#RESPECT

#TEAM WERK

#MAKE IT HAPPEN

TALENTWERK

#BE BRAVE

#SPEAK UP

TALENTWERK

"As the technology landscape has transformed Talentwerk has increasingly specialized to offer our clients greater depth of knowledge and support.

By focusing on the key digital transformation pillars of DevOps, IT Security, Cloud and Infrastructure we remain committed to help our clients achieve their technology goals through the utilization of better qualified and trained technical engineers."

Stefan Ruehle, CEO

DevOps
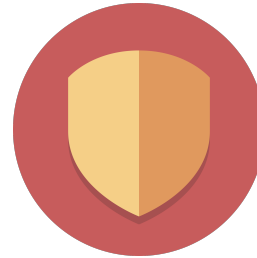
IT Security

Cloud

Infrastructure

TALENTWERK

Talentwerk is an international IT consultancy that provides clients with qualified and experienced engineers across DevOps, Infrastructure, Cloud and IT Security.

By providing a flexible resource, fixed low rates and the option to convert to permanent we work with our clients to achieve their short and long-term project goals. Consistent training of the latest tools and methodologies remains at the heart of our success as our Engineers all receive regular training through our innovative support concept.

Why we are different

Our mission is to **support your choices** and help you deliver your chosen options and not to implement a set system or that of a chosen partner.

Our aim is not to tell you what you have/are doing wrong or to push for additional 'experts' to be brought onsite, but to help you **achieve your project goals** quickly and cost-effectively.

Our focus is not a short-term target but to act as a **long-term strategic partner**.

Women in Tech

According to Women in Tech the number of working women in technology is just 17%, with less than one in ten being IT leaders.

Talentwerk is a proud advocate for women and diversity in Technology with over **42%** of our tech specialists and 50% of the board members being women across the Group.

Externalization of risk

All staff are employed by Talentwerk.

Cost Savings

Talentwerk Engineer's day rates are lower than contractor / freelancers.

Increased productivity

TW Engineers relieve the burden on senior members to optimise productivity.

Secure future IT staff

Option to permanently **employ our consultant for free** after agreed timelines.

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TRAINING

Our team of Engineers are integrated into a tailored training program, which ensures the extensive expansion of their knowledge. Depending on their chosen career path, abilities and in accordance with the requirements of the client project, our Engineers will participate in regular further training courses and certifications.

COACHING & MENTORING

In addition, our Engineers are integrated into an intensive care program. Through regular feedback sessions they can always contribute their thoughts and ideas towards improvements.
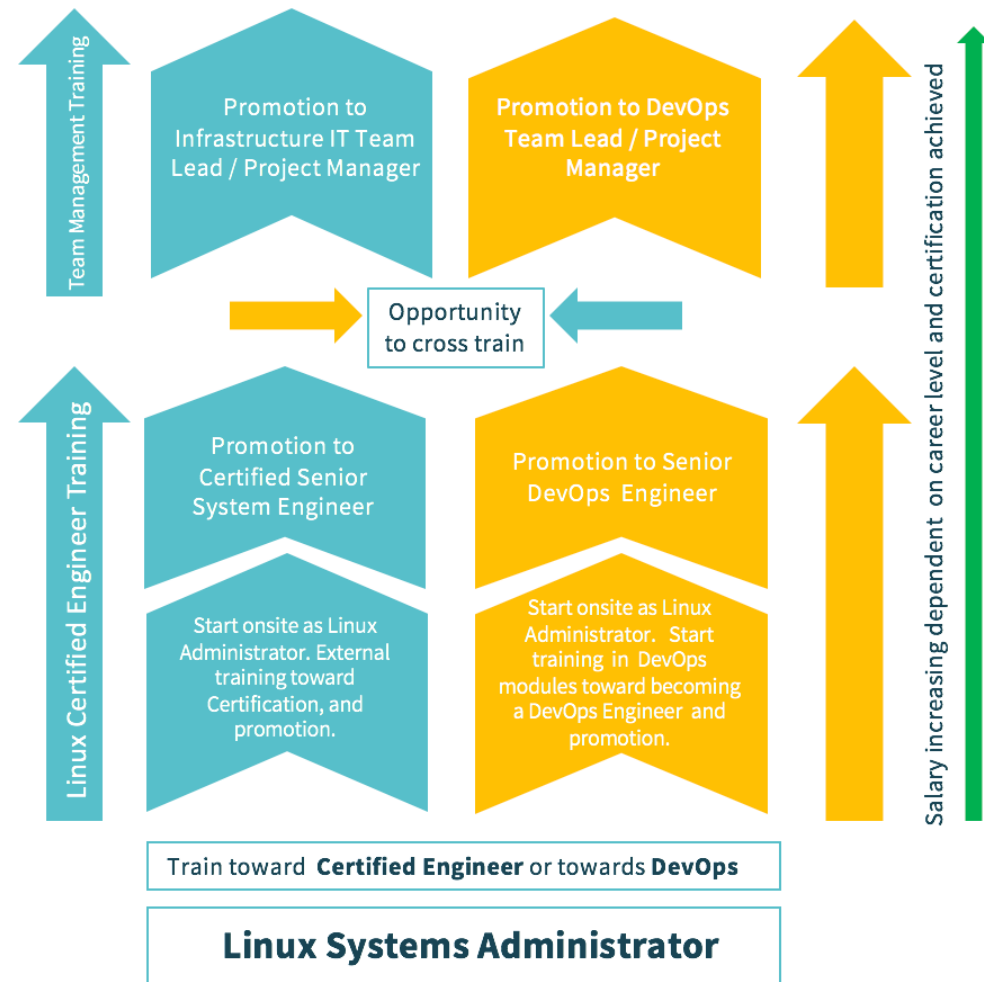
Talentwerk has an open-door policy across the entire team and management. Staff are given intensive coaching and mentoring in order to provide them with the best possible support during the initial phase of their careers. Tailored individual career opportunities and options are always open for discussion.

PRACTICE & PROGRESS

As part of their training and development program our Engineers complete regular Personal Development Plans . These entail feedback on their performance and knowledge to instil a culture of continuous development and further certification.

Consistently trained Engineers have a greater benefit to our client's projects.

A Talentwerk Career example

Team Management Training

Linux Certified Engineer Training

Promotion to Infrastructure IT Team Lead / Project Manager

Promotion to DevOps Team Lead / Project Manager

Opportunity to cross train

Promotion to Certified Senior System Engineer

Promotion to Senior DevOps Engineer

Start onsite as Linux Administrator. External training toward Certification, and promotion.

Start onsite as Linux Administrator. Start training in DevOps modules toward becoming a DevOps Engineer and promotion.

Salary increasing dependent on career level and certification achieved

Train toward **Certified Engineer** or towards **DevOps**

Linux Systems Administrator

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DevOps

DevOps emphasizes the need and importance of communication and collaboration between software developers and production IT professionals, while automating the deployment of software and infrastructure changes.

Our aim is to support your project goals to create an environment in which building, testing, and deploying software can occur rapidly, frequently, and reliably.

Our certified DevOps Engineers help align Development and Operations towards improved information sharing, process automation and reduction in deployment time by faster issue resolutions.

The DevOps environment is constantly evolving and developing new tools to meet the demands placed upon it. Talentwerk's training concept consistently updates our Engineers with the latest tools.

Infrastructure

Digital Transformation has accelerated the demands on today's engineers away from purely siloed specialists toward a multi-skilled cross platform approach where clients can pick and choose a wider variety of technology solutions to meet their individual demands.

The goal remains to deliver a technical infrastructure that has lower investment costs, lower response and processing times, a customised and flexible server environment and less need for local support.

Talentwerk 's IT Infrastructure Engineers help businesses across a broad range of industries design, modify, and maintain their IT infrastructure in order to improve efficiency, manage cost, and minimize security risks. Our team of specialist Engineers work with you to help assist with implementation of the company's decisions.

docker puppet CHEF Jenkins

redhat LINUX Windows Server

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Cloud

IT Security

As part of their digital transformation initiative Enterprises are increasingly adopting cloud platforms to enhance agility, achieve efficiencies and reduce time to market.

The challenge many firms still face to implement their cloud strategy successfully remains their ability to upscale resources quickly, flexibly but also cost effectively.

Talentwerk's Cloud Engineers look to provide additional flexible support to our clients within the AWS, Azure and Google cloud platforms enabling our clients to integrate their own cloud technologies strategies quicker and at optimal cost.

Through consistent training and certification Talentwerk's Engineers deliver solutions across the leading Cloud platforms.
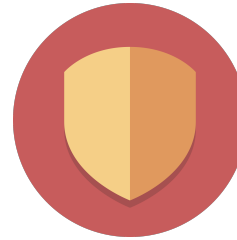
Information security has become a growing and evolving threat landscape. Talentwerk's IT Security Engineers will work with our clients to provide a broad portfolio of services to address the information security, risk and compliance of our client's cyber security programs.

Our engineers work with enterprise class organizations to identify vulnerabilities and assess real business risks to prepare our client's environment from a cybersecurity breach.

Vulnerability Management & Assessment
• Cyclical practice of identifying, classifying, remediating, and mitigating vulnerabilities
• Organizing Penetration tests
• Performing Pen tests & Vulnerability Scans

Operations / SoC & Security Management
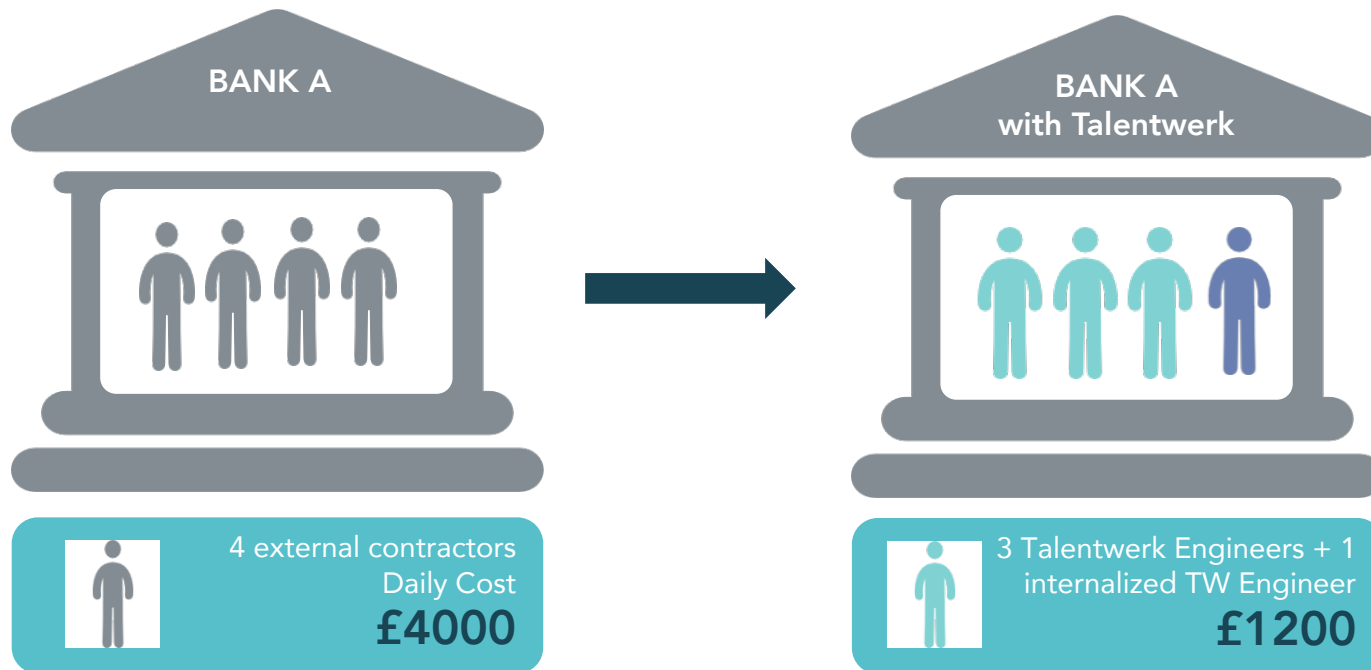• SIEM
• Endpoint (Antivirus, etc.)
• Network (Firewalls, Intrusion Detection and Prevention, etc.)

amazon
web services

Google Cloud Platform

Microsoft Azure

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CHALLENGE

Application Production team: 4 external contractors.

- Deliver project on time within budget
- Reduce project Staffing Cost

- Retain knowledge with internal employees
- Develop a talent pipeline to bring in experienced 'fresh blood' into the team

SOLUTION

BANK A

BANK A
with Talentwerk

4 external contractors
Daily Cost
£4000

3 Talentwerk Engineers + 1
internalized TW Engineer
£1200

RESULT

By engaging with Talentwerk, the bank was able to build the team cost-effectively and free up internal resources. Long term knowledge is retained by the Bank as Talentwerk consultants were employed at Bank A for **no additional cost**. On this project alone the Bank saved over £400,000, a 46% cost reduction and reduced knowledge loss by hiring employees already integrated into the company's internal systems and culture whilst lowering staff turnover risk.

(CUSTOMER): carries out a large project which results in an increasing need for additional DevOps / System Administrators. Additional capacities should provide a cost-effective solution.

Options

Salary / Cost

Hire Employee	Contractor	TALENTWERK
£70,000	**ADVANTAGES**	**ADVANTAGES**

Hire Employee

£70,000

Additional Costs inc.
- NIC
- Pension
- Training Costs
- Private Medical Childcare Vouchers
- Childcare Vouchers
- Life Assurance
- Bonuses
- Paid sick leave & holidays*
- Recruitment costs (Agency fees/advertising/salary of HR/ Talent recruiters)

Contractor

ADVANTAGES
- Flexibility
- Knowledge

DISADVANTAGES
- Expensive
- Not a long-term solution
- Often no intention to become internal with a company
- Knowledge loss when they leave

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ADVANTAGES
- **Flexibility**
- **Strategic long-term sustainable approach to talent pipeline**
- **All Training costs paid by Talentwerk**
- **All inclusive price**
- **Ability to outsource aspects of internal recruitment**
- **£ ZERO hiring costs after 12 months**

DISADVANTAGES
- Engineers only become 'Free to hire' after a min. of 12 months

Av. Daily Cost

| £475 | £650 | £400 |

* Assumption of 250 working days per year, 25 off for holiday and 4 days sick (UK national average 2017).
£105,000 divided by actual working days 221.

TALENTWERK

Established in 2012 by Stefan Ruehle, a former Senior IT Director within a leading European Investment Bank, the Group was envisaged to support companies with their growth whilst also helping nurture and develop new talent within the Tech Industry.

Since inception the Group has achieved 100% growth year on year and with offices now in London and Frankfurt with further growth planned to New York in 2019, we are ideally located to offer our clients access to a truly global strategic IT Partner.

TALENTRECRUITERS
Wir fördern Karrieren.

Talentrecruiters is a cross-industry IT personnel consultancy specialized in recruiting graduates, junior professionals and experts. We support our customers in the development and deployment of management, incentive and training concepts for the efficient and effective training and management of emerging and developing IT talents.

TALENTSCHMIEDE
Wir schmieden Karrieren.

As a cross-industry IT consultancy, Talentschmiede promotes the employment of graduates and junior professionals across the DACH region. We offer our customers project teams with junior, talented and highly motivated employees who are continuously trained by our innovative training and support concept.

KARRIERERAKETE
Wir boosten Karrieren.

Karriererakete offers graduates and juniors the entry into the exciting world of IT services by hiring out employees. Our employees receive efficient training and optimal preparation for customer assignments in the IT production and IT application support with the possibility of permanent employment.

MEISTERWERK
Wir setzen Projekte um.

Meisterwerk is an IT management consultancy for experienced consultants and specialists across Europe who support clients in IT and process consulting projects. We specialise in digital technologies, robotic process automation and IT security & governance.
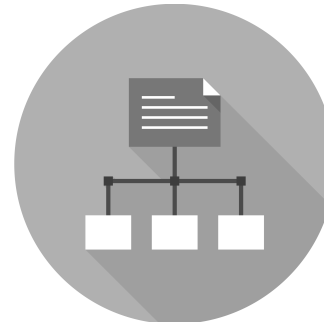
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