



Igence Associate Software Engineers & Domain Specialists

Background

Igence Software has over 20 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 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. The Coronavirus pandemic has definitely played a part in this change, a trend that is set to continue with the attractions of flexibility and the better earnings potential. Add to this the fact that many engineers are making the decision to retire, 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 and onboarding processes are being left by the wayside.

At the request of some of our customers, Igence Software has been supplying them with Associate Software Engineers 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 to meet the specific specialist needs of our customers. 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 to support 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 are able to find engineers who are, or have been, qualified to DV or SC level. (All Igence employees are BPSS qualified and we also have engineers who are, or have held, SC level 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.

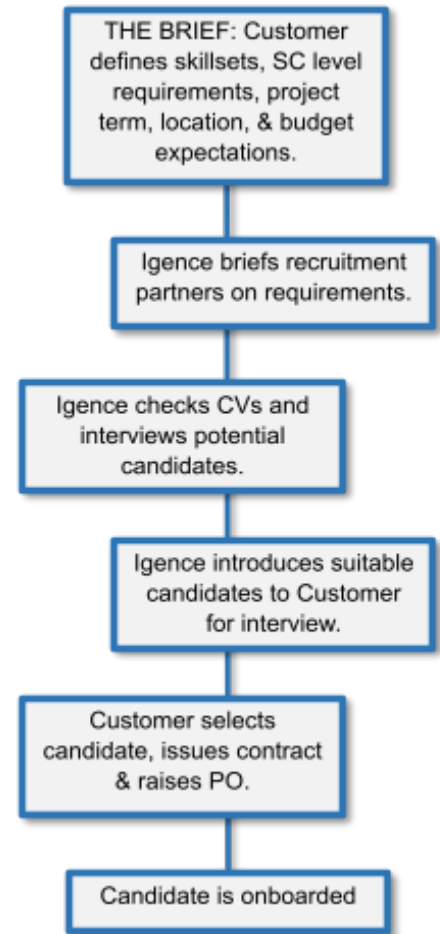
Our ability to move quickly and help streamline the onboarding process, as well as being able to offer candidates that can work within, or outside of IR35, and on or offsite, makes Igence the #1 choice for Defence organisations requiring specialist skillsets.



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 as an Igence Associate Engineer and we will not put them forward to our customers. As a result we have a pool of highly skilled engineers who have worked on either Igence managed projects, or on customer led projects.

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



Customer Benefits

- ✓ Quicker onboarding process
- ✓ Cost effective
- ✓ Secure top talent
- ✓ Flexibility
- ✓ Quality of work is higher
- ✓ 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 these engineers with no onerous term commitment or tax responsibilities. Our Associate Engineers are covered by 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 very specific skillsets, Igence can help.

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



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