



Who are we?

Data Careers are a people resourcing solutions business managed and run by experienced recruiters with a successful track record spanning more than 20 years. Offering an end to end talent solution, we own the recruitment process from when a role is released until the end of a candidates probation. We work with multinational organisations, Public Sector authorities and SME's.

Why Data Careers?

Throughout our journey we have continued to provide an innovative service allowing our clients to make better hiring decisions through the use of technology and data. We pride ourselves on being a talent partner, working alongside our clients to ensure they have the right tools to succeed within a talent scarce market. Our focus on employer branding and candidate experience throughout the hiring process draws on our years of experience and enables our clients to stand out and be more attractive to potential candidates

Our Values

Knowledge - We develop, apply and share our expertise to turn client and candidate needs into positive outcomes. We are committed to creating innovative solutions to help our clients and colleagues improve their overall performance, and make better hiring decisions

Integrity - we consistently maintain our professional standards in all of our activity, both externally with clients and candidates and internally within our organisation. We remain clear, fair and transparent at all times.

Inclusivity - We place inclusivity at the forefront of our organisation and operations. We embrace the differences which make our organisation who we are. We strive to show respect for all inside and outside our organisation and for the communities in which we work.

G Cloud Core Capabilities

As part of our service and outcome based delivery, we offer six fundamental core capability areas to form our G-Cloud framework offering. These include;

- Capability-as-a-Service
- Resource-Augmentation-as-a-Service



- Testing-as-a-Service
- Project-and-Programme-Management-as-a-Service
- Business-Analysis-as-a-Service
- User-Centered-Design-as-a-Service
- Architecture-as-a-Service

Our Approach

At Data Careers we do not believe in a one size fits all approach when it comes to meeting the needs of our clients. Rather, we design our services to meet their individual requirements. You will benefit from a designated Account Manager who will be responsible for understanding your requirements, designing the solution and being on hand to support and advise throughout the process. You will also have access to our team of Talent Acquisition specialists who each have an extensive network of candidates in addition to robust experience and knowledge. This approach enables us to work in partnership with our clients as trusted talent partners to identify, engage and deliver the strongest talent.

Portfolio of Work

The following Case Studies outline two recent projects undertaken by Data Careers which are aligned to our key capability areas.

Case Study - The Pensions Regulator

The Pensions Regulator (TPR) is the UK's statutory regulator for workplace pensions. TPR required an interim team of contractors to support a large-scale Windows 11 rollout across its IT estate.

The Challenge

- TPR needed to rapidly deploy a team of experienced Service Desk Analysts to support a time-critical operating system upgrade.
- The project required candidates with strong technical capability who could operate effectively in a regulated public-sector environment.
- Internal recruitment processes were not suited to the speed and scale required to meet project deadlines.



Our Solution

- We engaged with stakeholders to fully understand the technical requirements, project timelines, and cultural considerations of the organisation.
- Using our proactive interim recruitment methodology, we quickly identified and screened suitable Service Desk Analysts with proven Windows upgrade experience.
- Our robust vetting process ensured all candidates were technically competent, immediately available, and able to integrate seamlessly into the existing IT function.
- We managed the end-to-end recruitment process, ensuring a fast turnaround from initial briefing to candidate placement.

Results

- A full interim Service Desk team was successfully deployed to support the Windows 11 rollout.
- Suitable candidates were identified and presented in just over one week.
- The project was resourced on time, enabling TPR to progress the upgrade with minimal disruption to users.
- Hiring managers reported high satisfaction with both candidate quality and the recruitment process.

Testimonial

“We used Data Careers to help source a team of Service Desk Analysts for a 3-month contract to help upgrade our estate to Windows 11. From initial engagement to the identification of suitable candidates took just over a week, so we were really impressed with their vetting procedures and level of candidates put forward.

We also could not fault the team at Data Careers, who acted in a professional manner throughout the recruitment process and post-candidate employment.”

Case Study – Thames Valley Police

The UK’s largest non-metropolitan police force sought to expand its internal Projects and Programmes team to support a growing portfolio of IT and transformation initiatives.



The Challenge

- The market was highly candidate-short, with significant competition for comparable skill sets, particularly among candidates holding NPPV3 clearance.
- Previous in-house recruitment campaigns had been unsuccessful, relying on largely passive attraction methods and lengthy recruitment processes that failed to engage suitable candidates.

Our Solution

- We implemented a targeted, multimedia recruitment advertising campaign across multiple channels to raise market awareness, provide greater visibility of the projects on offer, and drive candidate engagement.
- Our proactive recruitment approach was multi-faceted, leveraging a range of candidate identification tools to create detailed market maps and enable a focused, targeted search.
- We explored our internal database of readily available, security-cleared interim professionals to accelerate shortlisting.
- To increase recruitment speed and provide hiring managers with deeper insight into candidate capability, we conducted video interviews and supplied transcripts alongside comprehensive summaries of each candidate's skills and experience.

Results

- High submission-to-hire ratio, demonstrating accurate shortlisting and strong candidate alignment.
- All appointed candidates met both technical and security clearance requirements, including NPPV3 vetting.
- Immediate mobilisation of interim professionals, ensuring continuity across critical IT and transformation programmes.
- Positive hiring manager feedback on candidate quality, capability, and cultural fit.



Contact Us

For further information regarding our G-Cloud services use the following contact routes:

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