



Testing Resources

WHY FLEXIBLE RESOURCING OPTIONS ARE IMPORTANT

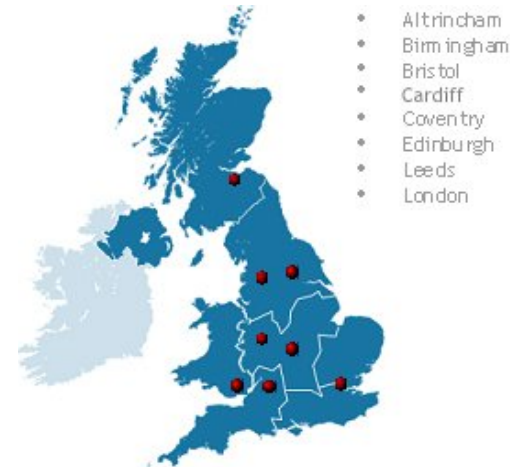
A single resourcing method rarely satisfies the needs of today's varied and often complex testing projects. The amount of effort, and the specific skills required, will vary over the life of the project requiring the ability to flex the resource profile - whilst remaining within budget.

THE TYPICAL APPROACH TO FLEXIBLE RESOURCING

The traditional resourcing paradigm is based on permanent and contracting staff; sometimes supplemented with consultancy staff. Such staff are often sourced from a range of suppliers.

Whilst this model is theoretically sound, in practice there are a number of areas of weakness from the point of view of providing the most cost effective resourcing solution:

- 'Consultancy' staff will sometimes simply be contractors provided at a premium rate
- Contractors may be sub-contracted from an Agency - resulting in double margins for the client
- European legislation raises the spectre of 'deemed employment', often resulting in policies that require contractors to be terminated after a specific period of time (sometimes less than a year), regardless of their value to the project
- Conversely, some managers acquire 'pet contractors' resulting in high cost individuals being retained beyond the period their premium skills and knowledge are required
- Contract rates will require frequent review and revision; making budgets difficult to manage



OUR APPROACH

Spring is able to offer a unique blend of Testing and Recruitment expertise. We place almost 5,000 permanent staff each year and we have over 10,000 contingent staff deployed with our clients.

Our recruitment services are provided at the local level through our national network of offices, staffed by local market specialists.

With over 20% of the technology staffing services market we can offer:

- Proven track record
- Size and scalability
- Flexibility
- Media buying power
- Market Leading Brand
- Highly trained & motivated staff
- National network providing services at a local level
- Market leading database of candidates



Spring

Testing

- Leading-edge back office systems
- ISO 9001:2000 accreditation.

Our approach is a variation on the traditional model. Firstly, we provide the full range of resourcing options, ensuring that the solution presented is tailored to suit your needs rather than a supplier's abilities. Secondly, whilst we can provide consultants, we will provide them at a level and a cost appropriate to the role they are fulfilling.

An understanding of your needs and the constraints (business or project) that you are operating under is key. Our recruiters are ISEB/ISTQB qualified and supported by Testing professionals from our Testing Practice. We will work with you to ensure your requirements and culture are understood. Together we will define a recruitment and selection process that allows you to have a level of involvement that you feel comfortable with - permitting you to concentrate on your primary function.

Portfolio of Services

- **Contract Services:** UK-wide provision of Testing Contractors. Services include sourcing, selection, contractor care, pay-rate benchmarking, market research, onboarding, exit management, technical evaluation, payroll services, eTimesheets and migration programmes
- **Recruitment Services:** Permanent recruitment services include campaign management, open-day event organisation and management, salary benchmarking, competency based interviews, technical evaluation, assessment centre design and management, psychometric profiling, microsite design and hosting, executive search and interim management
- **Consultant Based Services:** We permanently employ our own Testing specialists. These consultants can fulfil a consultative or resourcing role. When used as contingent staff, either



individually or as a team, they are often a cost-effective alternative to contract staff. When recruited, they go through a highly rigorous selection process and will be carefully selected to meet your requirements.

BENEFITS

Our combined Testing and Recruitment expertise ensures you get the very best candidates at the very best price; be they permanent employees, contractors or consultants. This comprehensive resourcing portfolio allows effective design and management of your staffing profile.

Spring's use of employed consultants ensures that you get the advantage of staff from a Testing specialist without paying unjustifiable premiums. With such staff, supplied in a resourcing capacity, you will enjoy:

- Cost savings when compared with contractor rates
- The ability to select outstanding individuals to become your permanent employees
- Staff who are rigorously technically and competency assessed
- Staff who have a 'permanent' mindset thus providing continuity. Our Consultants have, on average, been with Spring for 3.5 years.
- Fixed daily rate cards - no charge rate increases on extension
- Protection against all employment liabilities and associated costs. No risk of deemed employment
-

Further cost savings, typically 11%, where eligible for VAT mitigation
Contact Details
For further information call 0845 456 9001 or
email itsolutions@spring.com www.springitsolutions.com