Whitehall

The People Behind Exceptional People

www.whitehallresources.com

Specialist SAP, Data & IT Recruitment

Where Expertise Meets Talent Precision

At Whitehall we connect the world's leading businesses with top SAP and technology talent. Founded in 2007 and with offices in the UK, US, and Europe we have established ourselves as the partner of choice for more than 800 of the world's leading companies.

Our expert approach combines deep industry expertise with local market insights and a global talent network, allowing us to understand your specific needs and deliver exceptional talent that aligns with your goals, every time.

Partners for Success

Since Whitehall's launch we have worked hard to understand the technical and organisational requirements of our clients. In response to the challenges and changing needs of the sector we've grown our SAP, IT and Data recruitment capabilities and invested in specialist consultants.

Our client retention rate, which stands at 99.8% is something we are justifiably proud of. For us, this figure represents what it means to be the best in our industry and demonstrates how well we have come to understand the requirements of securing the right talent in SAP and technology.

As one of the fastest growing SAP and technology recruitment specialists, we are committed to continuing to improve our services, in ways that best support the sustained growth and development of our clients for years to come.

We succeed because we put you and our candidates at the centre of everything we do.



"When I get a phone call from Whitehall, I immediately think it'll be of interest."

- SAP Candidate

Preferred choice: Over 500 SAP clients, including one-third of the FTSE 100

SAP Recruitment

Today, we are recognised as one of the largest and best-known who understand the transformative power of SAP and technology in the world. We got here by being experts in our industry who speak fluent SAP with our clients and candidates.

With almost 20 years of experience in the field, plus our extensive CV database of over 3 million and long-standing relationships with candidates, some over a decade - we have developed a unique network for SAP talent. Candidates know us, trust us and respect us.

We recruit for contract, fixed-term and permanent positions, each with its own specialist team. This means we quickly understand your technical requirements and communicate these to candidates effectively, ensuring we deliver exceptional talent who are perfectly aligned with your goals, driving innovation and tangible success every time.

You can be assured that your requirements will be managed by an expert in your sector. Whilst 90% of our hires are made through a contingent-based recruitment model, we have a dedicated team who focus solely on the critical roles through a retained approach supporting the remaining 10%. This allows us to connect our clients with the best talent for their vacancy.

Our consultants stay up to date on industry trends and the latest impacts to their industry verticals and therefore can confidently talk to our clients and candidates in-depth about their projects, identifying specific needs. The engagement is seamless, allowing our clients to almost forget that they are working with a recruitment agency.

Our SAP Specialist Verticals

- Customer Experience
- IoT & Digital Supply Chain
- Digital Platforms
- ERP & Digital Core
- Finance
- Analytics
- Procurement & Networks
- People Engagement



> "Whitehall are responsive, flexible and propose high quality candidates that fit within our budgets and project timelines."
>
> **- Head of SAP Centre of Excellence Europe**



IT Recruitment

All organisations need additional IT skills that aren't necessarily SAP focused. With Whitehall you can connect with exceptional talent without the cost and administration associated with multiple suppliers. Meaning you only need to make one call for all your IT recruitment needs.

All our clients can access our specialist IT recruitment team alongside their SAP consultants. We've applied the same principles that made us successful in other divisions by ensuring each service is delivered through a specialist team dedicated to your industry vertical.

Therefore, you'll always receive the highest quality candidates and contract management services, every time.

> We are the preferred choice to over 300 IT clients

Our Specialist IT Verticals

- Development
- Networks & Infrastructure
- Security & Risk
- Generative AI, AI & ML
- Transformation & Change
- Cloud
- ERP, Middleware & Application Suite
- Analytics

Data Recruitment

We believe data to be the world's most innovative and exciting industry. Our consultants have the knowledge of data and analytics that allows us to drive this industry forward.

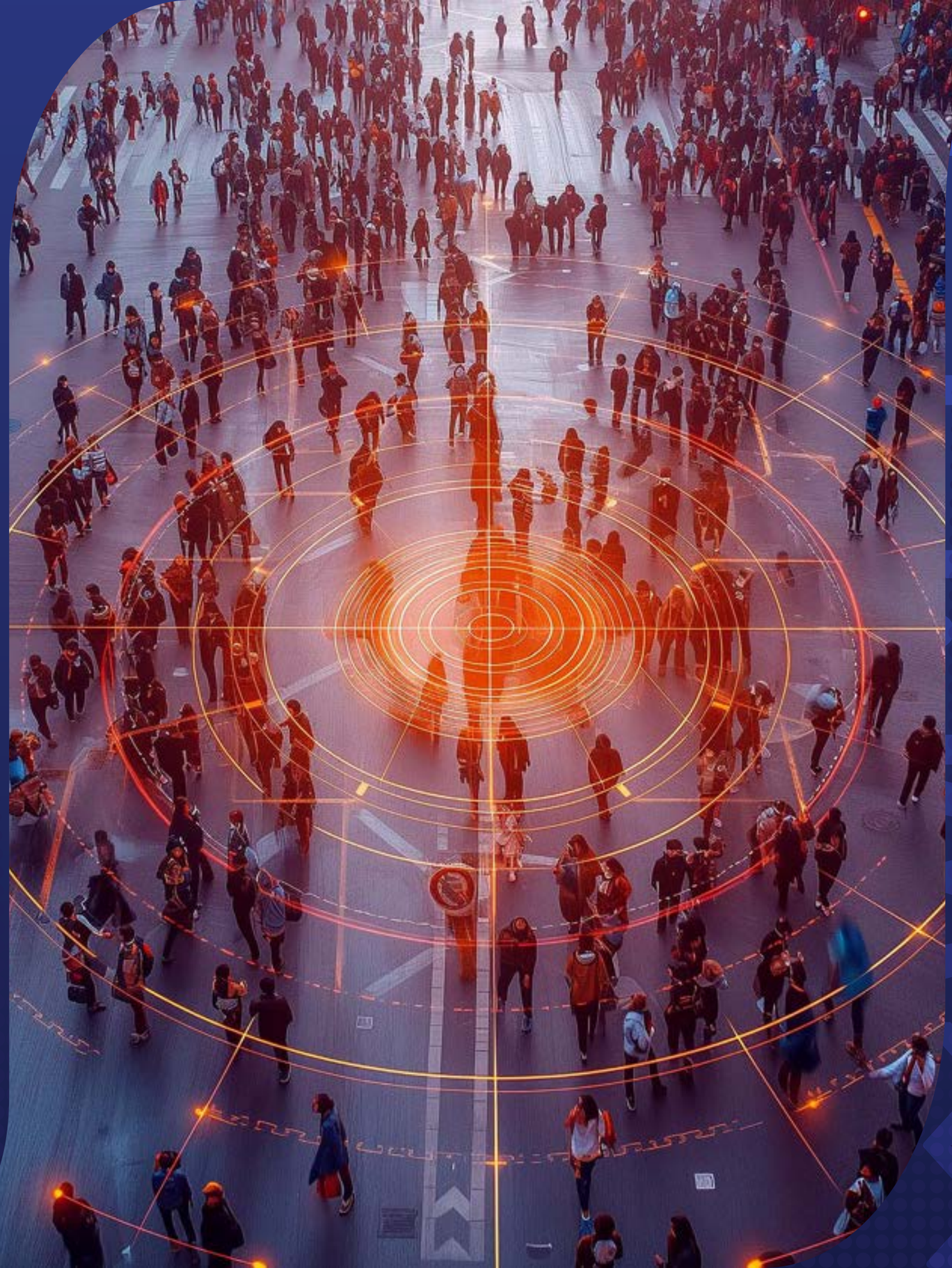
When you partner with us, you'll access a complete recruitment solution designed to help you connect with talent across a broad range of data and analytics disciplines.

> Extensive talent database of more than 3 million long-standing candidates

Our Specialist Data Verticals

- Data Architecture
- Data Strategy
- BI & MI
- Data Analytics
- Engineering
- Data Science
- Insights & Marketing
- Machine Learning & AI





Whitehall | The people behind exceptional people.

www.whitehallresources.com

Global People Solutions

For clients who want access to local, in-country talent and subject matter experts who've earned strong reputations internationally, Whitehall offers a dedicated International Team. These expert consultants draw upon all our specialist sector resources to offer a comprehensive solution to all your international SAP, IT and Data needs.

With offices in the UK, US, and Europe we placed candidates worldwide. So, whether you need one highly talented individual or a wider recruitment solution, Whitehall has the expertise and resources to search and recruit exceptional professionals globally.



> "We've utilised Whitehall for several years to help attract and recruit highly qualified SAP consulting resources in projects across a dozen European countries."

IT Director, Portfolio Management

Market Insight

Whitehall's services extend well beyond the recruitment process. With in-depth market insights we help our clients define requirements, appreciate current market expectations for skills, access our network of strong candidate relationships, and reduce risk through tailored contractor management services.

Specialist support

You'll be assigned a single Account Manager throughout your time with us, with whom you'll develop a strong partnership. Our consultants are supported by a dedicated Operations Team enabling them to remain focused on their candidates and clients.

Bespoke reporting

We've developed efficient administration and reporting systems that supply our clients with a standard suite of KPI reporting. In addition, reporting can be tailored to your needs to measure performance events every step of the way. What's more, our CRM systems are painstakingly referenced and searchable, well beyond a general candidate skills search, informing us when best-matched contractors are next available.

Market experts

Our consultants share market knowledge, as a result, we know which skills are in short supply and which are abundant, so you can tailor your offer to be competitive with today's market standards.

"Their experience and knowledge of the SAP, Oracle, and broader IT market has provided insight and skill in securing the right resource for our teams."

- Head of Flexible Resourcing, Capgemini UK

Skilled Consultants

Whitehall attracts the very best career-minded consultants. But, whatever their background, we ensure they have one thing in common: the drive to connect you with the right talent — on time, on budget, and precisely aligned with your needs.

Focused Expertise

Working within well-led, experienced teams our consultants soon develop expert technical and market knowledge and we invest in their ongoing personal development. As a result, they quickly and accurately define client requirements and can communicate confidently and expertly to candidates.

Strategic Connections

Our consultants are proactive in developing their professional relationships and referral networks. By researching within our extensive candidate pool, online and on the phone, they're constantly thinking ahead to ensure they connect with the best people in your sector well before you need them.

Speed & Precision

We're often required to find candidates quickly. Therefore, we always offer the CVs of three qualified candidates we know you'll want to interview; we appreciate that time is valuable and always provide quality over quantity.

We are proud to be a global SAP supplier



Case Study : Capgemini

Capgemini had difficulty recruiting an SAP IS-Utilities Device Management ABAP Developer to handle a 6-month contract with one of the UK's top utility companies. Whilst searching through their existing supply chain, Capgemini could not find a developer with the right mix of technical skills, availability or cost.

Capgemini recognised Whitehall's specialist capability and engaged with us to assist on this specific job role requirement on a trial basis. We immediately provided them with a shortlist of three suitable, qualified candidates. From personal knowledge and experience, we could guarantee they were 'proven' candidates with the right skills for the role.

Two of the presented candidates were interviewed and one was offered and accepted the position. This candidate remained on the project for 18 months following an initial six-month engagement. Capgemini was delighted with the result and was keen to work with us further.

Following this success, Whitehall were registered as one of Capgemini's top tier SAP suppliers in Europe and since then, have made over one thousand contract and permanent engagements across three continents in 5 years. We also provide SAP contract and permanent staff throughout the UK to their full range of clients across various industries.

At the end of our initial 2-year contract with Capgemini, we were awarded a further 2-year contract. This has since been repeated thanks to our ambition to add value and consistently improve by:

- Tracking our performance against our pre-agreed service level agreements and KPIs.
- Using precise ratios to measure the quality of our recruitment match and selection, early leavers and contract extensions.
- Continuously monitor our trends, embedded actions and initiatives to develop staff performance where necessary. Working closely with Capgemini to innovate and improve processes throughout each contract. Implementing salary benchmarking, management of hours and overtime and technical advice programmes.

> Our 99.8% client retention rate proves our commitment to excellence



"At Capgemini, we rely on our resourcing partners to deliver exceptional resources to fulfil a multitude of disciplines, industry verticals and locations. Quality and response times are essential. Whitehall has been a highly valued partner to us, assisting our delivery capability over many years to great success."

- Vice President, Capgemini UK

Capgemini is a world-leading management consulting, outsourcing, and professional services company that delivers global SAP projects to private, public, and local and central government organisations.

Traditional Values, Modern Approaches

At Whitehall we believe in an approach that combines the traditional values of quality and knowledge with a pioneering mindset to new technologies and social engineering; in doing so we hope to form stronger partnerships based on trust and shared knowledge.

Our network of consultants across the UK, Europe, the Middle East and the US, means that more than 42% of candidates arrive via referral.

However, a strong social media presence across all major platforms means we have more than 45,000 actively engaged followers and an extended network of more than 3 million SAP and IT professionals. We use full LinkedIn recruiter licences to continue to grow our network.

Our website is designed to make the job search and application process straightforward and fast. We continue to invest in producing industry-specific content and market insights to keep candidates informed and engaged. Subsequently, we lead search engine results pages in our core disciplines, attracting more than 14,000 job seekers to our website every month.

Our online efforts don't stop there; we use Broadbean consolidated advert posting across all leading job boards to give your roles maximum visibility, and SourceBreaker allows us to consolidate searches across leading CV databases.



Ministry of Defence

HM Revenue & Customs

Home Office

73% of our contract placements come from talent we've introduced within 4 hours

Contractor Passthrough Services

We launched our Contractor Passthrough Service in 2013 in response to growing demand from our clients. They wanted a service that reduced the time, resources and spend required to manage their contractor base. Since then, we have built a business recognised by The Sunday Times Best Companies to Work For and have grown to over £93m turnover. Hundreds of contractors have been managed through Whitehall across the UK, Germany, Sweden, Denmark, Norway, Poland, Slovakia, Czech Republic and Saudi Arabia.

We have solid policies and procedures to ensure that we remain compliant at every stage of the contractor journey, from onboarding right through to exit management in addition, we pay all contractors on time, every time. Simple.

We provide advice and guidance on upcoming changes to compliance legislation such as co-employment risk, IR35, off-payroll, the criminal finance act and AWR. We also provide clients with access to workshops on the latest legislative changes to help you better understand them and their impact and formulate a plan to minimise disruption and risk.

Because our clients include the Home Office, HMRC, the Ministry of Defence, Nato, EU Commission and various local authorities and police forces, mistakes are not an option. We have been audited by several clients that we supply into security cleared environments and we consistently scored 100%.

Our dedicated Contractor Passthrough team have the processes, governance, systems, and scalability to deliver against your contractor needs, offering a personal, people-focused, solution-orientated service. We can engage and onboard contractors on your behalf, helping you do what you do best.



> “We wanted to align contracts through a third party, so we had less risk through the use of direct contractors, reduced administration, and a trusted single point of contact. Whitehall provided a competitive margin, a single resourcing agent with in-depth knowledge of our market, and a streamlined approach.” **- Financial Controller, Group IT, TUI**

Whitehall

Useful Contacts

When you choose to partner with us, we represent you: your brand, ambition, and values - we take that responsibility seriously. Our objective is to understand you, your requirements, and your project to identify the perfect match. The more we invest in our partners, and they invest in us, the more successful we will both be.

United Kingdom

350 The Crescent
Severalls Business Park
Colchester, Essex
CO4 9AT

T: +44 1206 212101

E: recruitment@whitehallresources.com

USA

98 Cuttermill Road
STE 466
Great Neck NY 11021

T: +1 412 947 7271

E: recruitment@whitehallresources.com

Germany

Bockenheimer Landstraße 17-19 60325
Frankfurt am Main

T: +49 69 967 58388

E: recruitment@whitehallresources.com

India

Plot No. 66, Lower Ground
Floor Okhla phase III
Okhla Industrial Estate
New Delhi 110020

E: recruitment@whitehallresources.com