



## Associate Contract Engineers & Domain Specialists

### Background

Igence Software has 25 years' experience in delivering Software Engineering projects to its customers. We have a reputation for understanding our clients' requirements and providing good quality engineered solutions within the required deadlines.

In recent years, more and more software and systems engineers have turned to freelancing, where they can select what, when and where they want to work. This is a trend that is set to continue with the attractions of flexibility and better earnings potential. Add to this the fact that many engineers are making the decision to retire, competition is fierce and Defence focused organisations are finding it increasingly difficult to hire top talent. Those that move quickly are snapping up engineers as soon as they become available, whilst organisations with lengthy recruitment/onboarding processes are being left by the wayside.

At the request of some of our customers, Igence Software has been supplying them with Associate Contract Engineers & Domain Specialists (ACES) for short term and/or specialist projects, for over ten years.

### The Service

Igence works with select recruitment partners that have an excellent track record in supplying software & domain specialists that meet the specific skillsets our customers require. At Igence, we can source additional team members to support an ongoing project, or individual specialists with particular hardware or domain skills. We maintain contact with our pool of associate engineers that we have either placed or used on our own projects and are aware when their contracts are coming to an end.

In addition, we are seeing projects 'climbing' the security ladder. We can find engineers who are, or have been, qualified to DV or SC level. (All Igence employees are BPSS qualified, and some of our engineers also have active SC clearance).

To maintain the Igence quality standard we seek people with Defence sector project experience and put them through our own interview parameters where we focus on the softer skills - home working productivity, reliability, good team members. Customers then interview candidates and assess their skills match and relevant project capabilities.

Our ability to move quickly and help streamline the onboarding process, as well as provide flexibility by offering candidates that can work within, or outside of IR35, on or offsite, makes Igence the #1 choice for organisations requiring specialist contract engineers.

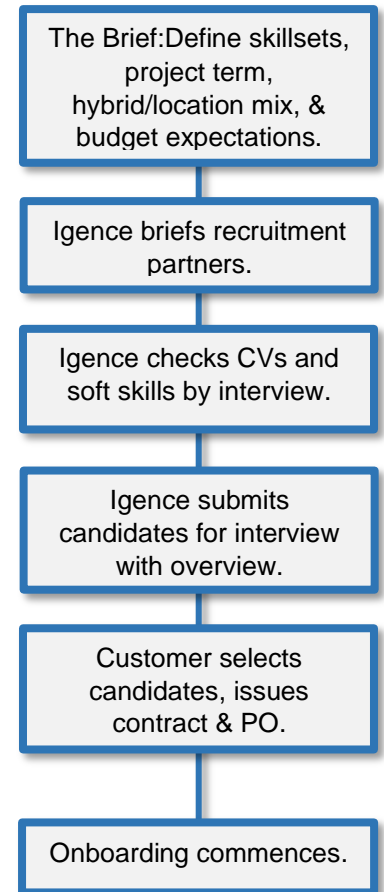
## The Process

Our process seeks to make quality Associate Engineers available to customers in a timely manner. A key criteria is: “would we employ/retain the candidate ourselves?”. If the answer is no, then they do not qualify, and we will not put the candidate forward to our customers. As a result, we have a pool of specialists who have worked directly on either Igence or client projects.

We work with each customer to meet their specific needs. The first step is the all-important brief, to ensure that we understand their specific requirements and optimise the identification of quality candidates for interview. We then work very closely with them to help streamline the onboarding process and secure their preferred candidates before they are snapped up by other organisations.

## Customer Benefits

- ✓ Quicker onboarding process
- ✓ Cost effective
- ✓ Secure top talent
- ✓ Flexibility
- ✓ High quality of work
- ✓ Meet security demands



## Why Igence?

At Igence, we can provide Associate Engineers either outside, or inside, IR35 for long or short-term projects. Igence Software Ltd is an SME with less than 50 employees. Consequently, we are **exempt from an IR35 determination** and have successfully supplied Associate Engineers outside IR35 to our customers for over 10 years. We supply our Associate Engineers as a service and as a result our customers are able to procure engineers with no onerous term commitment or tax responsibilities. Our Associate Engineers are also covered by the appropriate Insurances.

If you are looking for Software or Systems Engineers to undertake short term projects, augment your in-house team, or if you require a very specific skillset, Igence can help.

For more information, or to discuss your requirements, please contact Debbie Goulden at [debbie@igence.com](mailto:debbie@igence.com).

