



omni
talent is everything

Talent
Strategy

About Omni

Omni is a multi-award-winning recruitment business.

We believe that talent is everything and the critical driver to an organisation's success. We exist to help organisations shift the dial in how they engage and retain the right talent, enhancing their recruitment effectiveness and return on Investment.

Through our recruitment and talent strategy services, we deliver competitive advantage to our client partners across permanent and contingent talent markets. They benefit from our vast industry knowledge and service flexibility, providing a combination of expertise and capacity that can be difficult to generate internally, yet is so important to meet dynamic hiring demands of any business.

We offer three key services:

Talent Strategy

Supporting organisations to optimise resourcing effectiveness. We have expertise in end-to-end talent strategy, covering:

- Recruitment benchmarking
- Employer brand & attraction strategy
- Assessment with a strong focus on EDI
- EDI training
- Recruitment training

RPO

Solutions to support growth, managing short-term hiring spikes, or sourcing scarce talent unreachable by conventional channels.

- End-to-End RPO
- On-demand RPO
- Project-based RPO
- Managed Service Provider

Executive Search

Experts in finding the exemplary leadership talent to drive organisations forward. We provide bespoke solutions for our clients, such as:

- Executive Search
- Talent Scouting/ Succession Pipeline support
- Leadership assessment
- Permanent, interim and fractional professionals - delivering high-quality, diverse leadership talent

Talent Strategy Specialists

Talent is everything

Dedicated to enabling success.

Omni's Talent Strategy team provides expertise focused on optimising resourcing effectiveness. We're dedicated to supporting your talent needs to drive organisational success.

CIPD

Proud partners with the CIPD.

Omni is at the forefront of talent intelligence through our proud partnership with the CIPD (Chartered Institute of Personnel Development) on their Resourcing and Talent Planning Report. Our detailed analysis unpacks UK recruitment, workforce planning and retention trends – giving you unique insights to recruit and retain high-calibre talent more effectively.



Recruitment Benchmarking

1 Elevate your hiring strategy.

Omni's award winning Resourcing Effectiveness Assessment (REA) is a rapid and flexible audit of an organisation's resourcing maturity. It's designed to quickly identify strengths and areas to improve, giving actionable recommendations to drive success.

2 An award-winning innovation.

Our REA benchmarking tool has won the prestigious Innovation of the Year Award at the 2024 European TIARA Talent Solutions Awards. The TIARAs represent the pinnacle of excellence in the RPO/MSP sector, setting global standards for innovation and service delivery. Each submission undergoes rigorous evaluation by a panel of independent industry leaders, making this recognition particularly meaningful.



3 The benefits.

The REA provides visibility of your recruitment strengths and opportunities for improvement, benchmarked against industry leaders. Aligned with your strategic goals, it delivers both quick wins and long-term competitive advantage.



Talent Attraction

Amplify Your Talent Attraction with Omni.



Omni helps activate your employer brand to optimise candidate attraction. By enhancing your career site, social media, and digital advertising, we set you apart from competitors and ensure top talent takes notice. We craft targeted messaging to resonate with different candidate personas, broadening your reach across digital platforms.



Our multi-channel campaigns use AI-driven ads, social media, job boards, and employee referrals to boost visibility and engagement. We prioritise diversity to build stronger, more innovative teams and nurture long-term relationships with quality candidates, reducing hiring costs, lowering time-to-hire, and enhancing productivity.



Talent Assessment

1

Identify the best talent.

Robust, objective and well-considered assessment processes allow you to identify the best talent to join and progress within your organisation.

2

Assessment solutions we offer.

- Assessment design and delivery for all levels of recruitment
- Assessment for internal development and business change
- Executive and Leadership assessments
- Assessment training for in-house teams

“Our internal assessors are much more engaged in the assessment process, and they are more likely to focus on the specific needs of the role and the skills requirements. It has been a positive learning experience for all of us, and whilst it has provided us with structure, it has also allowed us to maintain a level of flexibility, which is ideal.”

Deputy Chief Operating Officer, East of England Ambulance Service



Case Study

Transforming Inclusive Leadership Hiring at EEAST

The East of England Ambulance Service Trust (EEAST) undertook a comprehensive organisational restructuring of its Accident and Emergency Operations to foster effective leadership, drive cultural transformation, and enhance operational efficiency. Omni played a pivotal role in this transformation by designing and executing a thorough, objective, and inclusive hiring process for newly defined leadership roles.

Through extensive job analysis aligned with EEAST values and the NHS leadership framework, Omni developed bespoke assessment centres. Over eight months, 21 centres assessed 109 individuals across three leadership levels. Candidates were given transparent pre-assessment briefings and clear evaluation criteria to ensure fairness. Omni also trained over 50 EEAST staff members in inclusive assessment practices, embedding these principles into the organisation's long-term operations.

The results were impressive: 51 candidates were successfully appointed, with 99% of participants describing the process as positive and 94% praising its fairness. Insights from the assessments informed targeted leadership development plans, and EEAST's recruitment team gained lasting capabilities in objective evaluation.



NHS
East of England
Ambulance Service
NHS Trust

"The process was comprehensive, fair, and transparent, standing up to scrutiny while creating a sustainable framework for the future."
Deputy Chief Operating Officer



EDI Training

Most people want to work for organisations where diversity is visible, and inclusion is standard practice. This is why Omni offers comprehensive EDI training for business leaders, hiring managers and TA teams.

EDI Training we offer:



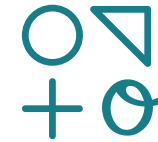
EDI Training for TA Teams

Omni's EDI Training programme covers all the essential elements of the recruitment process, emphasising the crucial role the HR, TA teams and hiring managers play in its success.



EDI Training for Leadership Teams

By using current case studies and advanced techniques, Omni's EDI Training programmes enable leadership teams to foster an inclusive environment within the workplace helping to retain and develop diverse talent.



Active Bystander Training

This training course aims to give the wider population of employees the skills to deal with inappropriate behaviours such as racism, sexual harassment and bullying that all contribute to a toxic workplace.



Recruitment Training

Bolster and refine hiring capabilities.

Omni's recruitment training programmes are developed by our expert in-house Talent Acquisition and Recruitment Training professionals. Our specialist training helps TA teams and Hiring Managers attract, select, and retain the best and most diverse talent. No matter the level of experience, our programmes enhance and refine hiring capabilities.

Recruitment training we offer:

Recruitment Training for Hiring Managers.

Our Hiring Manager training programme equips managers with the knowledge to make crucial recruitment decisions confidently, while effectively representing their employer brand to ensure a positive candidate experience.

Recruitment Training for Talent Acquisition Leaders.

Our recruitment training for TA Leaders covers every step of the end-to-end recruitment cycle, helping organisations attract high-quality candidates in today's increasingly competitive talent market.



Benefits of Recruitment Training



Empowers confident, informed hiring decisions.

Training equips managers and TA teams with the knowledge and tools to make effective, confident hiring decisions.



Ensures consistency and inclusivity.

By covering the recruitment process end-to-end and focusing on inclusive practices, training ensures consistency, compliance with employment laws, and supports a diverse workforce.



Enhances candidate and user experience.

Well-trained teams provide a positive recruitment experience for candidates and hiring managers alike, creating a competitive advantage in talent acquisition.



Improves efficiency and talent reach.

Proactive sourcing techniques and talent mapping widen access to untapped talent pools, helping reduce costs and secure quality candidates for long-term needs.

“We found great benefit in focusing on how to get the best out of interviewees. Omni's support has given us more confidence in making informed selection decisions.”

Customer Operations Manager, Baywater Healthcare

Awards & Accreditations

Omni is recognised in the industry for outstanding achievements in Talent Consultancy and RPO.



Winner
TIARA Talent Solutions Awards
Talent Solutions Innovation of the Year



Highly Commended
TIARA Talent Solutions Awards
DE&I Award



Winner
CIPD People Management Awards
Best HR/L&D & OD Consultancy



Winner
APSCo Awards for Excellence
RPO of the Year



Winner
Recruiter Awards
Outstanding Outsourced Recruitment Organisation



Winner
Best Staffing Firms to Work for in the UK



We are proud to be a Disability Confident Employer



We are affiliated with the Armed Forces Covenant



Our ISO accreditations ensure our services are to the highest standards

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