



# CLOUD EXPERTS IN THE PUBLIC SECTOR

**Cloud QA & Performance Testing, technical enablement, and workforce capability**

A stronger QA governance process coupled with modern cloud testing frameworks and operating models reduces release risk and improves confidence in the platforms being migrated to the cloud.

**WE DELIVER LONG-TERM VALUE TO ORGANISATIONS' CLOUD QA & PERFORMANCE TESTING WITH OUR STRENGTHS:**

- **Build Quality Assurance governance**
- **Develop cloud native QA operating models** that include transformation frameworks and organisational readiness for enterprise wide automation and continuous delivery
- **Technical enablement in QA engineering**, test automation, performance testing, and modern cloud aligned testing frameworks

# KEY BENEFITS



## QA GOVERNANCE & OPERATING MODELS

- ~ **Establish cloud QA governance frameworks** that define quality baselines, risk controls, and decision pathways, enabling informed, data driven release approvals.
- ~ **Embed compliance and assurance practices** aligned to government standards (security, privacy, accessibility) to reduce audit findings and avoid rework.
- ~ **Reduce operational and security risks** through structured QA methods including threat modelling, change control and segregation of duties—catching defects earlier.
- ~ **Design cloud aligned testing operating models** that integrate functional, non functional, automation, and release management processes.
- ~ **Prepare stakeholders for cloud QA** by clarifying new testing approaches, shared responsibility models, and cloud specific quality risks.
- ~ **Integrate QA into cloud transformation planning**, reducing late-stage defects and ensuring quality is built in from design through migration.
- ~ **Accelerate safe delivery at scale** with reusable patterns (IaC, CI/CD, automated testing, policy as code) that shorten lead times without sacrificing rigour.
- ~ **Embed data protection and sovereignty by design** through QA checkpoints enforcing encryption, residency and retention controls.
- ~ **Align QA with architecture, security, DevOps and service management**, ensuring smooth cloud native delivery.



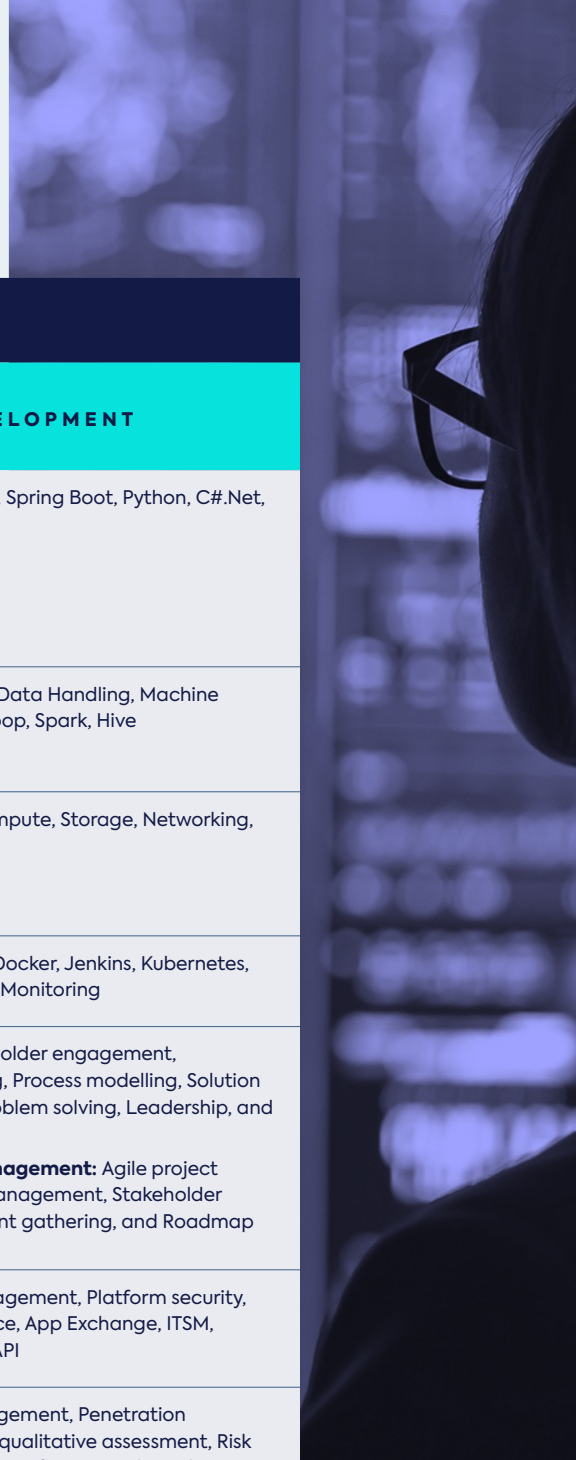
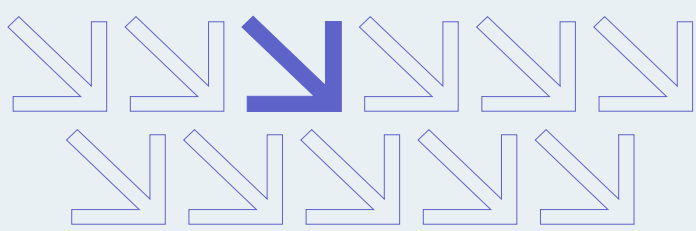
## TECHNICAL QA & PERFORMANCE ENGINEERING

- ~ **Embed cloud native QA engineering practices** including API test automation, container based testing, and modern cloud testing toolchains to increase release reliability and consistently across teams.
- ~ **Uplift performance testing capability** across load, stress and scalability testing, supported by enhanced observability practices.
- ~ **Drive continuous improvement** through post-incident reviews, defect trending, and optimisation backlogs governed via QA forums.
- ~ **Reduce defects and performance bottlenecks** by modernising QA practices, lowering the risk of outages, slow platform performance, and cloud cost spikes.
- ~ **Standardise automation frameworks** across teams to improve consistency, reliability and reduce manual effort.
- ~ **Build long-term cloud quality operations**, enabling continuous testing, proactive monitoring, and ongoing performance optimisation to keep cloud platforms reliable and efficient.



## STRATEGIC OUTCOMES

- ~ **Stronger quality assurance foundations** supported by a robust, cloud-aligned QA and performance testing operating model.
- ~ **Higher-quality delivery** with QA embedded across design, build, migration and live service, reducing defects early in the lifecycle.
- ~ **Improved governance and reduced release risk** through clearer controls, consistent testing standards and data-driven release decisions.
- ~ **Modern automation and cloud-native testing capabilities** adopted across teams, improving speed, accuracy and consistency of testing.
- ~ **Greater platform reliability and user experience** enabled by proactive performance testing, early defect detection and strong non-functional assurance.
- ~ **More capable teams and sustainable QA practices** through improved internal skills, shared patterns and consistent quality processes.



| WHAT WE COVER                           |                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|-----------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| TECHNICAL ENABLEMENT AREAS              | WHAT WE COVER                                                                                                                       | CAPABILITY DEVELOPMENT                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Software Development</b>             | Java Full Stack, Python, C#.Net Full stack, Front-end application development, SCALA, GO, Angular, C++, and Application Engineering | Java, SQL, Angular, React, Spring Boot, Python, C#.Net, SCALA, GO, CICD                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Data</b>                             | Machine Learning, Data Science, Data Engineering, Data Analysis, and Database Administration                                        | Statistics, Python, R, SQL, Data Handling, Machine learning algorithms, Hadoop, Spark, Hive                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>Cloud</b>                            | Cloud Computing platforms. Incl. AWS Cloud Computing and Azure Cloud Computing                                                      | AWS, Microsoft Azure, Compute, Storage, Networking, IAM, Monitoring, Security                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>SRE &amp; DevOps</b>                 | Site Reliability Engineering, Production Support, and DevOps                                                                        | Python, SQL, Linux, ITSM, Docker, Jenkins, Kubernetes, Grafana, CICD, SLI & SLO, Monitoring                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>Product &amp; Project Management</b> | Business Analysis, Product Management, Project Management Fundamentals                                                              | <b>Business Analysis:</b> Stakeholder engagement, Requirements engineering, Process modelling, Solution evaluation, Structured problem solving, Leadership, and Delivery<br><b>Product and Project Management:</b> Agile project management, Product management, Stakeholder management, Requirement gathering, and Roadmap management                                                                                                                                                                   |
| <b>Enterprise Technology</b>            | Salesforce & Service Now                                                                                                            | Administration, User management, Platform security, Data modelling, Visualforce, App Exchange, ITSM, Service Now Studio, Rest API                                                                                                                                                                                                                                                                                                                                                                        |
| <b>Cyber &amp; Networking</b>           | Cyber Risk Manager, Application Security Engineer, and Information Security Analyst                                                 | Cyber supply chain management, Penetration testing, Quantitative and qualitative assessment, Risk management frameworks, Defensive coding, Threat modelling                                                                                                                                                                                                                                                                                                                                              |
| <b>Professional Skills</b>              | Professional Skills                                                                                                                 | Presentation skills, Communications skills, Resilience, Leadership, Personal effectiveness incl. decision making, time management and goal setting                                                                                                                                                                                                                                                                                                                                                       |
| <b>Artificial Intelligence (AI)</b>     | Foundations of AI, Generative AI, AI Engineering                                                                                    | Application of AI for business value. Change and transformation projects to support AI driven business improvement, Data valuation and elicitation to model development and decision making. Accelerated growth, Stakeholder engagement with the use of AI skill development, Adoption of tools to support efficiencies<br>Understanding AI concepts, Machine learning fundamentals, Data preprocessing, Probability & statistics, Algorithmic thinking, Model evaluation, ethics in AI, Neural networks |



## HOW WE DELIVER CHANGE

The pressure on the public sector to adopt cloud technologies and deliver digital transformation is rapidly increasing. At the same time, the digital skills gap continues to expand. Without innovative, clear, and flexible solutions, providers of public services will struggle to adopt technologies that are essential to running our health services, educating our children, and keeping us safe.

Alongside these challenges, economic uncertainty has made traditional hiring methods less effective. The risk of mis-hires, candidate dropouts, and overreliance on contractors can lead to wasted time and cost overruns.

We ensure organisations build a diverse, sustainable pipeline of technology and business consultants to plan, implement, and deliver cloud and digital transformation projects. Our approach leverages extended talent pools so you can access in-demand skills, increase representation in your workforce, and reduce risk across your sourcing, skilling, and training strategy.

### THE CURRENT SKILLS OUTLOOK

#### NAVIGATING DISRUPTION WITH A RESILIENT TALENT STRATEGY AT SFIA 3+

AI and rapidly evolving service expectations are transforming the technology skills landscape. With 70% of routine entry-level software tasks now automated, demand for SFIA level 4–6 professionals is rising sharply. Traditional graduate pipelines can no longer deliver enough candidates. We protect you from this volatility by re-engineering the early-career skills acquisition process. Our Hire Train Deploy (HTD) model identifies candidates with strong technical foundations and upskills them in 6–10 weeks to operate at SFIA 3+. We deliver a resilient, AI-ready workforce that delivers value from day one.

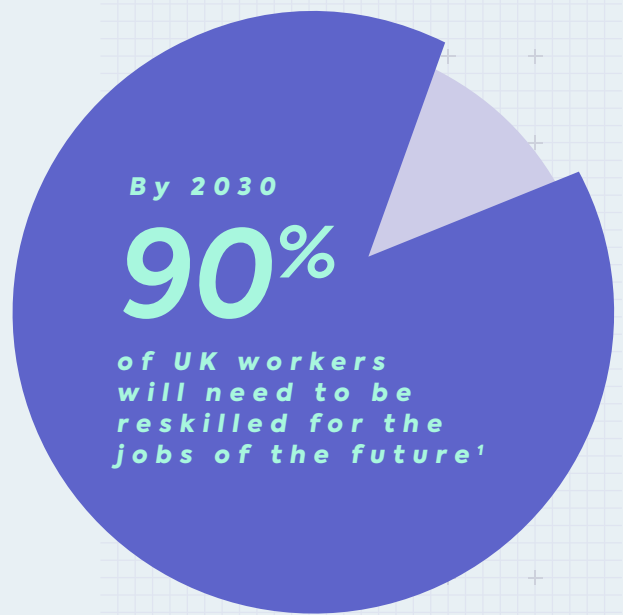
#### Scaling through a regional focus at SFIA 4–6

We mitigate risk through a regional delivery model that hires, upskills, and security-clears professionals across the UK. Local hiring initiatives help clients build a sustainable skills pipeline to reduce costs, improve retention, and maintain continuity. This approach aligns with levelling-up objectives and ensures the organisations we work with remain resilient, scalable, and in-sync with their priorities.

# ABOUT US

mthree and Peregrine have come together in 2026 to become a global consultancy specialising in technology and transformation with proven delivery in regulated organisations within the Public Sector and Financial Services. This document references both Peregrine and mthree names (under trading entity of "Peregrine International Limited").

**We build teams** that deliver technology and change programmes at leading UK organisations. Specialists in the public sector, we have long-term experience in Aerospace & Defence, Central Government and associated bodies, the NHS, Local Government, and the Energy Sector.



<sup>1</sup> Confederation of British Industry (CBI)/McKinsey

***We deliver intelligent solutions to assess clients' skills' gaps, locate candidates, and create a roadmap aligned to our clients' priorities***



## EMERGING TALENT PROGRAMME

provides early-career consultants trained at our academy on clients' technology stacks. For almost 15 years, our academy has delivered SFIA and BCS-accredited training at experience levels from SFIA 3 to SFIA 6/7, across digital, data and technology, and business transformation to support our **Hire Train Deploy (HTD)** model. Our consultants work for you but are developed and employed by us. After two years, you can convert them to your permanent workforce at no extra cost.



## EXPERT PRACTITIONERS

we bring proven technical, analytical, and business expertise directly to you. If your change programme depends on multi-level, multi-skilled collaboration, we will deliver managers responsible for milestones and tech and data teams. You can utilise blended squads (i.e. a blend of Emerging and Expert Practitioners) to support delivering of required outcomes with cost efficiencies.



## STATEMENT OF WORK

(SoW) supplies structured, practitioner-led services that take initial project plans to final delivery. From AI pilots to national programmes, we deliver measurable outcomes with clarity, speed, and accountability.



## RESKILL PROGRAMME

provides customised training to upskill and reskill teams. If you need to train a tech team in AI or help administrative specialists transition to IT support, we can help.

- ~ Our training academy is led by **technologists with extensive industry** experience who work with organisations to build tailored training plans based on their requirements.
- ~ Our **instructor-facilitated training** follows an Applied Learning model grounded in real-world situations that requires candidates to solve technical or role-specific problems connected to their future roles.

# HOW OUR MODEL DELIVERS VALUE

## INTELLIGENCE TO SUPPORT YOUR DECISIONS

Our Intelligence function **customises, curates, and analyses market and skills data** to forecast trends and predict disruptions. With this insight, our clients can plan for the changes affecting the global talent supply:

- ✎ We assess talent pools by geography and skills to create a foundation of data and analysis that supports organisational decision-making.
- ✎ By leveraging our insight, you can build a capability pipeline, implement training and development plans, and progress their talent strategy.

## PROCESSES TO MINIMISE BIAS

We use a combination of experienced people and technology to ensure our hiring processes are unbiased. Our aim is to find people in all geographies and communities who have the skills, outlook, and potential to contribute to digital transformation.

## SOCIAL IMPACT TO SUPPORT COMMUNITIES

We're proud to support diverse communities across the UK. Our commitment to Diversity, Equity, and Inclusion defines our attraction, training, and long-term career development and helps our organisations deliver their social value commitments.

- ✎ To set the highest standard for **neuroinclusive workplaces**, we collaborate with our clients and organisations like Ambitious about Autism and Lexxic. By implementing regular training and process reviews we can ensure we're fair, unbiased, and accessible.
- ✎ As a **Disability Confident Level 2 employer**, we're leaders in creating inclusive recruitment and training environments.

## PROGRAMMES TO BUILD A DIVERSE FUTURE WORKFORCE

Our **Emerging Talent programme** includes career-switchers, returners, and veterans. We collaborate with partners like With You With Me, 55/Redefined, and Recruit for Spouses (RFS) to attract high-potential prospects who can adapt to careers in tech and data. At our academy, these candidates build the skills and confidence to deliver in a new setting.

## A COMMITMENT TO PROTECT YOUR PRIVACY

As a Cyber Essentials Certified Plus member, we take Data Protection very seriously. For more information, see our policy ([Privacy Policy | mthree](#)).



76%

*identify as belonging to an ethnic minority.*



71%

*meet social mobility markers.*



41%

*were the first in their families to attend university.*



16%

*declared a disability.*

# ACCREDITATIONS & AWARDS



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## **International Brilliance Award winner, Global Employer of the Year:**

Recognising how we push the boundaries of outstanding practice and leadership.

## **The Princess Royal Training Award, UK:**

Celebrating the positive impact our commitment to custom-training and developing emerging talent is making for our clients.

## **Women in IT Awards, UK – DEI Recruitment and Advancement Initiative of the Year:**

The Aspire project ensured we and our external partners reflect the world’s population and tackle the lack of diversity in tech. The judges said, “This was no mean feat, and truly remarkable”.



## **S1 Jobs Awards – Best Diversity & Inclusion Initiative:**

For helping to recruit over 2,000 employees into Social Security Scotland.

## **UK IT Industry Awards 2023 – Special Award:**

Diversity, Equity and Inclusion, shortlisted.

## **Recruiter Awards 2023 – Diversity, Equality & Inclusivity Service Excellence:**

Shortlisted for our work with Social Security Scotland.

## **UK Company Culture Awards 2023 – Best Inclusion & Diversity Initiative:**

Shortlisted for our Emerging Talent Neurodiversity Programme.



**GET IN TOUCH**



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