



BUILDING YOUR TALENT PIPELINE

Client Services Brochure

About   

FDM Group

FDM is a strategic talent partner, placing tech professionals including graduates, ex-forces personnel and returners to work with our clients across a number of sectors. We help to simplify the hiring and onboarding process for our clients as well as supporting them to meet changing resource demands.

Prior to placement, our consultants undergo rigorous training across in-demand technologies in learning environments designed to mirror real-world business challenges and practices.

Our extensive industry experience combined with access to a diverse pool of talent helps our clients to build their talent pipelines for the future.

FTSE 250

Award-winning employer



+3000

Careers launched every year



5500+

employees globally



FDM'S GLOBAL FOOTPRINT

FDM has offices in 19 global locations and can deploy consultants to many more;

27%

North America:

Arlington, Austin, Charlotte, New York, Toronto

51%

UK & EMEA:

Brighton, Frankfurt, Glasgow, London, Leeds, Kraków

22%

APAC:

Hong Kong, Shanghai, Singapore, Sydney



Sourcing 
New Talent

FDM provides our clients with a reliable and sustainable pipeline of resources, available on-demand across a variety of skill sets and levels of experience. Our inclusive hiring practices are focused on hiring candidates that will become our clients' next generation of employees.





INCLUSIVE RECRUITMENT

FDM is dedicated to an inclusive hiring process. Our commitment to diversity and inclusion enables us to recruit the very best talent.

Graduates

Helping to kick start the careers of young professionals entering the workforce



Year-round hiring

University Partnerships

FDM Annual Tech Week

Digital Bootcamps

D&I Panel Events

Upskilling for non-STEM

Career Transitioners

- > **Returners:** Upskilling and building confidence in those looking to return to the workplace
- > **Ex-Forces:** Recognising the transferable skills of ex-forces personnel and helping them to transition into the corporate world
- > **Career Changers:** Supporting those changing their career trajectory



Career Transition Partnership

The Royal Marines Charity

Resettlement Careers Fairs

Returners to Work Insight Events

The Forces Employment Charity

Women Returners Partnership

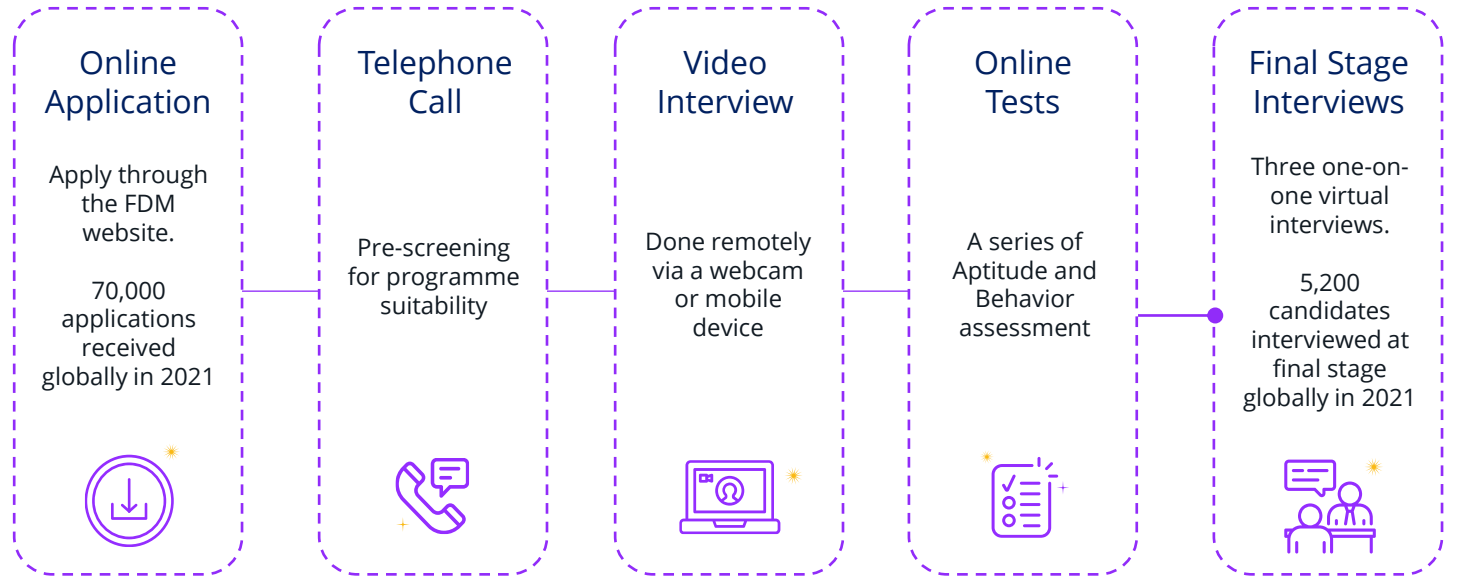
Returners Networking Events

Women in Tech Partnership

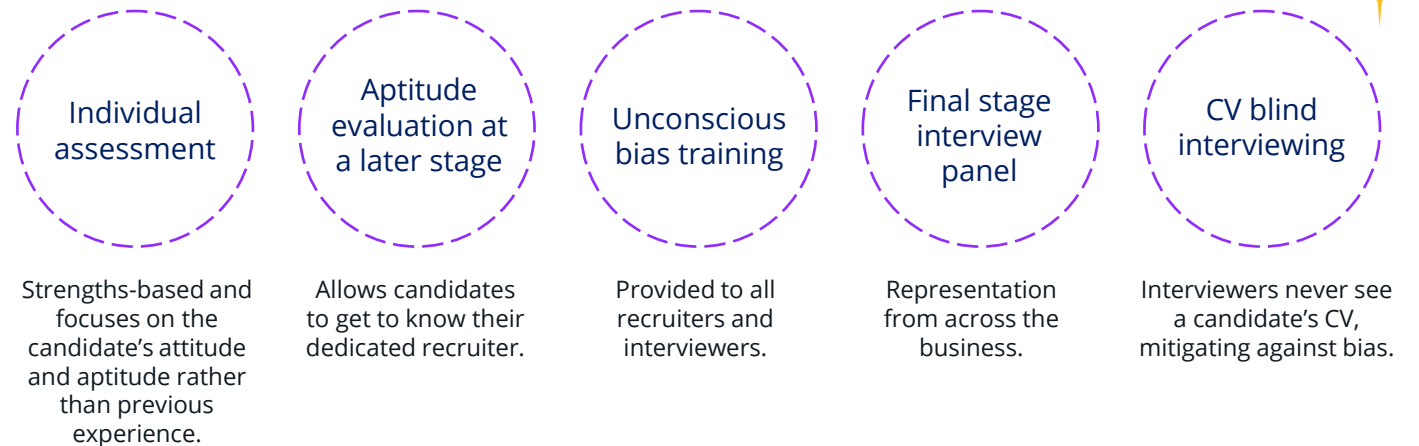




INCLUSIVE RECRUITMENT



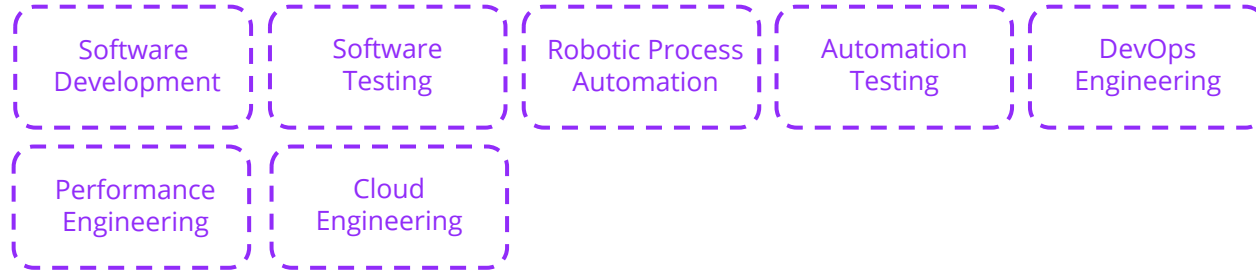
ASSESSING TALENTS



CLIENT SERVICES

FDM supports the development of talent across a variety of disciplines and deployment into different client teams.

Software Engineering



Data Services



Project Delivery



Security & Operations



F D M ' s
ACADEMY

Foundational Training

- > Professional Skills
- > Python – Coding Fundamentals
- > SQL
- > UNIX
- > Web Apps Design / Java Script
- > Business Fundamentals
- > Excel
- > Industry Awareness

Theoretical Learning

- > Technical Pathway
- > Business Pathway



Practical and specialised learning

FDM Agile Pods bring together a team of up to nine consultants from a variety of skill sets, operating within the Scrum framework to solve real-world business challenges



 **Creation of Net New Talent through FDM Academy Programme**
FDM's award winning training scheme launched 2500+ Careers Launched in 2021

GLOBAL ALLIANCES



Pairing our technology with FDM's skilled, accredited specialists will be a great benefit to both our customers and partners.

EVP, Global Channels at nCino



We are joining forces to help our clients build the next generation of tech talent

Microsoft

Salesforce

FDM is currently an Approved Training Partner and a Workforce Development Partner to some of the leading technology providers

SAP

nCino

ServiceNow

AWS

UiPath

PEGA

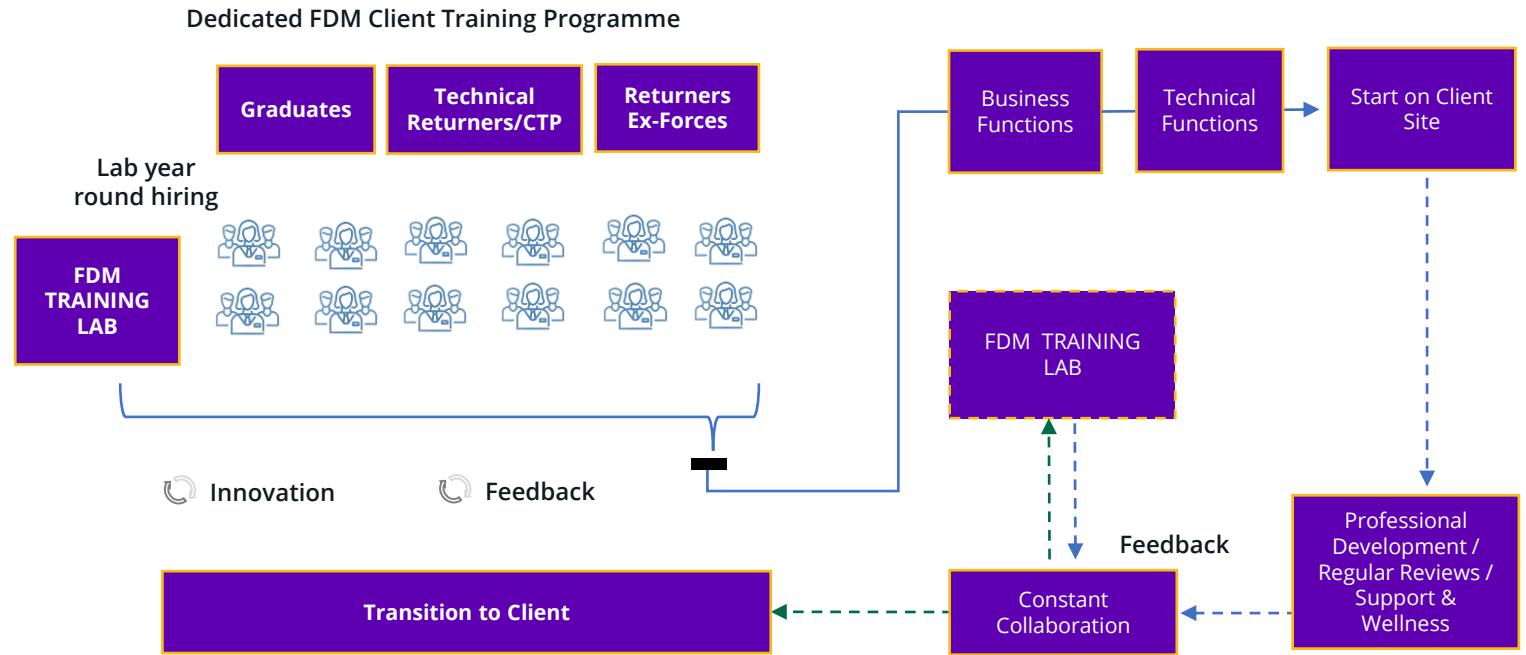
ActiveViam

Appian

Building FDM LABS

FDM creates labs – bespoke learning environments for clients, tailored to meet a variety of different needs and technology requirements.

Our clients benefits from a dedicated Service Delivery Team to support these types of programmes of work.



Case Study: Sky Scala Lab- Global OTT Data Platforms

Challenge
Sky had the challenge of resourcing Scala developers, with high day rate demands for a niche skill and an over inflated job market.

Solution
To support this, FDM specifically recruited suitable candidates and built a tailored training programme in line with Sky's requirements. Working for the OTT Data Platforms team, they will be helping to design, build and support a real time data analytics platform using the latest cloud and open-source technologies.

FDM worked closely with Sky to design a training programme which equipped consultants with skills in:

- OOD Development Practices and Principles
- Scala and Functional Programming
- Reactive Data Processing using AKKA and Kafka

Outcome
This training was fed from a Sky Lab, which can now create on-demand talent for Sky at any point in the year. The lab is repeatable, scalable and feeds into Sky's IP and future talent objectives.



STRATEGIC DISCOVERY SERVICES

FDM are offering discovery sessions to allow us to better support whilst driving value and efficiency for our clients. Our discovery process conducted with relevant stakeholders provides a number of benefits.

Successful Change Delivery

Through exploring a series of questions to help bridge the gap between the client's business strategy or need for change, and the activities that FDM can provide to support delivering the change successfully.

Understanding the Strategy

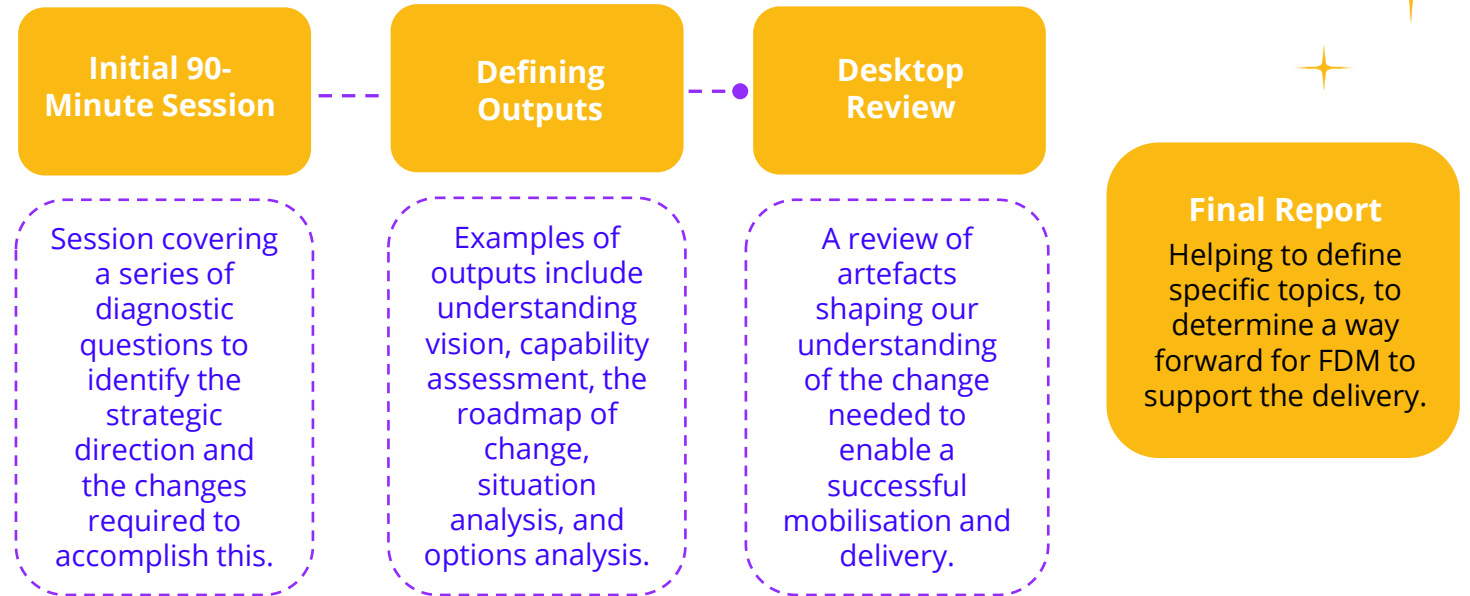
It ensures alignment of the change needs developing clear and shared outcomes, goals, and objectives.

Delivery Value

It avoids committing to a large investment in mobilising change, before we understand what needs to be done and why.

Solutions Engineering and Integration

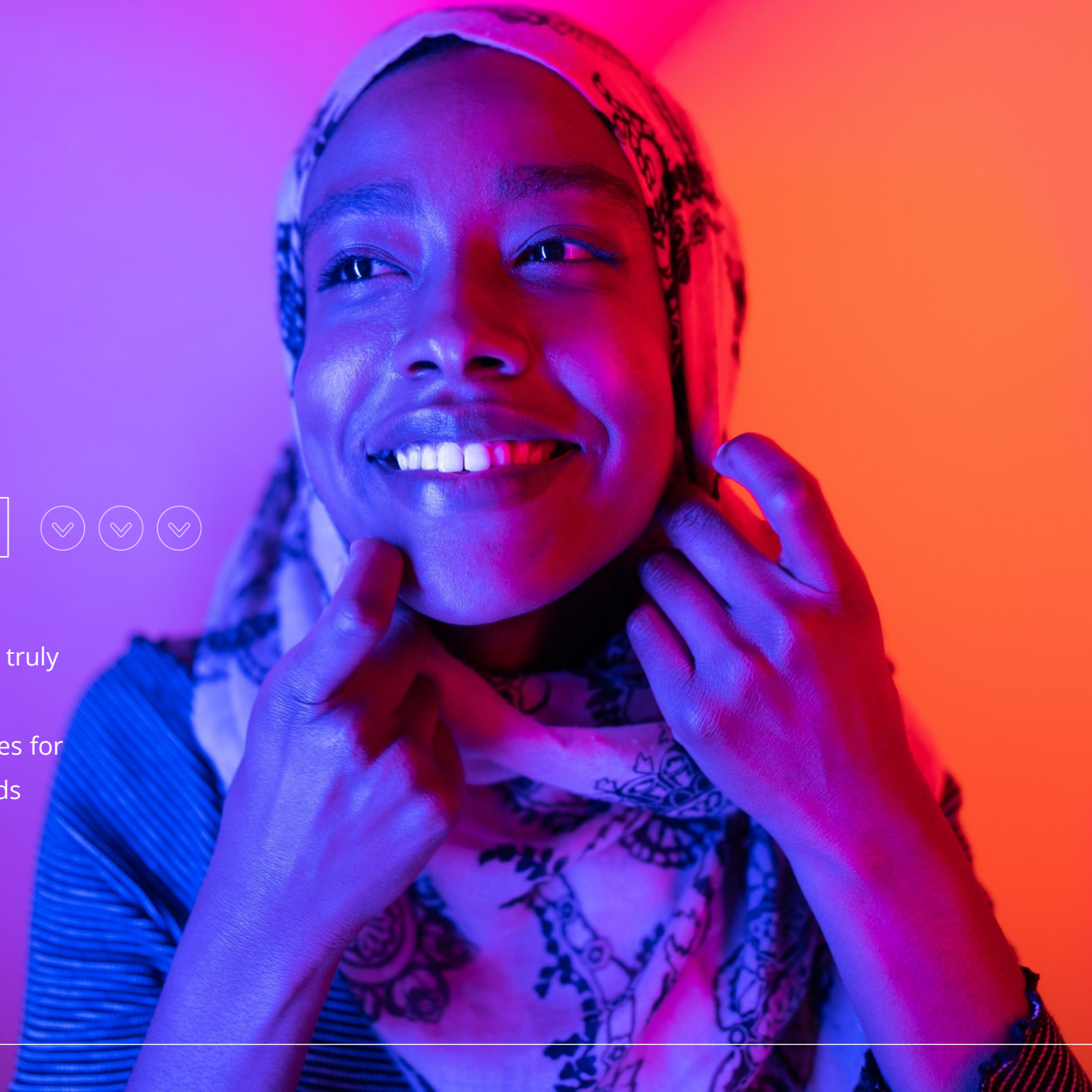
More effective and efficient delivery of change through providing the best solution for the client's needs, essentially bringing together the right ingredients for FDM to support the successful change delivery.



DIVERSITY AND INCLUSION



Our approach to talent attraction and inclusive recruitment ensures FDM is a truly diverse organisation. Our graduate programme offers exciting opportunities for candidates from a range of backgrounds looking to step into a commercial role.





DIVERSITY AND INCLUSION

95+

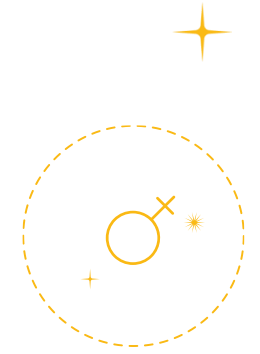
nationalities working together as a team

c.33%

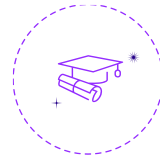
of the senior management team at FDM identify as female

31%

of FDM's global workforce identify as female



36%



were the first in their family to attend university*

86%



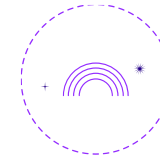
attended a State secondary school*

5%



identify with having a disability*

5%



identify as LGBTQIA+*

* UK Consultant intake 2021 of those who chose to disclose

Ethnicity:



49% identify as White

26% identify as Asian

11% identify as Black

5% prefer not to say

4% identify as Mixed Race

3% identify as other

2% identify as Arab

Driving retention
through

GREAT EXPERIENCE

Once our consultants have onboarded with our client, they continue to receive support from FDM.

Learn more about our Consultant Experience [here](#)

In-Touch



Engaging, informing and inspiring employees through two-way communications

Aspiring



Providing career direction and advice via coaching, mentoring and aspirational content

Thriving



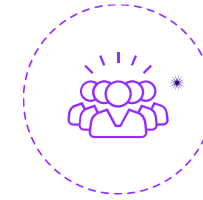
Prioritising employee wellbeing to ensure happy and healthy employees

Growing



Focusing on continuous professional development and industry related content and services

Community



Supporting each other, celebrating difference and engaging in our communities



WHY WORK WITH FDM

> SCALABILITY

With 19 locations, FDM is equipped to provide skills on an international basis.

> NICHE SKILL SETS

FDM can build tailored training programmes for our clients around niche skill sets that can often be rare or at a high cost on the open market.

> RETURN ON INVESTMENT

Our consultants can transition to our clients' permanent employees at no cost following their two-year commitment, allowing our clients to retain intellectual property and see a long-term return on investment.

> COST SAVINGS

FDM's management of vetting, payroll and benefits for our consultants, combined with our favourable rates, can lead to substantial cost savings while alleviating administrative burden.

> MINIMISED RISK

FDM retains accountability of all of our resources and assigns each consultant a dedicated HR representative who conducts performance reviews and can assist with day-to-day queries.

