster?"



OUR SPECIALITIES

We work with many types of roles and divisions; our coverage includes but is not limited to:

- Agile Products and Delivery
- C#.NET
- C, C++ and Embedded
- Cloud and DevOps
- Data Science, AI and ML
- Infrastructure, Support and Security
- Java
- JavaScript
- Mobile Development
- PHP, Python and Ruby
- QA testing
- Sales, Marketing and SEO
- UX/UI Design and Digital
- Technical Writing

OUR PROCESS

At Bright Purple we look to create straightforward, personalised partnerships with our clients. Here's what you can expect when you work with us:

1 Listen. Assess. Evaluate. Consult

- We sit down with you to get the full picture of your needs, before mutually agreeing on a bespoke recruitment solution

2 Agree Commercials

- Together we agree on the expectations and requirements of both parties

3 Role Specification

- We work together with you on role specifications and person profiles

4 Agree on process and timescales

- We collaborate and mutually agree on the recruitment process and candidate journey: from search & selection, interview process & stages, feedback & timelines, offers & screening, compliance, onboarding and more.



A volunteering day with one of our clients

PERMANENT, INTERIM AND CONTRACT RECRUITMENT

In a candidate-short market, there's no margin for error when hiring talent. Whether it's long-term strategic hires or ad-hoc contract requirements; individuals or full teams, we can help:

- Unlock access to our talent pool, grown over 29 years
- Identify the most relevant skill sets to meet your business needs
- Benchmark your salaries and packages so you stay competitive
- Provide in-house screening for Contractors as standard, and for permanent hires on request
- Work with you to manage the end-to-end process, ensuring a successful and timely hire



EXECUTIVE SEARCH

We have a track record of placing senior hires up to six-figure salaries into roles across the whole technology spectrum. From CTO to CMO, our team can deliver specialist executive search services for Director level candidates:

- Advise and guide you through additional stages of a senior strategic hire
- Dedicated resourcers to Headhunt for your role
- Fast turnaround for candidate shortlist, working to your timelines
- In-house disclosure checks and screening so you can have peace of mind
- Working with the utmost discretion to keep your hiring confidential if a high-profile appointment



MANAGED SERVICE/PROJECTS

Have an ad-hoc requirement or business transformation project that requires additional time and resources? Our new Projects division can build and manage dedicated, scalable talent pools to fulfil your business needs without putting pressure on internal teams.



Chris Murphy, Director of
Testing and Projects

- Scalable services and budget-friendly rates
- Project Management across single or multiple sites
- We handle payroll services and liability so you don't need to worry
- Access our talent pool grown over 28 years of tech recruitment

To find out more about our Managed Services,
contact Chris Murphy at
chris.murphy@brightpurple.co.uk

PRE-ENGAGEMENT 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



DIRECT CONTRACTOR MANAGEMENT

Is contractor management taking up to much of your time? Through our Direct 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



Nick Price + Kane Webster



Team Purple



Gemma Brown

With decades of experience in an ever-changing market, Bright Purple have remained at the forefront of technology and business change recruitment across Scotland and beyond. We hope to have the opportunity to show how a partnership with us can equal success for your business.

Bright Futures • Bright People • Bright Purple



bright purple

CONTACT US TODAY



+44 (0) 131 473 7030

enquiries@brightpurple.co.uk

7-9 N St David Street
Edinburgh EH2 1AW



www.brightpurple.co.uk