



## Sourcing niche talent for the healthcare industry

**CQC was finding it difficult to recruit niche tech talent on a permanent, FTC and contract basis. Their immediate need was for Senior DevOps Engineers, but with the banding of NHS salaries, they found that the roles were offering below market rate for the level of experience needed.**

CQC's recruitment strategy at the time was to use NHS Jobs and generic recruitment partners, who didn't have an established foothold in key tech markets, both locally and nationally.

After several months of failed recruitment processes, the incumbent DevOps Manager felt the need to widen the search and identify a specialist IT recruitment partner. At this point, they reached out to The Bridge as we had previously supported them in their previous role at Sky Betting & Gaming, helping them to build out their DevOps team's capabilities. Following this approach, we were introduced to the CQC Talent Acquisition Manager; met and discussed the recruitment strategy, capabilities etc.; and agreed Terms of Business.

Our relationship with the CQC began in mid-2019, solely focusing on DevOps. In the present day, The Bridge now supports the CQC as they undergo a digital transformation programme. This has seen us provide specialist recruitment services for roles across UI/UX, DevOps/Cloud, business analysis, test automation, software engineering and architecture. The focus has been on contingent labour (contract), permanent and fixed-term recruitment.

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# PSL

preferred  
supplier list

# 15

contractors

# 8

permanent  
placements

# 5-year

relationship

# UK-wide

predominantly  
Midlands,  
Yorkshire, North  
West and North  
East

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the bridge.



We believe The Bridge has been retained by the CQC as we understand their recruitment challenges and have consulted with the talent team and business leaders to look at areas, such as EVP and outreach, primarily focusing on people who are more motivated by subjects, such as 'Tech for Good', making a difference in society etc. over people who may be more financially driven. We also discussed visa sponsorship, which was more widely adopted by the CQC, providing access to a wider talent pool. A full-remote model was also adopted.

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