

# SPECIALISING IN EXPERIENCED AGILE PROFESSIONALS





# FIND EXPERIENCED AGILE PROFESSIONALS

Recruitment doesn't have to be a dirty word. It doesn't have to be associated with pushy phone calls, low salary offers, and candidate volume over quality.

At Optilearn, we do things differently. Over the past few years, our focus has been on developing a candidate pipeline

that we have personally vetted and in many cases, placed before. We help our clients by sourcing specific skills and requirements, whether that is for permanent roles or contract ones. If you need a niche skill or are simply struggling to recruit professionals, then we can probably help.



Product Owners

Project Managers

Scrum Masters

Delivery Managers

Scaled Agile Consultants

DV Clearance



Agile Coaches

SC Clearance

We specialise in finding experienced Agile professionals. This includes Product Owners, Scrum Masters, Scaled Agile consultants, Agile Coaches and any other role that works within a complex and Agile domain. Although we mainly provide people into secure Government roles (those already holding SC or DV clearance) we are confident that we can find what you need.

You may be wondering how we have such a secure and

voluminous pipeline of security cleared professionals, and that is because we work closely with various Armed Forces groups who support those leaving the military by placing them into civilian jobs. The candidates will still have all the skills you need, but may need support transitioning into a different way of working. Alongside this, we are tapped into other pipelines of professionals through our network of training which you can see elsewhere on this website.

# HOW OUR RECRUITMENT WORKS

Our process is simple because recruitment is simple.

1

You provide us with a job requirement that includes the basic information – role, minimum requirements, salary, location etc.

2

If we believe we can help (and yes, we won't lie and take on the requirement if we can't), then we will share our standard contractual terms for you to sign.

3

We provide candidate information across for you to shortlist and interview – you own the process, but we are there to support and act as a candidate go-between. If you decide to make an offer, we will present it to the candidate and hopefully, they accept!



*'I found the perfect applicant at a fraction of the cost.'*

## OUR HONEST AND TRANSPARENT TERMS

We are transparent on our costs and terms upfront. If you would like to see a copy of our full contractual terms in advance, please contact us and we will be happy to provide them. In general, we find our clients ask us two questions: how much does your service cost and what protection do I have?

To address the first question, we charge 12% of a permanent

candidate's agreed remuneration package (if it's in the contract you present to them, it's included for calculation). For contractors, it's 12% of the gross contract value and payable on renewal. In terms of protection, we offer a decreasing refund that is available over the first 2-3 months of a candidate's time with you. If you decide to release them, we will refund a portion of our service payment.

# BOOK A FREE, NO OBLIGATION CONSULTATION

If you think we could add value to your candidate pipeline, then please contact us and one of our team will arrange a meeting with you.

If you have any questions about what we've discussed here, please get in touch with us using the relevant contact details.

## CONTACT DETAILS



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