

Law Enforcement | Regulatory Enforcement | Community Safety





The Red Snapper Group (RSG) supports central government, local government and the wider public sector with flexible and scalable recruitment processes. For over 10 years, we have successfully delivered a range of recruitment services to meet the constant challenges and emerging threats at times where specialist staff are required, often at speed, volume and to have highly specific skills. Our staffing services businesses have a proven track record for supplying individual recruitment outcomes on a job by job basis and for delivering large scale recruitment process outsource outcomes appointing hundreds of staff in short deadlines.




Types of specialist recruitment services include;

- Agency Workers deployed through flexible, interim terms
- Fixed Term Employment Contracts
- Permanent Employment Contracts
- Recruitment Process Outsource (RPO)
- Executive Search



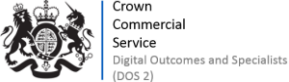
Set out below is a brief overview of the range of recruitment services delivered across local and central government agencies. The list is not exhaustive but does give an understanding of the types of deliverables achieved.

Recent Examples






| Organisation | Requirement(s) | Overview |
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|  Home Office | Interim agency staff; <ul style="list-style-type: none"> - Investigation Officers - Debriefing Officers - Analysts | Provision of agency workers delivered on flexible, interim assignments to Immigration, Compliance and Enforcement. Agency workers to support criminal investigations and intelligence development to support a variety of enquiries. Agency staff are provided through a CCS Framework known as Contingent Labour One (CL1). |
|  Gangmasters Licensing Authority | Recruitment Process Outsource (RPO). <ul style="list-style-type: none"> - Senior Investigating Officers - Investigators - Enforcement Officers | In January 2017, GLA appointed RSG to deliver an RPO for 48 investigative staff. The entire recruitment process is managed by RSG with a dedicated and professional recruitment delivery team led by a project manager. Key deliverables are to deliver in excess of 150 candidates to interview within an 8 week timeframe. |
|  NPCC National Police Chiefs' Council | Permanent and Fixed Term Recruitment. <ul style="list-style-type: none"> - Investigators - Analysts - Case Managers | Operation Hydrant is the National Operation for Child Safeguarding, led by Norfolk Constabulary, funded by the Home Office. RSG have provided over 10 specialist investigative practitioners on permanent contracts to assist with the growth of the team at challenging times, this figure continues to grow with the recent campaign for an additional 10 staff. |
|  National Probation Service | Provision of Agency Workers, flexible assignment terms. <ul style="list-style-type: none"> - Senior Probation Officers - Probation Officers - Probation Service Officers - Approved Premises Workers - Report Writers | Through a compliant tender process, RSG were awarded a multi-million GBP contract to provide probation specialists on interim assignments. We currently have 143 probation practitioners deployed nationwide, and growing. This contract is led by dedicated account managers which includes regular reviews on agency workers performance and welfare in addition to continuous professional development (CPD). |

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|  | <p>Provision of Agency Workers and Permanent Recruitment.</p> <ul style="list-style-type: none"> - Senior Investigating Officer - Investigation Officers - Intelligence Officers - Analysts - HOLMES Practitioners | <p>We have over 80 agency workers deployed across multiple commands, tackling serious, complex and major enquiries within the NCA. Agency workers are procured through the CL1 framework (see below). In addition, RSG are the preferred supplier for supporting the NCAs 350 permanent investigative vacancies across the UK. RSG were awarded the contract following a compliant tender process and have delivered in excess of 500 CVs of suitably skilled and experienced practitioners.</p> |
|  <p>Surrey Police</p> | <p>Recruitment Process Outsource (Permanent and Fixed Term Contracts).</p> <ul style="list-style-type: none"> - Investigation Officers - Intelligence Officers | <p>In 2016, Surrey Police appointed RSG exclusively to deliver an RPO service for 20 Investigation Officers across public protection and major crime. The RPO was led by a dedicated account manager and a strong recruitment team which saw exceptional delivery of over 30 CVs of highly skilled and experienced candidates. Over 20 Investigation Officers were successfully appointed within the 4 week project.</p> |
|  | <p>Recruitment Process Outsource.</p> <ul style="list-style-type: none"> - Accredited Investigators | <p>HMRC had an exponential growth in workload which required 40 Accredited Investigators to support the demand. RSG were appointed exclusively by HMRC to deliver an RPO. The delivery was led by a project manager over a 12 week period which led to successful placements of experienced investigators across various regions of the UK.</p> |

Frameworks – Authorised Suppliers

| Framework | Description |
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|  | <p>Contingent Labour One (CL1) – Contract RM960</p> <p>CL1 allows any public sector organisation to procure agency workers on interim terms without the need to tender for the service. CL1 is owned by CCS, a compliant framework operated through a digital platform which manages requirements across the public sector. Since 2014, RSG has been a preferred supplier on the framework. We have in excess of 150 workers processed through this agreement. The Home Office utilises this framework in addition to other law enforcement agencies such as the Competition and Markets Authority, Department for Health, to name a few.</p> |
|  | <p>Neutral Vendor – Consultancy Services</p> <p>NEPRO is the framework manager of the North East Procurement Operator (NEPO). This allows public sector authorities to procure professional services via the consultancy services category. Over 150 public sector authorities utilise this framework to procure specialist, projects without the need to tender for services via OJEU. This is a compliant process used regularly for outcome based projects such as RPOs or projects which require a specific output i.e supporting an investigation. Projects can be assessed and approved between 5-10 days from submission of a well-structured work order. RSG is an authorised supplier on this framework.</p> |
|  | <p>Digital Outcomes and Specialists – DOS2</p> <p>Digital Outcomes and Specialists is a dynamic style framework with the specific aim of helping the public sector buy, design, build and deliver digital outcomes. We supply cyber and information security specialist consultants, contractors, project teams to deliver work outputs and achieve the outcomes of specific cyber and digital related projects.</p> |

Accreditations

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|---|---|
|  | <p>Cyber Essentials Cyber Security Certification, excellent business protection in place to meet the growing cyber threat. Implementation of 5 key control factors to secure the business from cyber attacks.</p> |
|  | <p>Information Commissioners Office (ICO) Registered with the ICO under Data Protection guidelines and practices. Adhere to all practices set and recommended for the protection of personal data and information.</p> |
|  | <p>Recruitment Employment Confederation Maintain the highest professional standards with all recruitment processes. Meet full compliance, audit and review on business actions to identifying and recruiting the very best market talent.</p> |
|  | <p>International Organisation for Standardisation (ISO) 9001 Follow and adhere methodical and practice management to deliver high-level services to all clients. Deliver effective quality management systems to meet expectations and achieve outcomes.</p> |
|  | <p>HM Government – Authorised Supplier to the G-Cloud Framework Authorised supplier to the Government, public sector clients for all digital projects.</p> |