



Associate Contract Engineering Services (ACES)

Introduction

With over 25 years experience delivering high-quality software engineering solutions, **Igence Software** is known for its ability to understand client requirements and provide good quality engineered solutions on time and to budget.

In recent years, the engineering landscape has shifted. More software and systems engineers are turning to freelance work, attracted by the flexibility that this offers. At the same time, the retirement of experienced professionals, combined with the growing demand across the Defence sector, have made it harder to source top-tier talent. Organisations with slow hiring processes risk missing out — while those able to move quickly are securing the best engineers the moment they become available.

Recognising this need, and complementary to its core business, Igence has been supplying **Associate Contract Engineering Specialists** for over a decade to clients for short-term, long-term, or niche projects.

Our Service

Igence works with trusted recruitment partners who consistently provide skilled software engineers and domain specialists that meet the specific skillsets our customers require.

Whether you are looking to:

- **Augment an existing team,**
- **Fill a specialist role, or**
- **Find niche hardware or domain expertise**

...we can help.

At Igence, we maintain an active network of engineers we've previously worked with — either on our own projects or placed with clients — so we know their skills, availability, and suitability. Many are pre-cleared with **SC** security status, and all Associate Engineers are **BPSS qualified**. Where DV security status is required, we work closely with both our Engineers and our customers to ensure that the process runs smoothly.

Quality is paramount. All candidates undergo our internal assessment, focused not just on technical ability, but also on remote working effectiveness, reliability and team collaboration. A shortlist of suitable candidates are then shared with our customers to review, interview and evaluate based on technical fit and project relevance.

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.

We work with each customer to meet their specific needs, from understanding the brief and sourcing suitable candidates, through to agreeing contracts and supporting both our customers, and our specialist Contract Engineers, through the onboarding process.

What We Offer

- ✓ Proven Talent – Engineers we know and trust
- ✓ Security-Cleared – SC/DV-ready where required
- ✓ Flexible Engagement – Inside or outside IR35, remote or on-site
- ✓ Fast Turnaround – Rapid sourcing and onboarding
- ✓ Soft Skills Focus – Productivity, reliability, collaboration

All candidates undergo Igence's internal assessment. Only those we would employ ourselves are put forward.

Why Igence?

Proven track record – Supplying quality Associate Engineers for over 10 years.

IR35 flexibility – As an SME with fewer than 50 employees, Igence is exempt from IR35 status determinations. We offer fully compliant contract services outside IR35.

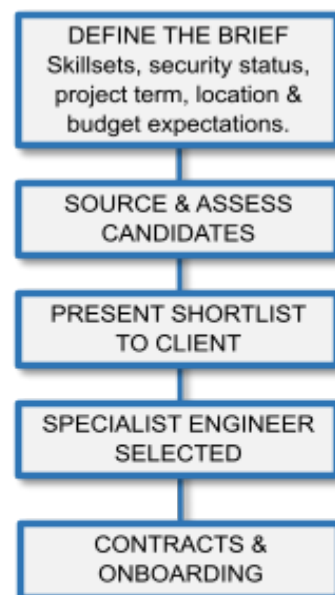
No administrative burden – We handle the contractual and insurance requirements.

Domain knowledge – Deep experience in Defence and high-security environments.

Trusted supplier – Our engineers are treated as part of your extended team.

Whether you need to deliver a time-critical software project, plug a skills gap in your existing team, or bring in hard-to-find expertise, **Igence Software** can help you access the right talent, fast.

For further information, or to discuss your requirements in more detail, please contact Debbie Goulden at debbie.goulden@igence.com.



Delivering high-quality talent to meet specialist project needs



Igence Software Limited, Moor Hall, Sandhawes Hill, East Grinstead RH19 3NR
E: info@igence.com W: www.igence.com
Registered in England and Wales: 3829804