

FPSG Recruitment



fp^{sg}

Specialist
Recruitment



Specialist
Recruitment

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Specialist Sectors

- IT
- Legal
- Scientific
- Professional Services
- Public Sector

Then: Glasgow 1998, **FPSG** was formed by a team of talented recruitment specialists in the IT and Professional Service sectors.

We quickly built a reputation for excellence with clients and candidates by offering flexible solutions through hands on management and diverse recruitment strategies. We believed that success was best achieved by building lasting relationships.

Our success allowed us to open in Edinburgh and move into international markets by 2000. We expanded, diversified and introduced value add services, offering our clients something more than just recruitment - we are partners.

Now, we specialise in recruiting talent for IT, Legal, Scientific, Procurement and Professional Services roles from individual assignments to complex requirements and executive search requirements.

We have grown with our customers and can count many of our early candidates as today's clients - we love it when this happens.

We are committed to supporting the communities in which we live and work by being a National Living Wage accredited employer, through our membership of the Employers Network for Equality & Inclusion and by taking the Scottish Business Pledge.



Management Team

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John Agnew - Chief Executive Officer

John is responsible for driving FPSG strategy across the group and takes a hands on role in client engagement across our specialist sectors. His background lies in the provision of executive search services within the Financial Services sector

[Join John on LinkedIn](#)



Andrew Spratt - Chief Operating Officer

As Chief Operating Officer, Andrew manages many of our complex accounts and has responsibility for our IT and Public Sector divisions. He is superbly networked and is committed to ensuring business growth through connecting the best talent with the best opportunities.

[Join Andrew on LinkedIn](#)



Michael Taggart - Director

Michael's role is to establish and grow our IT recruitment solutions capability across Scotland, the UK and beyond. Michael is responsible for multiple locations and Consultants and takes pride in playing a hands-on role in developing staff.

[Join Michael on LinkedIn](#)



Ciaran Ahern - Director

Ciaran's role is to grow our IT recruitment solutions as well as establish and grow our Scientific division and capability across Scotland, the UK and beyond. Ciaran is responsible for multiple locations and Consultants and takes pride in playing a hands-on role in developing staff.

[Join Ciaran on LinkedIn](#)



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At **FPSG**, we deliver an industry leading service that is built on quality, professionalism and trust. Through our consultative approach we are proud to say we are the preferred supplier of recruitment services to a growing network of many of the world's leading brands. By delivering against key service levels across multiple divisions, we provide a total solutions driven service.

Securing the right talent is core to the success of any business. Since 1998 we have been connecting with the top talent in our specialist markets on a regional, national and global scale. Our specialist Consultants are highly driven and motivated in market mapping and research to proactively identify top talent on the passive market. This network coupled with our in-depth industry and market knowledge enables us to find the right talent quickly to suit your unique requirements globally.

To ensure our clients are kept up to date at all times within their market, our specialists provide a wide range of insight including press releases, salary survey and competitor analysis and host round table forums to discuss industry specific challenges and trends.

Our business has been built around our central commitments:

- Tailoring services to meet client and candidate needs
- Diverse recruitment strategies across multiple disciplines
- Passionate and committed to supporting the growth of our key clients
- Recruitment partner of choice
- Local service – global reach





Specialist
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Candidates

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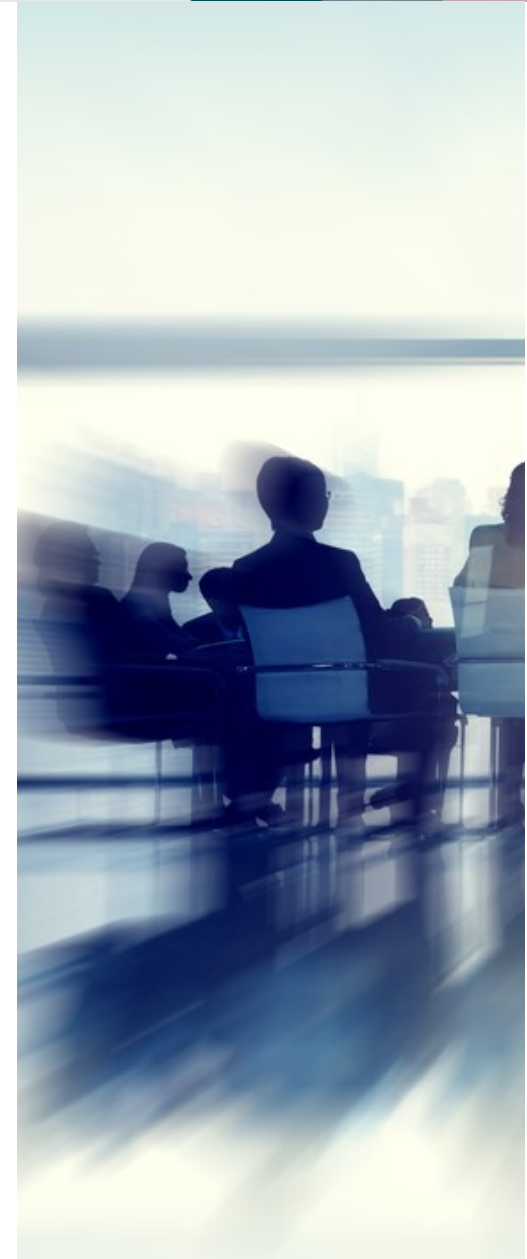
Specialist Sectors

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Whether you are looking for your next career move, career advice, or just want to see what is currently available in the market, **FPSG** want to hear from you. Every enquiry is handled in the strictest of confidence. Our consultants take a long-term view of your career, ability and aspirations and will best advise you on your current position and the most suitable move for you.

Our team of specialist consultants will assist throughout the full process. From discussing your career move to interview and offer management we are there to ensure that you are given as much support as required to secure your next move.

FPSG work with the best contacts within many of the world's most successful companies and have extensive knowledge of the industry in which we work. This allows us to give you up to date and relevant advice regarding your career prospects.



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At **FPSG**, we deliver flexible recruitment strategies across our core sectors. Our delivery is supported by hands on management at director level, to ensure the best recruitment experience for all of our clients and candidates.

Our sectors are:

- IT
- Legal
- Scientific
- Professional Services
- Public Sector

Through our experience, passion and drive for excellence, we continue to form lasting relationships with clients and candidates alike.

Our experienced consultants are superbly networked in their fields and can help you fulfil your recruitment goals.



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FPSG's client portfolio within the IT & Business Change space includes global brands within Technology, Retail, Energy, eCommerce, FMCG, Leisure & Tourism, Finance and Professional Services.

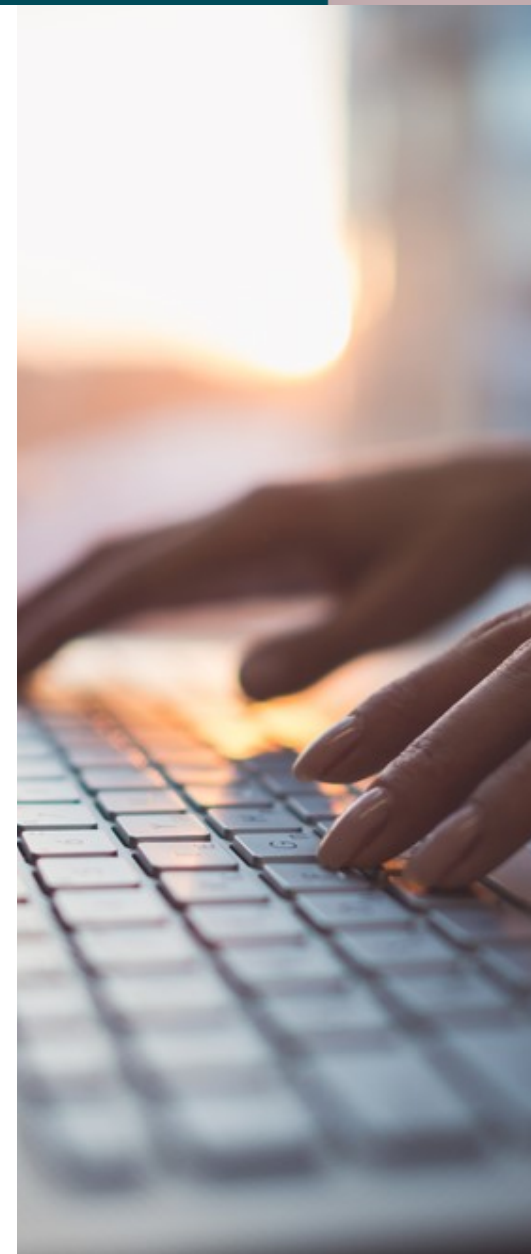
We have a proven track record offering specialist services within IT & Business Change vertical markets including:

- Data
- Development
- Functional Management
- Infrastructure
- Niche technical skills

Within each of these vertical markets, our experienced Team of IT & Business Change Recruitment professionals have specific expertise in recruitment activity relating to:

- IT / Information Security & Risk
- Oracle Cloud
- Salesforce, SAP and ERP solutions
- DevOps & IT Engineering
- Network Solutions; Cisco, Palo Alto
- Test Automation / Test Development
- Open Source Development

Our experience and drive will help you reach your recruitment goal. To discuss our services in more detail please call our Glasgow office on 0141 270 5009 or our Edinburgh office on 0131 270 6666 or email it@fpsg.com



Data

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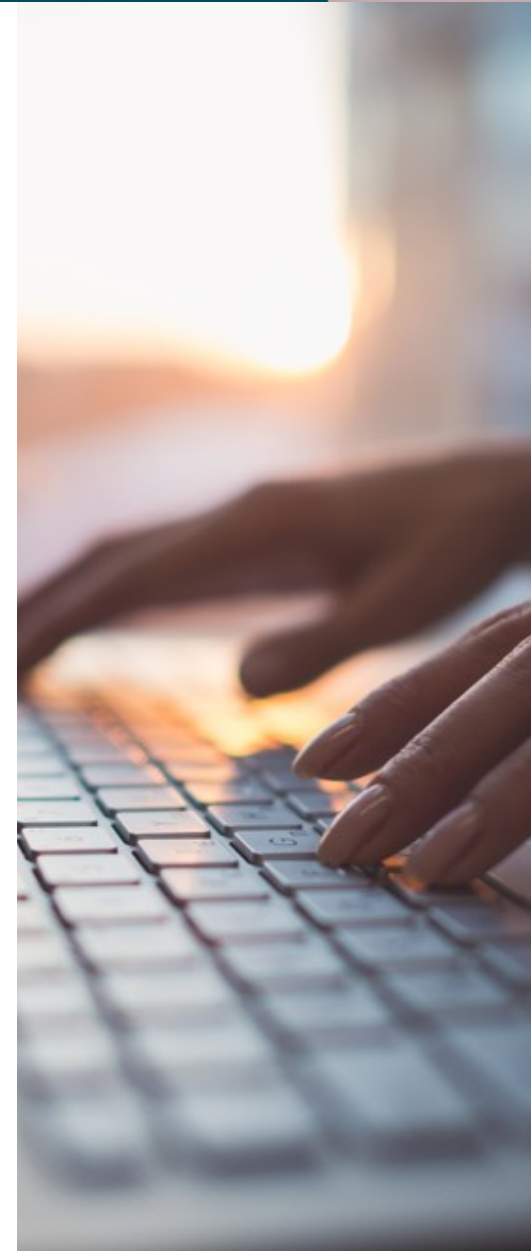
Specialist Sectors

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From the Data Engineers who design and build data platforms, and those that manage data quality and data governance, through to Business Intelligence and Data Visualisation professionals—our Data and Technology team recruits for roles that drive data enabled businesses.

Our dedicated consultants in our Data vertical have real understanding of the skills, technologies, tools and environments required to service the needs of the marketplace providing the very best talent to our clients.

Our experience and drive will help you reach your recruitment goal. To discuss our services in more detail please call our Glasgow office on 0141 270 5009 or our Edinburgh office on 0131 270 6666 or email it@fpsg.com



Development

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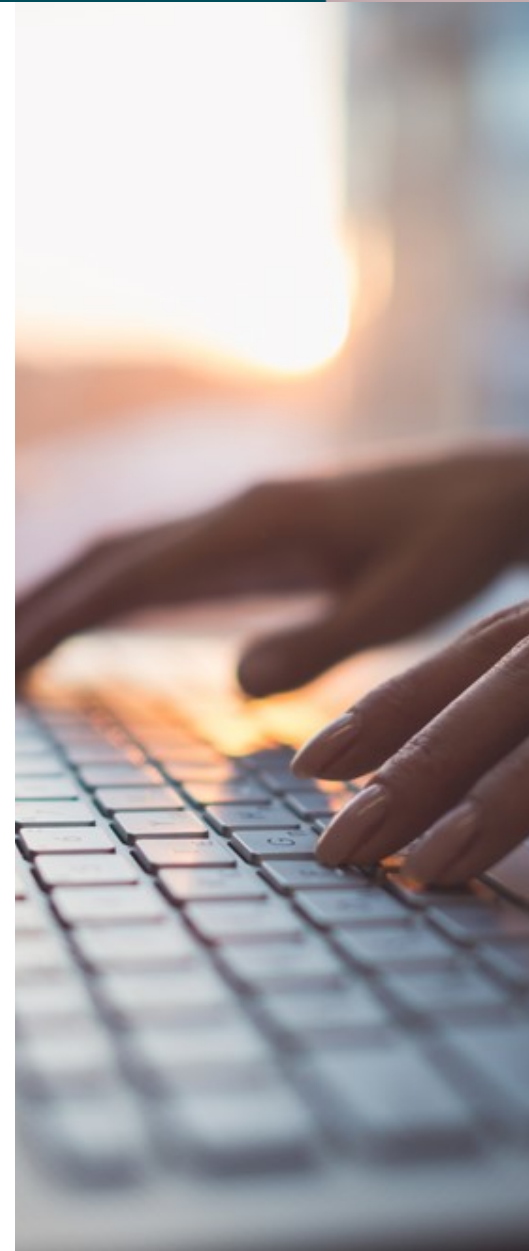
Specialist Sectors

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FPSG have a dedicated team who specialise in recruiting across the full software development lifecycle. This includes but is not limited to Java, Scala, .Net, C++, Python, JavaScript and both UI and UX Design. We also incorporate Mobile and Applications development and ensure that legacy skills such as IBM Mainframe and Mid-range systems also have coverage.

In a sector dominated with over-promising and under-delivering, they combine their knowledge, expertise and commitment to understanding both our clients and candidates requirements. With the role of the software developer forever changing in a fast-moving world, it's our responsibility as an industry to help developers and clients cope with those changes.

Our experience and drive will help you reach your recruitment goal. To discuss our services in more detail please call our Glasgow office on 0141 270 5009 or our Edinburgh office on 0131 270 6666 or email it@fpsg.com



Functional Management

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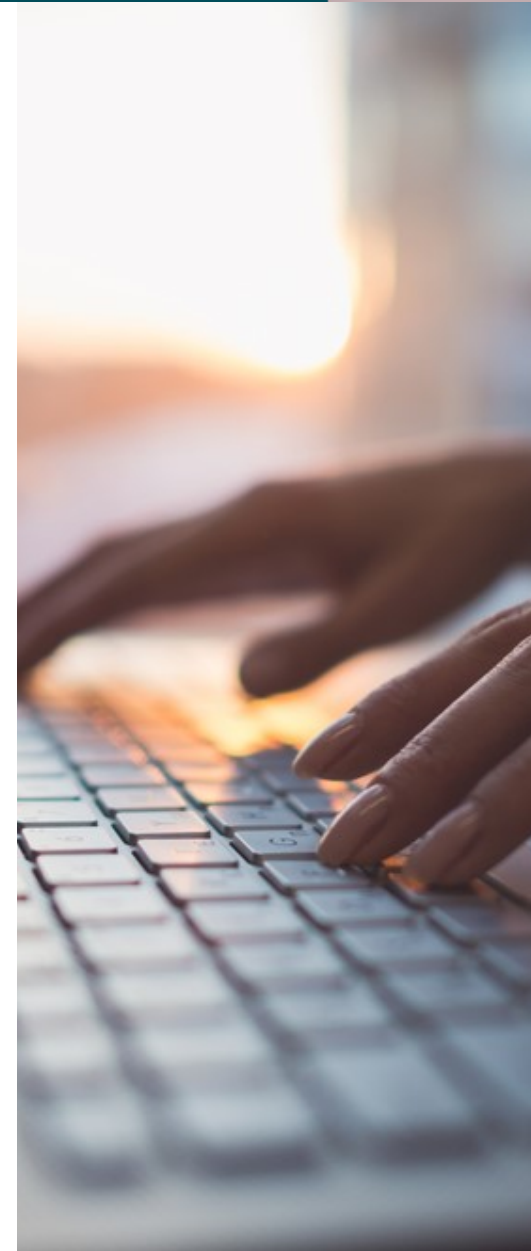
Specialist Sectors

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FPSG's ability to tap into networks of Functional Management specialists has been something our experienced Consultants have been able to develop over a number of years. Due to our relationship driven approach, we continue to nurture new and existing Senior Executive and Architecture level partnerships within our local and widespread marketplaces.

Through strategic partnerships with Public Sector and Private Sector we can consistently offer the best opportunities for PMOs, BAs, PMs looking for high-profile projects as well as long-term career enhancing moves for those who view **FPSG** as their Trusted Advisors when they are looking for new Functional Management roles, or indeed when they need to call on our networks to fill their Functional Management vacancies. With a plethora of projects with budgets ranging from start-up grants to multi-million TCV's, a relevant opportunity is always easily targeted with a bespoke **FPSG** consultation.

Our experience and drive will help you reach your recruitment goal. To discuss our services in more detail please call our Glasgow office on 0141 270 5009 or our Edinburgh office on 0131 270 6666 or email it@fpsg.com



Infrastructure

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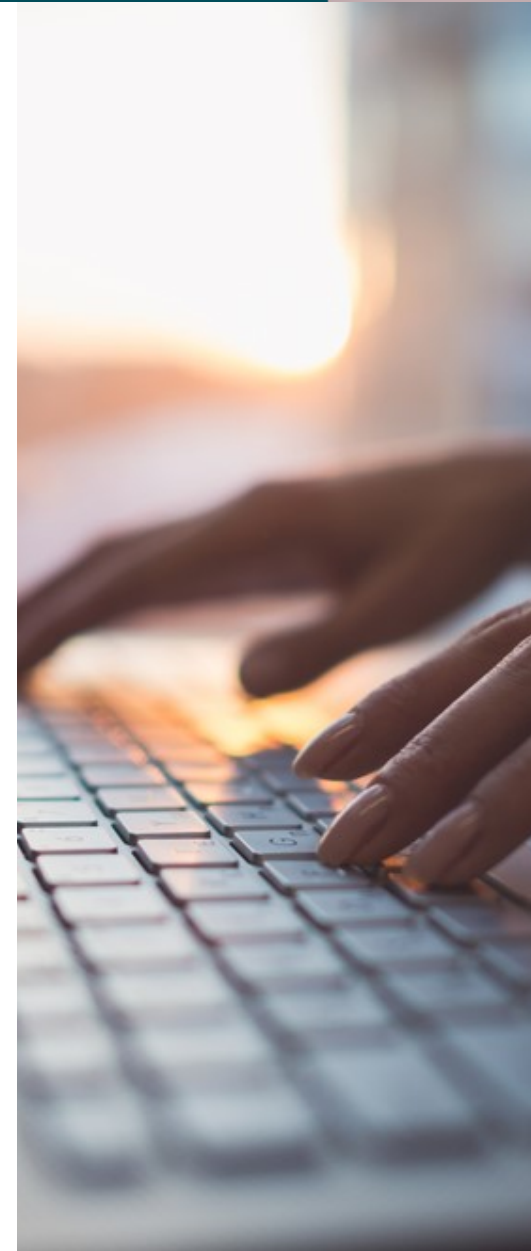
Specialist Sectors

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FPSG have developed a specialist IT Infrastructure recruitment practice, who set the benchmark for recruiting high quality IT Infrastructure professionals. The team provide a proactive and consultative service to clients and candidates looking for IT Infrastructure expertise.

The team have built up an enviable knowledge of the infrastructure space and an expansive network of Infrastructure professionals. We have developed as the Infrastructure arena has evolved, no longer dominated purely by "tin" and "support" the Server cabinet, and remote DataCentre. Rather the Infrastructure world now proactively bleeds into the development, applications and data arena. As such we are confident in our abilities to help traditional infrastructure needs including in Citrix, Windows, Unix, Cisco, VMware, Hyper-V, Storage, etc and also evolving infrastructure such as the Cloud, Edge Computing, IaaS, PaaS, IaaS, CyberSecurity, DevOps, Platform IoT.

Our experience and drive will help you reach your recruitment goal. To discuss our services in more detail please call our Glasgow office on **0141 270 5009 or our Edinburgh office on **0131 270 6666** or email it@fpsg.com**



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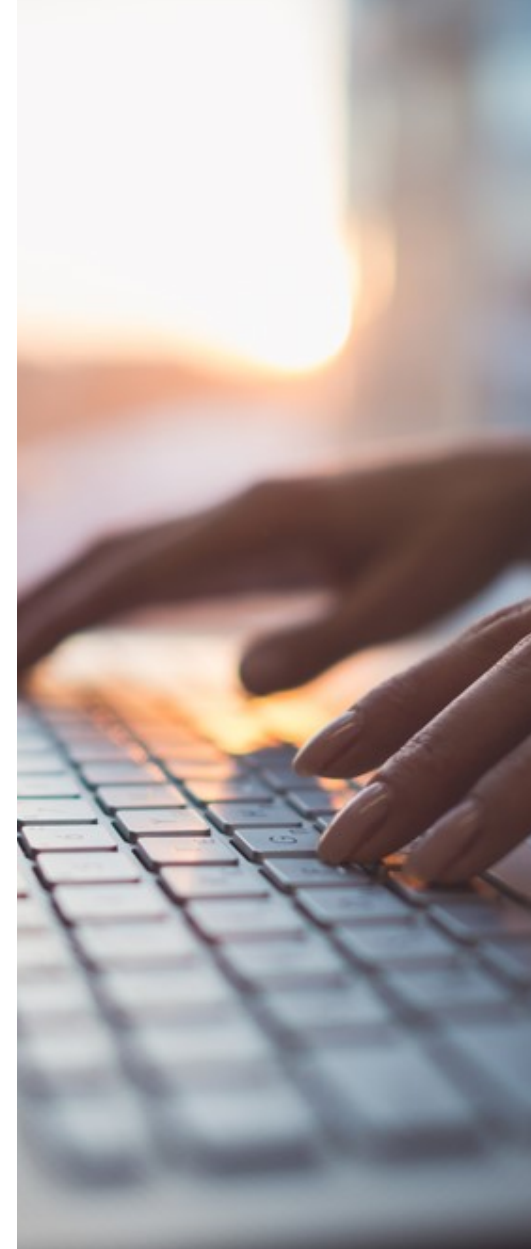
Specialist Sectors

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FPSG acknowledge that not everything in the IT Eco-Systems fits into a simple bundle of Platform, Data, Development and Management. Indeed the ever changing Technology world sees the rise and fall of a variety of utilities, specialisms and niche technology products and services. **FPSG** technology recruiters will never pretend to be able to cover the full landscape of such a myriad of niche skills, we do however have a clear two stage strategy:

- We bring our broad industry knowledge and understanding of complimentary environments, with our head hunting and attraction strategy to ensure that we engage with the best candidates and most attractive clients in the wider market
- We choose a number of niche markets where we have already been able to establish strong candidate pools and have recognised client partnerships. At present the **FPSG** Technology team cover niche markets including OBIE, Robotic Process Automation, Computer Game Technology, Salesforce, IoT

Our experience and drive will help you reach your recruitment goal. To discuss our services in more detail please call our Glasgow office on 0141 270 5009 or our Edinburgh office on 0131 270 6666 or email it@fpsg.com



Legal

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- IT
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- Professional Services
- Public Sector

Our expert knowledge of the Legal sector, long established personal and business relationships within the industry and proven track record make **FPSG** an excellent choice to work in partnership with. We take pride in our deeply held commitment to deliver a superior client service and it is on this basis that we successfully source and place high calibre candidates in a wide variety of roles.

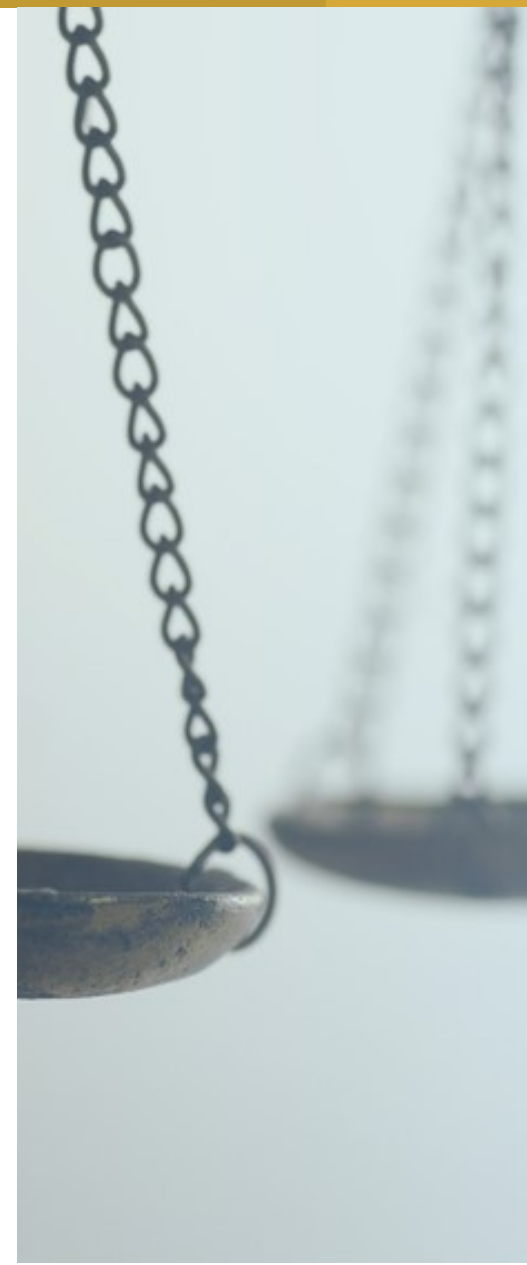
Our client portfolio within the legal markets include local, regional and national legal practices, from SMEs to globally recognised brands. We engage with HR, Practice Managers and Partners with individual, team and volume recruitment campaigns.

We have a proven track record offering specialist services to law professionals including:

- Both legally qualified staff from NQ to Partner-level and non-qualified business support staff within the private practice
- C-Suite and senior HR, Finance, Marketing and IT placements
- In-house
- Team moves
- Mergers & acquisitions

At **FPSG** we can offer over 15 years' expertise within the Legal sector, providing advice, building recruitment plans and ensuring the right skill and culture match for your business. We support our clients with up to date market information and are continually networking to provide you with the best opportunities and talent on the market.

Our experience and drive will help you reach your recruitment goal. To discuss our services in more detail contact **0141 270 5133 or legalrecruitment@fpsg.com**



Scientific

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- IT
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- Professional Services
- Public Sector

The scientific industry is now more exciting than ever and the demand for exceptional talent has increased dramatically. At **FPSG** we partner with organisations that understand this, we aim to form effective relationships that give our clients access to these highly sought after skill sets. We focus not only on existing talent but the strong pipeline of new individuals entering the job market through partnerships with a range of higher education providers.

Each year we help hundreds of Hiring Managers and HR professionals find the right talent solutions for their teams. We provide solutions to access the right talent, at the right time, in the right way, to suit your business model.

We work with and supply to a range of different verticals, including, but not limited to:

- Pharma
- Bio-Tech
- Medical device
- FMCG
- Environmental
- Research
- Chemicals
- Clinical
- Electronics
- Aerospace
- Manufacturing
- Supply Chain

Our experience and drive will help you reach your recruitment goal. To discuss our services in more detail please call our Glasgow office on **0141 270 5135** or our Edinburgh office on **0131 270 6608** or email scientific@fpsg.com





Specialist
Recruitment

Professional Services

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- IT
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- Professional Services
 - Accountancy and Finance
 - Financial Services
 - Human Resources
 - Procurement
 - Marketing
 - Office Support
 - Sales
 - Multilingual
- Public Sector

FPSG Professional Services recruitment specialists support our client needs through flexible resourcing strategies.

Our client portfolio within the Professional Services market recruits on behalf of businesses within the insurance, telecommunications, financial services, technical and third sector. We have a proven track record of working in partnership with our clients on everything from single assignments to complex recruitment campaigns.

At **FPSG** we offer diverse recruitment strategies including major campaign management, on-site support and executive search.

We can offer a variety of robust candidate attraction methods as well as full pre-employment screening including BPSS checks, qualification & certification checks, credit checks, language testing and ID & proof to work in the UK.

Our experience and drive will help you reach your recruitment goal. To discuss our services in more detail please call our Glasgow office on **0141 270 5133 or our Edinburgh office on **0131 270 6666** or email professionalservices@fpsg.com**





Specialist
Recruitment

Accountancy & Finance

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 - Accountancy and Finance
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 - Office Support
 - Sales
 - Multilingual
- Public Sector

FPSG is a global provider of Accountancy & Finance specialist recruitment services. We partner with a large network of Big 4/Mid-tier accountancy clients, as well as Multinational Organisations, Small-Medium Enterprises, Private Equity Funds, Venture Capital Funds and Non-governmental Organisations.

Our team's track record of delivering high quality results includes making placements into Scotland and the rest of the UK, a number of Offshore Financial Services Centres, Europe, North Africa, Sub-Saharan Africa, South America, North America, the Middle-East and Asia Pacific.

We partner with candidates from Part Qualified up to Partner/C-Suite Executive level and can work on a contingency or retained basis.

Our experienced Accountancy & Finance Recruitment Team have an excellent network and knowledge in the following areas:

- | | |
|--------------------------|-------------------------|
| • Advisory | • Credit Control |
| • Audit | • Ledgers & Bookkeeping |
| • Recovery & Restructure | • Payroll |
| • Corporate Finance | • Tax |
| • Interim Management | |

If you would like to discuss a vacancy and how FPSG is able to use its unique attraction model to meet your goals then please call **0141 270 5003** or email: accountancy@fpsg.com





Specialist
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Financial Services

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FPSG is a leading provider of banking and financial recruitment services with a dedicated team of recruitment professionals who specialise in providing skilled banking and financial services staff to a growing number of internationally recognised clients.

Our sector coverage within the field includes:

- Financial Markets/Treasury
- Institutional, Corporate and Business Banking
- Investment Banking & Corporate Finance
- Leveraged & Acquisition Finance
- Structured Project Finance
- Private Banking
- Wealth Management
- Retail Banking
- Trade Finance
- Insurance
- Operations

And provides the best talent available on the market in roles including Analysts, Business Development Managers, Risk/Credit, Private Client Advisors, Practice Managers and more.

At **FPSG** we can offer over 15 years' expertise within the Banking and Financial Services sector, providing advice, building recruitment plans and ensuring the right skill & culture fit for your business. We support our clients with up to date market information and are continually networking to provide you with the best opportunities and talent on the market.

Please call **0141 270 5003** or email financialservices@fpsg.com to discuss our services in more detail.





Specialist
Recruitment

Human Resources

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FPSG's HR Team offers recruitment services throughout the UK. Our experienced team is superbly networked having supported some of the UK's best known brands and consistently deliver high quality results at all levels for temporary, contract and permanent roles.

Our client portfolio within the HR sector includes Legal, Accountancy & Finance, IT, Retail, Hospitality, Investment, Charity, Marketing, Transport & Logistics and much more. With a proven track record recruiting within the HR field, our team support our clients in the following areas:

- | | |
|---------------------------|-----------------------------------|
| • HR Administration | • Organisational Development |
| • HR Specialist/Advisory | • Resourcing & Talent Planning |
| • HR Management | • Learning & Development |
| • Recruitment & Selection | • Performance & Reward |
| • Compensation & Benefits | • Employee Relations & Engagement |
| • Organisational Design | |

At **FPSG** we offer an experienced and dedicated team to work in partnership with our clients.

With our extensive network and creative candidate attraction methods, we can support our clients with a variety of testing, competency based interviewing, role plays, group assessments, pre-employment screening, qualification & certification checks, credit checks, language testing and ID & proof to work in the UK.

Our experience and drive will help you reach your recruitment goal. To discuss our services in more detail call **0141 270 5003 or email hr@fpsg.com**



Procurement

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FPSG is a specialist provider of Procurement & Supply Chain recruitment internationally and throughout the UK. We offer executive search, managed advertised campaigns and contingency based services.

Our client portfolio includes leading public sector agencies, national, local and international health and education bodies, as well as global brands within Technology, Retail, eCommerce, FMCG, Entertainment, Finance and Professional Services.

Our experienced team is superbly networked having supported some of the UK's best known brands in both the Private and Public Sector recruiting the following roles:

- Chief Procurement Officer
- Procurement/Purchasing Manager and Director
- Category Manager
- Supply Chain Manager
- Logistics Manager
- Warehouse Manager
- E-Procurement Manager
- Sustainability Manager
- Buyer/Senior Buyer
- Procurement Analyst
- Procure Officer

FPSG we can offer over 15 years' expertise within the Procurement sector, providing advice, building recruitment plans and ensuring the right skill and culture fit for your business. We support our clients with up to date market information and are continually networking to provide the best opportunities and talent on the market.

Our experience and drive will help you reach your recruitment goal. To discuss our services in more detail contact 0141 270 5003 or email procurement@fpsg.com



Marketing

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FPSG has been integral to marketing growth within many businesses across Scotland and the UK, from start-ups to SMEs, major brands and global organisations. Our team has managed projects from key staff hires to marketing teams.

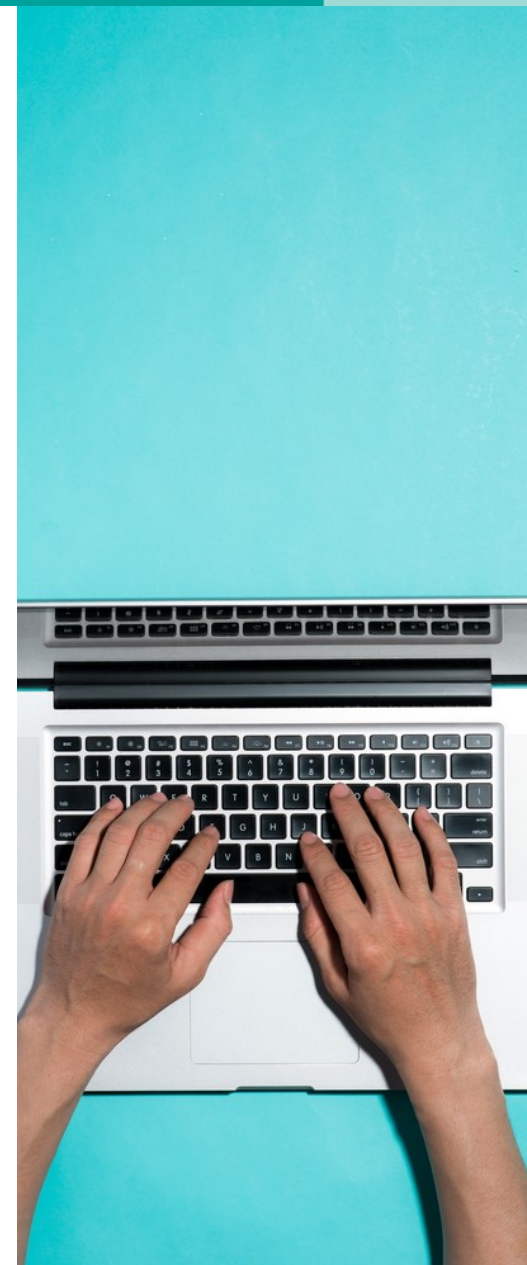
Our client portfolio includes globally recognised brands within Technology, Retail, eCommerce, FMCG, Leisure & Tourism, Finance and Professional Services through to SMEs and small business providers.

We have a proven track record offering specialist services within vertical markets including:

- Marketing Director/ Head of Marketing
- Marketing Manager
- Marketing Assistant
- Digital Marketing Manager
- SEO/PPC Specialist
- Graphic Designer
- Social Media Manager

At **FPSG** we can offer over 10 years' expertise within the Marketing sector, providing advice, building recruitment plans and ensuring the right skill and culture fit for your business. We support our clients with up to date market information and are continually networking to provide you with the best opportunities and talent on the market.

Our experience and drive will help you reach your recruitment goal. To discuss our services in more detail contact 0141 270 5003 or marketing@fpsg.com



Office Support

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FPSG offers a team of professional and well networked consultants to support the growth of clients across a variety of sectors within the UK market.

Our client portfolio within the Office Services & Business Support sector includes international and local organisations within the Legal, HR, Property, Accountancy & Finance, Banking, IT, Call & Contact Centre, Events, Investment, Insurance and Leisure & Tourism markets.

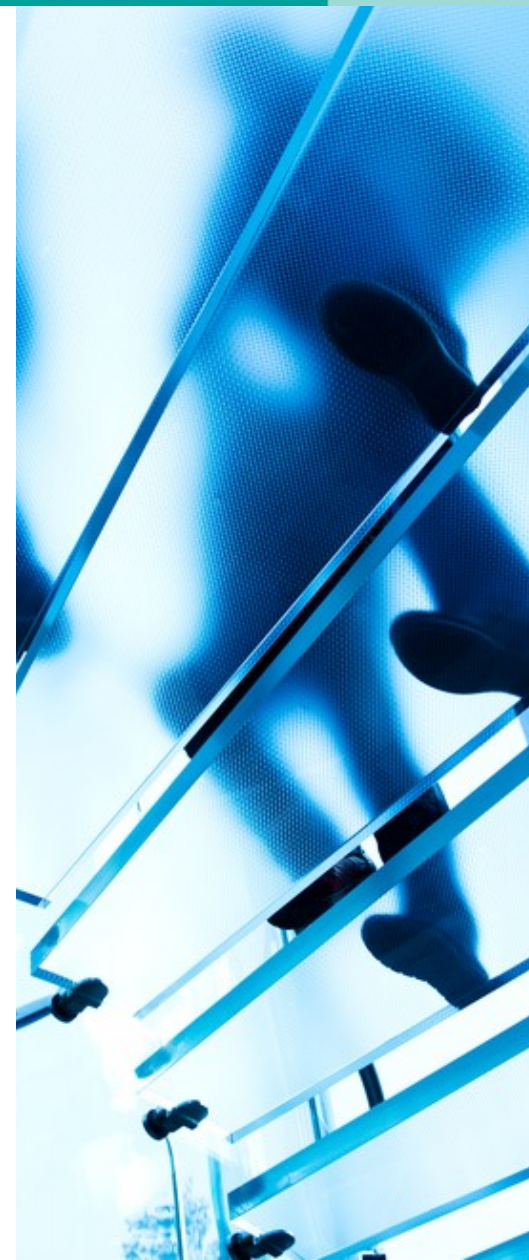
We have a proven track record offering specialist services recruiting:

- Receptionists
- Administrators
- Office Managers
- Secretaries/PAs
- Legal Secretaries. Paralegals
- Legal Cashiers
- Account Administrators
- Technical Support Level 1&2
- Customer Service Administrators
- HR Administrators, Advisors and Managers
- Sales Support

At **FPSG** we can offer over 15 years' expertise within the Office Support market. We support our clients with a bespoke recruitment process to help them reach their recruitment goals.

We offer robust candidate attraction methods, testing, competency based interviewing, role plays, group assessments, pre-employment screening, qualification & certification checks, credit checks, language testing and ID & proof to work in the UK.

Our experience and drive will help you reach your recruitment goal. To discuss our services in more detail contact 0141 270 5003 or email businesssupport@fpsg.com



Sales

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FPSG's specialist sales team understands that our clients' sales teams are integral to business success. To ensure we can deliver the best talent at the right time, we are constantly developing our networks through traditional recruitment and head hunt methodologies.

Our client portfolio includes globally recognised brands within Technology, Retail, eCommerce, FMCG, Leisure & Tourism, Finance and Professional Services through to SMEs and small business providers.

We have a proven track record offering successful campaign outcomes at all levels including:

- Graduate
- Business Developers
- PR & Communications
- Bid Management
- Account Managers
- Relationship Builders
- Senior/Heads of/Directors

At **FPSG** we can offer over 10 years' expertise within the Sales sector, providing advice, building recruitment plans and ensuring the right skill and culture fit for your business. We support our clients with up to date market information and are continually networking to provide the best opportunities and talent on the market.

Our experience and drive will help you reach your recruitment goal. To discuss our services in more detail contact 0141 270 5003 or email sales@fpsg.com





Specialist
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Multilingual

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FPSG is a specialist provider of multilingual recruitment services throughout the UK. We have a dedicated team that offers language capability, with our consultants speaking additional languages, and extensive experience recruiting talent from home or in country.

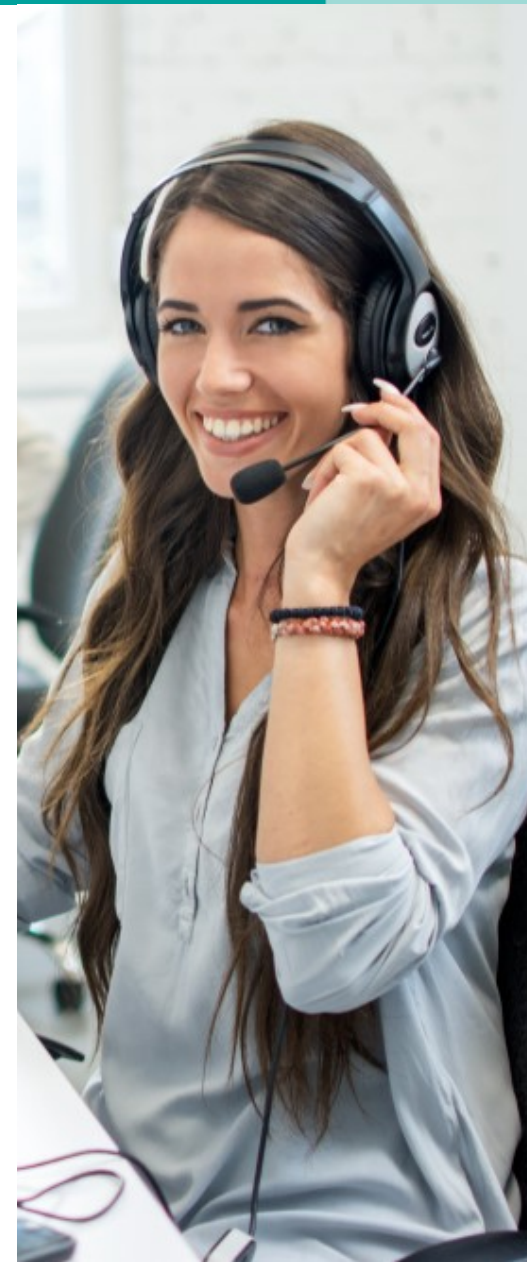
Our multilingual team recruits on behalf of a variety of organisations in the fields of retail, IT, hospitality, investment, marketing & advertising, media & internet, property & lettings, telecommunications and financial services.

We support clients in the following disciplines from Senior and Specialist to Volume Campaign Management:

- Contact centre
- Market research
- Financial services
- Retail
- Telecommunications

With our extensive network and creative candidate attraction methods we can support our clients with advertising locally and internationally, language testing, competency based interviewing, role plays, group assessments, pre-employment screening, qualification & certification checks, credit checks, ID & proof to work in the UK.

Our experience and drive will help you reach your recruitment goal. To discuss our services in more detail please call **0141 270 5003** or email languages@fpsg.com



Public Sector

About Us

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- IT
- Legal
- Scientific
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- Public Sector
 - Public Sector Recruitment
 - Cloud Services
 - Executive Search

FPSG Public Sector recruitment specialists support the needs of our clients through flexible resourcing strategies.

Our client portfolio within the Public Sector includes local and national government bodies, further and higher education establishments and various departments within public bodies. We are an approved Crown Commercial Supplier.

We have a proven track record of working in partnership with our clients to support them with recruitment in the key areas of Procurement, IT and Cloud Services.

At **FPSG** we offer diverse recruitment strategies, including volume campaign management, on-site support and executive search.

We can offer a variety of robust candidate attraction methods as well as full pre-employment screening including BPSS checks, qualification & certification checks, credit checks, language testing and ID & proof to work in the UK.

Our experience and drive will help you reach your recruitment goal. To discuss our services in more detail please call our Glasgow office on **0141 270 5003 or our Edinburgh office on **0131 270 6605** or email publicsectors@fpsg.com**



Public Sector Recruitment

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- Scientific
- Professional Services
- Public Sector
 - Public Sector Recruitment
 - Cloud Services
 - Executive Search

FPSG is a specialist provider of Public Sector recruitment throughout the UK. We offer everything from managed advertised campaigns to **contingency based services**.

Our client portfolio within the Public Sector space includes:

- Central and local government
- Departments, agencies and public bodies
- Higher and further education
- Charities
- Not for profit organisations

Our experienced team is superbly networked having supported some **complex campaigns** across multiple divisions including:

- IT & Business Change
- Procurement
- Business Support; HR, Marketing, Call & Contact Centre

At **FPSG** we can offer over 20 years' experience within our sectors, providing advice, building recruitment plans and ensuring the right skills set and culture fits for your project. We support our public sector organisations with up to date market information and are continually networking to provide you with the best opportunities and talent on the market.

FPSG is a Crown Commercial Supplier to the following frameworks:

- DOS3
- Dynamic Purchasing
- Public Sector Resourcing
- MOJ Commercial



Cloud Services

About Us

Management Team

Clients

Candidates

Specialist Sectors

- IT
- Legal
- Scientific
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- Public Sector
 - Public Sector Recruitment
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 - Executive Search

FPSG Cloud Services is integral to the digital journey of a growing number of public sector clients who are revolutionising their use of technology. Our service supports public sector bodies entering the cloud arena at all stages of the process.

This includes:

- Business analysis for planning & strategy
- Architecture for set up and migration
- Build for design and development
- Training pre and post implementation
- Support pre and post implementation

We work in partnership with our client base to find the best solution for them. Our delivery is based upon years of collaboration in the IT market. Our delivery model includes the appointment of an Account Director who will see your project from inception to delivery. This allows for:

- Thorough engagement
- Delivery plan
- Key milestones
- Constant project review
- Outcome control

FPSG Cloud Services are committed to supporting our clients' programme of work. Ensuring that Cloud platforms and solutions are built and implemented to increase efficiency both internally and externally.

FPSG Cloud Services are Cyber Essentials CREST certified through Cyber Tec Security.



Executive Search

About Us

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- IT
- Legal
- Scientific
- Professional Services
- Public Sector
 - Public Sector Recruitment
 - Cloud Services
 - Executive Search

FPSG is a specialist provider of executive search services across the breadth of our specialist sectors. We understand that the best talent is not always on the open market and use our strength of networks to identify and place key hires with our global client base.

Our methodologies include research and market mapping, full candidate assessment and interim contingency services.

In an increasingly competitive global market place it is crucial that businesses make the right leadership decisions. Our clients value our ability to help them make these decisions through our specialist networks and expertise, market insight and honest advice to candidate and clients alike.

For more information on our Executive Search services, please contact Chief Executive Officer, John Agnew on 0131 270 6666 or executivesearch@fpsg.com





Specialist
Recruitment



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