Government
Recruitment Service

Cabinet Office

In-House Direct Sourcing Team

2026



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In-House Direct Sourcing Team

Why Use Us?

Sitting at the heart of Government in the Cabinet Office, we are uniquely placed to provide expert search support to every department and agency.

Run by experienced Civil Servants with wide-ranging search expertise for departments to call upon, we have an unparalleled understanding of government including the specialist Professions. We combine our cross-Civil Service experience with wider external sector knowledge and access to a range of internal and external networks. This enables us to identify, attract and engage a strong field of internal and external candidates to meet your recruitment needs.

We can focus on recruitment outside London. We have deep expertise in targeting and attracting passive but credible candidates across your higher priority UK locations, especially candidates who may not previously have considered a role in the Civil Service. We are building sector knowledge to help you with roles where candidates are hard to locate. We are amassing regional insights to help you recruit more effectively. **We are passionate about securing you a strong and diverse candidate pool and helping you to achieve your recruitment objectives.**

The service is bespoke and fully adaptable to your requirements. We are your ideal strategic partner, combining this with our access to a regional talent insights tool to let you better understand the strengths of available regional talent.

Being an in-house service means we can work at speed to activate campaigns quickly, reducing the time lag between conception and creation and allowing you to launch your vacancy without typical procurement lead-in times.

We maintain regular contact with the hiring manager throughout each campaign, which enables us to adjust our search as required. After the vacancy closes, we provide a report that sets out our activities, candidate feedback, and insight into your market reputation.

Since launching in April 2024, we have successfully delivered campaigns for several departments and look forward to partnering with you. For an informal conversation about your requirements and how we can work together to address your resourcing challenges, please contact us at: **searchteam@cabinetoffice.gov.uk**

85
Delivered Campaigns

65%
LinkedIn Response Rate

72%
Women represented 72% of all appointments made year-to-date

58%/28%
58% of applicants and 28% of final appointees are external talent

Our Offer

Our dedicated team was established in April 2024.

We provide a bespoke search service delivered by our in-house expert recruiters who specialise in the attraction, selection and onboarding of Civil Servants of all grades up to and including director level (SCS2).

The team sits alongside our campaign management team which enables us to offer our search service as an additional, but integral part of the end-to-end campaign management service you may already be using.

We currently offer three options:

1. **Full Search Service** - A standalone service that can be provided alongside our full Campaign Management service.
2. **Bespoke Search Service** - Specially designed around any specific requirements e.g availability of a known field of available talent in the market.
3. **Long List Interviews** - ideal for campaigns with a large and strong field of applicants. This service will provide the panel with additional information to help them agree on a smaller field to shortlist/interview.

Our unique selling points:

1. Service delivered by Civil Servants with extensive headhunting expertise.
2. Access to strong and diverse field of internal / external candidates and networks.
3. Ability to launch your vacancy without typical procurement lead-in times.
4. Cost effective solution offering exceptional value for money.
5. Supporting candidates through the entire Civil Service recruitment process.



The Full Search Service Option

This service can be combined with our campaign management service.

We will:

1. Develop a company target list where suitable talent might be found - up to 50 or 60 named organisations.
2. Identify suitably experienced and / or qualified candidates. We will target 100+ individuals.
3. Approach and talk to candidates and create profiles / summaries of their relevance to the role to be filled and their interest in applying.
4. Create reports for Hiring Managers outlining where the Search has been targeted and the candidates who match requirements and are interested in your role.
5. Support candidates through the application process, particularly in compiling a Statement of Suitability. This support is provided to internal, OGD and external candidates.
6. Follow candidate progress at sift and record any search candidates selected for interview.
7. Support interviewees with guidance around the interview and assessment process.
8. Support candidates post interview and manage feedback to them.
9. Create candidate databases for sectors / professions / experience and manage in Linkedin.
10. Facilitate a detailed interview with successful candidates after 6 to 12 months in post. This additional service will be particularly valuable for external candidates joining the Civil Service for the first time. **(A separate fee will apply for 360º assessments).**
11. Provide real-time data on the regional labour market and talent landscape through our LinkedIn Talent Insights licence. We can generate comprehensive regional Talent Insights reports for hiring managers, supporting informed decision-making and enhancing regional recruitment strategies.

Cost: £10,275 per role with discounts available for similar additional roles.

This service can be combined with our campaign management service.
Cost: £18,025, for a full search and campaign management.



Bespoke Option

A service specifically designed around your recruitment requirements.

These are some examples of what it might look like:

- Approaching a shortlist of specific candidates known to a hiring manager or known for their expertise.
- Conducting sector-specific research on salary benchmarking, candidate availability or likelihood of securing a successful hire.
- Sourcing candidates from up to 10 specific organisations, having discussions with them and encouraging applications which we would monitor and support as required.
- Supporting a managed campaign with search on an ad hoc basis to increase applications where they may be low in number when using advertising only (or where the department knows that volumes will be low from previous experience).

Cost: £POA.

This service can be combined with our campaign management service.



Long Listing Option

Occasionally, campaigns will attract a large number of high-calibre applications, when **moving to short list might benefit from additional testing**, rather than selection based solely on a statement and CV.

Longlisting can assist a panel to make those decisions. Our team will interview your top 8 - 10 candidates through in-depth questions about their experience, motivation for the role, leadership, technical skill set, salary expectations, conflicts etc. and produce reports on each candidate to enable the Panel to make informed decisions. This would include a minimum 45-60 minute session with each candidate and include the candidate's responses to the questions the panel have asked us to explore.

Cost: £570 per candidate.

This service can be provided individually or combined with any of our other options.

Please note that all prices quoted in this brochure are exclusive of GRS campaign management fees of £7,750, external advertising charges, assessment costs and VAT.



Our Team

The In-House Direct Sourcing team consists of **four experienced recruitment professionals** who between them have worked multiple tens of years in a variety of roles. These include volume RPO recruitment, executive search and selection across the Civil Service and head hunting in the private sector.

We now offer a search service which complements Campaign Management across all Civil Service grades.



Ajay Jagatia, Head of In-House Search Team.

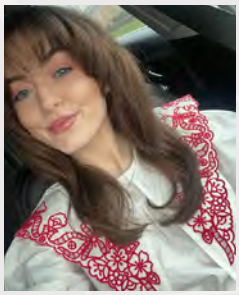
Ajay is a career Civil Servant with over 30 years of experience across a range of government departments. Ajay learnt his craft in a private sector consultancy specialising in executive C-Suite recruitment. Examples of this include high-profile appointments such as the Executive Team at the Olympic Delivery Authority, and more recently for SCS roles across Government.

He returned to the Civil Service after nearly three years in the private sector and has carved out a successful in-house recruitment career. Ajay offers extensive experience in bringing high-calibre individuals into the Civil Service and now heads up the In-House Direct Sourcing team.



Sophie Lee, Search Consultant.

Sophie joined the Civil Service after nine years in private sector recruitment. During her successful career she specialised in recruiting for niche Digital vacancies and set up recruitment teams in Germany, where she was responsible for managing large Enterprise Clients.



Lauren Bell, Search Consultant.

Lauren is a recruitment and executive search professional with over three years of experience in the private sector. She has delivered end-to-end global recruitment campaigns including senior-level headhunting and possesses a strong record of building trust with senior stakeholders. As a member of the In-House Direct Sourcing Team, she is eager to deliver high-quality campaigns and support senior Civil Service stakeholders..



Adrian Barlow, Search Consultant

Adrian brings over 30 years recruitment experience in leading and delivering executive search assignments for diverse senior appointments across a range of public sector organisations, including the UK Civil Service, Arm's Length Bodies, NHS, Blue Light Services, Law Enforcement and Public Protection, Local Government, Higher Education and Charities. Adrian's career also encompasses solution design and delivery of high-profile managed service recruitment programmes (RPO) and leadership development coaching and mentoring.



Sarah Hunter, Researcher

Sarah has nearly 20 years' experience in recruitment and executive search, both agency and in-house and spanning many different sectors including education, science and the public sector. Sarah is passionate about the candidate experience and strives to ensure that every candidate receives honesty, transparency and professionalism.

The team are excited about partnering with you ON your next recruitment campaign.

Testimonials

"Research shows that direct sourcing is the key to the future of work. It also uncovered 75% of businesses state that the ability to leverage their brand has been a value-added aspect of direct sourcing".

Research Specialist, Ardent Partners.

"As the Director responsible for Recruitment, I decided I should test out my own team's services - and I was more than delighted with the result. An excellent, expert, responsive service that worked closely with me to understand the needs of the role and to attract and keep engaged a strong set of external applicants, one of whom has then been appointed."

Director of Recruitment, Cabinet Office.

"You (search) have provided a really strong set of applications, adding interesting external candidates to the pool."

Director of International Climate Change, Department for Energy Security and Net Zero.

"We would not have got a better candidate cohort if we had gone to an external search firm. We secured a great candidate appointment through using In-House Direct Sourcing."

Government Chief People Officer, UK Civil Service.

"Your (search consultant) support was critical... He was very clear about the purpose of the exercise and also 'demystified' it a bit, allowing me to gain confidence and to feel less on my own".

Successful candidate Deputy Director Corporate Finance Department for Transport

"My vision for a learning function that could futureproof our business unit was entirely dependent on recruiting an expert, creative, collaborative and energised new team. "These weren't typical civil service roles, and the direct sourcing team ensured we were connecting with the right candidates. It turned out 100% of our appointments came through the approaches made by the team - I literally couldn't have done it without them."

Head of Learning and Development, Government Recruitment Service.

Testimonials

"Working with you has been a genuinely positive experience. You were incredibly transparent and supportive throughout the recruitment process, ensuring every step was clearly explained. Your prompt and accurate responses to my queries made the experience seamless and reassuring."

Reserve List Candidate, Department for Energy Security and Net Zero.

"We have used the CO Exec Search team to help us with attracting candidates to our locations outside of London and we have been really impressed with how thoroughly they have understood the brief and the quality of additional applications that they have provided. We will definitely be using their services again in the future."

SCS Resourcing and Onboarding Lead, Department for Transport.

"Really fascinating to see how you drew out new talent by not being London based. I am genuinely super impressed by the search candidates. It was a humbling experience reading the applications."

Deputy Director, Foreign Commonwealth Development Office

"The panel were really pleased with the Longlist process (as were we!) and found it highly beneficial to give them that early foresight into a candidate's performance prior to shortlisting them."

SCS Resourcing Manager Ministry of Defence.

"Having moved to the UK from India this year, I have been working hard for months to get the right career opportunity. You (search consultant) have been so helpful from the get-go and that really gave me the confidence to nail it. The entire process being so new to me - just having you there really helped me focus my efforts. The best part - you are extremely kind and approachable."

Successful Candidate, Infected Blood Compensation Authority.

"Thank you for all your support, I really appreciate it. This is a great service that I hope to use myself in the future."

Successful Candidate, Department of Health and Social Care..

Testimonials

‘I would like to thank you for the outstanding level of support and professional advice through the entire recruitment process. You have been so encouraging and helpful in ensuring that I present myself in the best possible manner, for which I am extremely appreciative. Plus, following up after the interview and sharing the feedback has also been incredibly useful. You are an excellent example of how SCS recruitment should work. I cannot praise you enough’.

Reserve List Candidate, Department for Energy Security and Net Zero

“I wanted to thank you for your support and help with the application and interview process. Your proactive approach, reaching out to me on LinkedIn to ask if I had seen the role was really impressive and just the attitude we need in the Civil Service. Your engagement throughout has been absolutely first rate. I’ve appreciated your dynamic, personable and helpful communications – you are an exemplar of providing a user-orientated service of the highest professional standard”.

Successful Candidate, Department for Transport.

“Thanks very much for reaching out and for all your support. I really appreciate it and it’s a great service that I hope to use myself in the future.”

Successful Candidate, Department of Health and Social Care.

“I think that the outreach to potential applicants and support of applicants is fantastic. Sophie was very knowledgeable and a great support”.

Candidate, Department for Work and Pensions.

“Thanks for the tremendous support you have given me during the application process. While I was unsuccessful on this occasion, I appreciated your reaching out and guiding me through the process. Your advice and insight have given me confidence that I can consider a move into a Civil Service role in the future.”

Candidate, Department for Energy Security and Net Zero.

Track Record

Cabinet Office

Cabinet Office

- SEO, Associate Product Manager (DDaT)
- Learning and Development Managers (3 roles)
- Deputy Director, Recruitment and Resourcing Expertise
- Director, Civil Service Employee Experience and People Performance People Officer
- Director, Places for Growth
- Head of Creative
- Senior Occupational Psychologist
- Assistant Parliamentary Counsel
- Team Lead Technical Duty Infrastructure Engineer (COBR)
- Duty Technical Infrastructure Engineer (COBR)
- Principal Psychologist

Infected Blood
Compensation Authority

Infected Blood Compensation Authority

- Director, Data
- Director, Digital Services Owner
- Director of Operations
- Director of Communications
- HR Director
- Corporate Service Director
- Director of Operations
- Director of Digital
- Financial Analyst
- Clinical Advisor
- HR Senior Pay, Reward & Benefits Consultant
- HR Pay, Reward & Benefits Lead
- Director of Strategy and Policy

Department for
Business & Trade

Department for Business and Trade

- AI & Data Centre Specialist

Track Record

Department
for Transport

Department for Transport

- Director, Shareholdings, Appointments and Inquiry Response
- Deputy Director, Rail Interfaces
- Deputy Director, Bus Funding
- Deputy Director, External Engagement
- Deputy Director Corporate Finance (2 roles)
- Deputy Director Digital Assurance, Compliance, and Controls

Department for
Energy Security
& Net Zero

Department for Energy Security and Net Zero (DESNZ)

- HR Director
- Finance Director
- GB Local Director
- Director of Strategy
- Programme Director, Carbon Capture, Utilisation and Storage
- Co-Director, Emissions Trading and Business Decarbonisation
- Deputy Director, Hydrogen Strategy & Portfolio
- Deputy Director, International Climate Change Negotiating and Engagement
- Director, Energy Affordability and Consumer
- Deputy Director, Nuclear Decommissioning
- Deputy Director, Energy Infrastructure & Markets Analysis
- Deputy Director of International Climate Finance Portfolio and Strategy
- Director of Operations Integrated Corporate Services
- Deputy Director of International Climate, Energy and Trade Strategy
- Carbon Capture Usage and Storage Track 1 Sponsor Lead
- Deputy Director, Electricity Interconnection and System Governance
- Carbon Capture Usage and Storage Analysis Deputy Director
- Deputy Director, Energy Infrastructure Planning Reform and Devolution
- Deputy Director, Retail Energy Market & Consumers
- Smart Secure Electricity Systems Programme Director
- Deputy Director, Hydrogen
- Deputy Director, Central Analysis and Green Economy

Track Record

Department for Culture, Media & Sport

Department for Culture, Media and Sport (DCMS)

- Deputy Director, HR

The Insolvency Service

The Insolvency Service

- Director of Official Receiver Services
- Director of Strategy, Policy and Analysis
- Director of Finance, Commercial, Sustainability and Property

Department of Health & Social Care

Department of Health and Social Care (DHSC)

- Deputy Director for HR Strategy and Partnering

Foreign, Commonwealth & Development Office

Foreign, Commonwealth and Development Office

- HM Trade Commissioner for North America (US and Canada) and HM Consul General in New York
- Chief People Officer
- Head of Enterprise Data Engineering
- Head of Data Science and AI Platforms
- Senior Data Architect (2 roles)
- Senior Technical Architect (3 roles)
- Deputy Director, Central Analysis and Green Economy

Department for Environment Food & Rural Affairs

Department for Environment Food and Rural Affairs (Defra)

- Director of Science
- Science Director (APHA)
- HR Deputy Director Workforce Strategy and Transformation

Track Record

National Savings & Investments (NS&I)

- Integration Lead
- Systems Solution Lead
- Data Architect
- Security Architect

Department for
Science, Innovation
& Technology

Department for Science Innovation and Technology (DSIT)

- Director Service Transformation
- Deputy Director AI Integration

SERIOUS FRAUD OFFICE

Serious Fraud Office (SFO)

- Head of Division - Intelligence

Ministry
of Defence

Ministry of Defence

- Deputy Director Skills
- Head of VALOUR

UK Health
Security
Agency

UK Health Security Agency:

Deputy Director, Cyber Security

We also have a healthy pipeline of enquiries that we're incredibly excited about working on over the coming months.

For a no obligation confidential discussion about campaigns you would like support on, please contact us at: **searchteam@cabinetoffice.gov.uk**

Government
Recruitment Service

Cabinet Office

For General Enquiries: searchteam@cabinetoffice.gov.uk

Alternatively, please feel free to contact any of the team directly:

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