

ALL.SPACE

ALL.SPACE was founded in 2013, originally named Isotropic Systems before rebranding in 2022. They are a satellite communications company who have developed a smart terminal capable of simultaneously connecting with all satellites and networks in all orbits, which had never been achieved before.

ODC's relationship was formed in September 2021 when ALL.SPACE were embarking on a significant phase of growth. The client had a number of challenges to overcome. ODC were instructed to perform contingent search and selection services on a number of permanent & interim technical vacancies, as well as senior leadership positions.

As the relationship developed and the growth plans increased, ODC presented the Embedded Talent Partner Solution, with a view to solidify the relationship further and meet the heightened growth targets. We successfully deployed the service in May 2022, which has provided a closer partnership, improved hiring figures and a significant cost saving on traditional hiring methods.



OBJECTIVES

- To support ALL.SPACE's significant growth plans
- Increase the capacity of the internal recruitment team
- Tackle IR35 implication/risks
- Support & educate hiring stakeholders through the hiring process to ensure the best possible candidate experience
- Provide cost saving on overall external hiring spend

EMBEDDED TALENT

PARTNER AT A GLANCE

ALL.SPACE utilised our tailored Embedded Talent Solution, alongside the IR35 compliance service. We aim to support each client with a bespoke, yet flexible offering.

BENEFITS

- On-site talent partner(s) provided
- Guaranteed improvement in fulfilment rates
- Stakeholder management
- Employee onboarding support
- Direct applicant management
- Brand improvement

SOLUTIONS

In order to deliver on the client's expectations, ODC approached each objective and formed a package of services. ALL.SPACE were looking for additional support within the existing internal talent team and guidance on certain compliance matters associated with hiring contractors.

ODC introduced the Embedded Talent Partner solution to the client, which was successfully integrated into the business in May 2022. The Talent Partner would be responsible for various tasks, supported by ODC's internal recruitment team and back-office department.

Key services supplied:

- Dedicated, on-site, Talent Partner provided
- Sourcing candidate selection and interviewing of candidates
- Onboarding ALL.SPACE employees
- Stakeholder management to ensure efficient recruitment process
- Carried out IR35 compliance audit and designed process to manage all interim assessments

ACHIEVED TO DATE

55 ALL.SPACE hires supported **since May 2022**

4.2 CV's to **offer** ratio

69% **CV** to interview

34% **interview** to offer ratio

100% **IR35** compliant

37.5% **saving** on contractor spend *

48% **saving** on permanent hiring fees *

ALL.SPACE TESTIMONIAL

ALL.SPACE have utilised the Embedded Talent Partner Solution since May 2022. So far, we have worked with Daniel Spender, who is onsite, along with ongoing support from Matt Bowman and the team at ODC HQ.

All in all the service has been great, they have helped us create new processes, particularly with interim recruitment, making sure we are compliant with IR35. Our partnership with ODC has been extremely cost effective and the implementation to incorporate Daniel was seamless. As a business, ODC have always been accommodating, friendly and available to help with any issues we may have. They have provided a dedicated on-site service, so that we can have a consultant with us supporting us full time. They have supported us with a high volume of permanent and contract hires, whilst building the ALL.SPACE brand and integrating into the team culture.

ANTHONY BATES
TALENT ACQUISITION MANAGER

*Figures based on previous contingent recruitment fees against Embedded Talent Partner fixed pricing and reduced fee structure.