**Natasha Smith**

I am a recruitment professional with over 12 years experience at one of the world’s largest human resources and temporary staffing providers. With a proven track record at new business, “360 recruitment”, account management and delivery experience, I have provided a service to a myriad of public and private sector organisations. I have delivered recruitment solutions across the entire IT spectrum ranging from 1st line support to C-Suite positions. With strong stakeholder management, excellent customer service and always providing a consultative approach, I am currently seeking a new challenge within the Internal Recruitment arena.

**Spring Technology/Adecco March 2010-Present**

**Senior Consultant**

**London**

Spring is a specialist recruitment organisation providing temporary and permanent solutions to organisations across the UK. Providing IT, Life Sciences and Engineering services, it is a company that has been trading over 30 years with experience as a key supplier to a variety of organisations. Spring was bought by Adecco in 2009, of which traded as a separate entity until the decision was taken in 2022 to trade moving forward under the Adecco Banner

*2014-Present*

*Senior Consultant- Higher Education & Public Sector*

**Responsibilities**

* Due to a framework win for the business, Involved in the creation of a new desk to Spring/Adecco providing temporary and permanent solutions to organisations within the Higher Education Sector (both public and private)
* Worked on a hybrid 360/Account Management basis
* Although an extremely limited number of vacancies were received via the framework, the majority of work on the desk is new business focused
* 2023 Billings- 250k. 2022 Billings-200k. Peak number of contractors at 32
* Involved in vacancies across the entire IT spectrum- both technical and non technical requirements
* Small Example of Roles recruited as follows- 1st to 3rd Line support, Developers, ERP Specialists, Digital Experts, Testers BA’s, Architects, Project & Programme Managers, IT Directors and C-Suite.
* Lead on a number of PSL wins for Adecco/Spring- involved in group wide PSL wins for University of Cambridge and University of Huddersfield. Involved full life cycle from initial bid to delivery.
* Lead on a number of volume recruitment campaign wins for Adecco/Spring such as Manchester Met University and University of Southampton. Involved full lifecycle from initial bid to the volume recruitment delivery
* Involved in wider public sector recruitment requirements for organisations such as the Financial Ombudsman Service,Sport England and Houses of Parliament
* Also involved in Private Sector accounts in areas such as Finance, Media, Retail and Legal.
* User of LInkedin Recruiter and inhouse Salesforce CRM system
* Mentored and team lead a number of consultants ranging from junior consultants to delivery consultants.
* Involved in Internal Group Recruitment days and assessment centres
* Involved in Salary monitoring and bespoke MI creation for clients
* Liaising with a variety of stakeholders across clients
* Involved in regular reviews with internal and external stakeholders
* Involved in a number of projects with marketing for relevant white papers and client brochures.
* Invited to a number of client events as a representative for Adecco
* Provided full lifecycle services for contractors ranging from initial contact to end of assignment
* Point of contact for contractors for queries and issues ranging from pay to end client logistics
* SME for the IT in HE market within Adecco/Spring dealing with consultant queries, bid team, marketing and Senior Management
* As SME for my sector, involved in a range of internal projects with bid and marketing teams
* Involved in cross selling opportunities to wider areas of the Adecco group
* Worked with finance for outstanding debt and invoicing issues with clients
* Winner of a number of quarterly incentive competitions across the brand and group,
* Brand representative on the Adecco group UK health and safety committee
* Involved in a number of projects with teams such as HR and Bids

*2010-2014*

*Infrastructure Recruitment Specialist*

**Responsibilities**

* Joined the business on a 360 desk, I worked within the Infrastructure Market recruiting professionals on a temporary basis. Skillsets varied from 1st line to 3rd line, Virtualisation and Network Specialists
* Developed a key market in working with a range of specialist infrastructure consultancies and VARs providing specialist consultants into UK and international sites
* Worked with consultancies such as Cisco, HCL, Steria, Atos and EACS
* Worked with end clients such as Lidl, London Stock Exchange, BSI, IHS and Pearsons
* In the consultancy market where consultants supplied have to provide a service not just to the service provider, but to the end client, developed and facilitated a high quality recruitment programme which worked for all parties involved
* Provided full lifecycle services for contractors ranging from initial contact to end of assignment
* Point of contact for contractors for queries and issues ranging from pay to end client logistics
* Point of contact for infrastructure recruitment within Spring
* Due to resource shortage within the team, dual desked for 6 months being involved in permanent recruitment
* Brand representative and ambassador for a number HR and Group round tables, ranging from pay reviews to reward schemes
* Worked closely with management and marketing on brand material such as infrastructure related marketing brochures, and whitepapers on topics such as “Women in IT- The Gender Pay Gap”
* Mentored a number of junior consultants, and a point of contact for team member queries

**Education**

**-**De Montfort University- BA English- 2005 to 2008