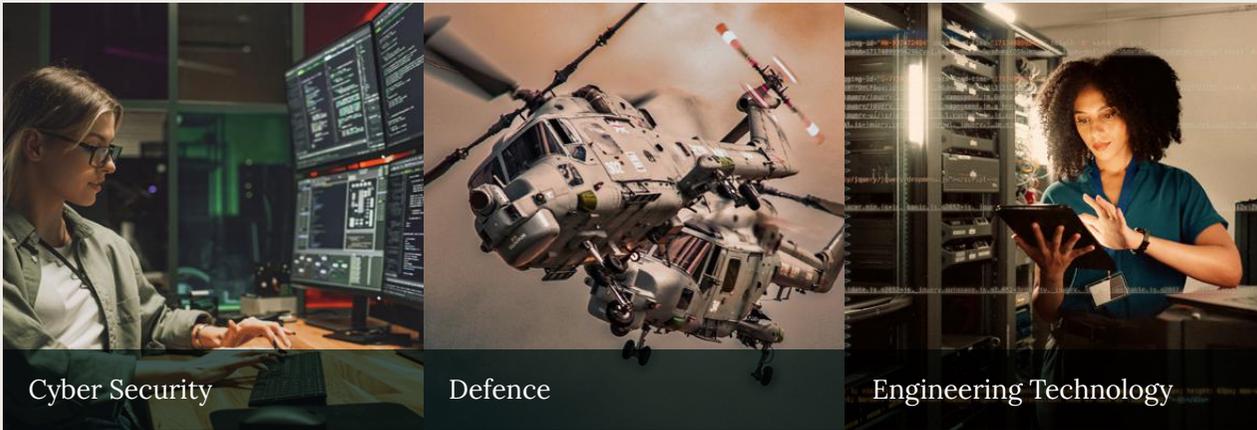




COPELLO

We help great companies
find great talent.

We are a niche talent provider.



About us

Our focus is to ensure that we add value and drive change in an over populated recruitment space, in fact it's not just our focus, it's our mission. We will do this by working in partnership with you and providing a quality service built on honesty and transparency.

“

We use the term 'community' as we believe that all three: recruiter, client and candidate are intrinsically linked and our experience shows that a solid connection delivers the best results.

”

A solution that works.

Established to offer a consultative service that is focused on delivering the best talent and opportunities to our Client and Candidate community. We use the term 'Community' as we believe that all three recruiter, client and candidate are intrinsically linked and our experience shows that a solid connection will deliver the best results.

Our focus is to ensure that we add value and drive change in an overpopulated recruitment space, in fact it's not just our focus, it's our mission. We will do this by working in partnership with you and providing a quality service built on honesty and transparency.

Our approach has enabled us to build and establish relationships both nationwide and internationally with some of the biggest organisations in the world.

Diverse sector coverage

We are true specialists and have significant experience in placing the very best talent. From one-off hires to entire project teams we source permanent, contract and project-based personnel within all disciplines. Some of the niche expertise we provide are:

Cyber
Security

Defence

Engineering
Technology



Our Vision and Values.

We exist to provide the people that enable organisations to protect and shape the future. Our vision is to rethink the standard for STEM talent solutions globally within Defence, Engineering and Security, engaging with our community as a team, and not just a recruiter.



Memberships and Accreditations

Our accreditations and memberships mean a lot to us, and we work incredibly hard to achieve and maintain them.

Copello are proud to be JOSCAR registered (registration number: 0029336). JOSCAR is a collaborative tool used by the aerospace, defence and security industry to act as a single repository for pre qualification and compliance information.

Being JOSCAR accredited assures our clients and partners that the service we provide is that of the highest quality and complies with the industry standards.

 Registered Number 10029336		 CCS supplier for RM6229 Perm Rec
		

Meet the Team.

Leadership Team



Russell Baker
Managing Director

Russell founded Copello in August 2018 with a focus of creating a recruitment company that established meaningful relationships with its candidates and clients as well as creating an environment for Consultants to thrive in.

The drive to ensure that Copello was always open-minded to do things different but always with a focus on being better.



Lisa Pinhorne
Director

A founding member of Copello, Lisa not only brings a breadth of experience in sourcing talent but also a sound knowledge and an extensive network within the Defence industry.

Lisa engages with the team, clients and candidates with a meaningful sense of purpose which optimises Copello's approach.



Laura Ronca
Director

Leading the Copello Delivery Partnership team, Laura is an excellent leader with a proven track of developing people and expanding teams.

Prior to officially joining Copello in 2025, Laura collaborated closely with the team to deliver best-in-class training, equipping consultants with the tools and guidance needed to achieve high performance.



Martin Tidbury
Director

Martin is responsible for the delivery of our contract solutions to our clients. With over 20 years' experience within STEM recruitment in the interim space, he works with clients to develop solutions to ensure skilled contractors are available to deploy quickly and compliantly whether that be individual assignments or large-scale projects. Martin ensures that our contract operation works effectively and that we have cleared talent pools within the core areas we know our clients will need skills.

Meet the Team.



Kerry Robert
Business Operations Manager



Denise Fishwick
Business Support & Marketing Coordinator



Kalon Robinson
Recruitment Consultant



Myles Murphy Young
Lead Relationship Manager



Joel Celestine
Lead Recruitment Consultant



Aaron Edwards
Lead Recruitment Consultant



Josh Moss
Senior Recruitment Consultant



Ella MacKenzie-Sly
Partnership Relationship Manager

Meet the Team.



Jessica Hinbest
Senior Partnership Consultant



Daryl Clarke
Senior Partnership Consultant



Emma Worley
Partnership Account Manager



Jenny Giles
Partnership Account Consultant



Holly Upton
Partnership Relationship Manager



Grainne Gregory
Recruitment Consultant

Defence.



The Defence industry is evolving

Copello are experienced in delivering a reputable service with clients across the Aerospace & Defence, Marine, Land and Space sectors.

Copello have a track record in rapidly sourcing specialist teams and fully understand the levels of security clearance and the requirements to obtain clearance. We have developed a talent pool of security cleared candidates to ensure we can provide an agile service to our clients.

Our team of expert consultants will partner with you to understand your requirements, and make a commitment to provide honest and transparent guidance throughout the sourcing process.

Typical Assignments

System Engineers	Software Architects	Configuration Engineers and Managers
Technical Authorities	Risk Managers and Consultants	Project and Programme Management
Service Delivery	Mechanical Design Engineers and Managers	Bid Management
Service Design, Solutions and Systems Architecture	Trials, Validation and Verification Engineers	Commercial, Procurement and Supply Chain
Modelling and Simulation Engineers	Electrical Design Engineers	Safety and Reliability Engineers
Software Engineers	ILS Engineers and Supportability Consultants	

Engineering and Technology.

Covering a multitude of sectors across automotive, electronics and software, medical device, scientific instrumentation, cyber technology and specialist engineering, Copello have a strong network of talent at all levels of engineers through to director level and senior executives.

Copello global has vast experience acquiring talent within technology and engineering industries.

Our Consultants provide an excellent service across permanent, contract and project-based assignments.

Our team operates predominately within the UK establishing lasting and consultative relationships. Our agile approach ensures we are at the forefront of the talent market, enabling Copello to adapt its approach to ensure our clients benefit from expert knowledge and the best talent when its needed.

Typical Assignments

Software Engineering

Hardware/electronics Engineering

Manufacturing Engineers

Bids and Commercial Management

Head of Engineering

Engineering Director

Production and Testing

Project and Programme Management

Systems Engineering

Manufacturing Manager

Engineering Manager

Installation and Integration

Research and Development

Operations Management

Change and Transformation

Procurement and Supply Chain

Cyber Security.

Copello's cyber security team is well positioned to connect you with the right people in this increasingly critical business area.

Copello has extensive experience working with secure environments and insight into relevant UK clearance levels and standards. Copello are adept at building teams from the ground up offering a permanent or interim solution.

Working with clients to provide the best

Our team proactively builds networks of candidates and clients to deliver the best opportunities to the best talent in the market.

Typical Assignments

Penetration Testers	Engineers and Architects	Incident Response and Management
Threat and Vulnerability Analysts	Security Analysts	Sales and Support
OT and SCADA Security Testers	Leadership and Management (incl. C-level & VCISO)	
Audit, Risk and Compliance Consultants	Security Awareness	

Our approach is your approach; we will adapt and create a bespoke sourcing strategy that works for you. Using our knowledge, network and resources we will help you secure the right candidate.

Our team have industry experience in the cyber security sector giving us a unique insight to your requirements.

Aerospace and Aviation.

We build long-term partnerships through a consultative, client-focused and detail orientated approach. This allows us to become true brand ambassadors, enabling us to source the best talent within the space.

Copello's specialist aviation recruitment team supports OEMs, MROs and Airline Operators, across Commercial, Business Jets and Defence Aviation.

Our Team of dedicated aviation consultants, recruit professionals fully compliant with UK CAA and EASA regulations. From Mechanics and Engineers to Technical Support and Operational Leadership, we deliver qualified talent that meets the highest regulatory standards and competencies.

Typical Assignments

B1 Engineers

B2 Engineers

A Licensed Engineers

Mechanics

Station Managers

MCC Engineers

Duty Managers

Check Managers

Safety, Quality and Compliance Engineers

Planning Engineers

Technical Service Engineers

CAMO Engineers

Technical Sales Engineers

Technical Training Instructors

Materials and Supply Chain

Workshop Engineers

Our Products

Copello Core

What

Copello Core is our fast and cost-effective hiring solution on a contingent basis (no placement no fee), suitable for permanent and contract hires.

How

Clients get access to Copello's core service of expert recruitment in the STEM skill areas, working with true experts who deliver an effective and rapid recruitment service.

What's Included?

- » **Market-leading** experts specialising in STEM recruitment
- » **Risk free** – 'no placement, no fee' approach minimises your risk and commitment
- » Access to a strong talent pool of industry-specific candidates
- » Access to the latest recruitment technologies/candidate attraction tools
- » Proactive sourcing and interview support to complement your existing recruitment efforts
- » **Upgrade options** – access to a range of services to boost your talent attraction potential and understand your company's performance in the marketplace



Copello Partner

What Copello Partner is our exclusive recruitment solution, ideal for businesses looking to hire multiple people at pace. As a partner, you will receive a range of inclusive added-value services, and will be recognised as one of our key customers with whom we develop a long-standing partnership.

How Our most popular service, clients get a dedicated account manager to design and execute an effective strategy to solve talent challenges, combining effective recruitment solutions with a fresh outlook in employer brand solutions to amplify your voice in a crowded marketplace.

What's Included?

Copello Core and:

- » **An account manager** - dedicated to your requirement needs and experienced in delivering creative solutions to ensure you find the best talent
- » **Employer branding solutions** - our in-house marketing team will help you develop your employer brand through the delivery of bespoke marketing services including a dedicated microsite showcasing your latest roles on our website
- » **Real-time analytics** - allowing you to explore every aspect of your business, turn data into actionable insights, and make better recruiting decisions faster
- » **Recruitment Strategy** - together, we will review your requirement needs and design a solution that fits your business and meets its talent demands now and for the future
- » **Copello Intel** - whether its ED&I, salary benchmarks, or competitor insights, our tailored research offers the data you need to make informed hiring decisions



Copello Search

What

Copello Search is our comprehensive executive search solution for those looking to make a strategic hiring decision.

How

Clients get access to our dedicated project team, led by the Copello Founders, to identify and understand the role requirements. Using their impressive market knowledge of our specialist markets, and global network, we deliver the leaders that your business needs.

What's Included?

Copello Partner and:

- » **Project Team** – our executive search solution is led by the Founders of Copello and supported by senior level consultants. They live and breathe the sectors we recruit in; so, when your brief arrives, we already who is capable of transforming your business.
- » **Market mapping and competitor insights** – we have a global network and are constantly mapping our specialist markets, assessing abilities and building relationships with the top performers.
- » **Accountability** – we have handled numerous senior and confidential searches over the years. Using SLAs and NDAs where required, we adhere to a strict process, giving greater accountability and commitment to finding your next leader.
- » **Candidate video profiles** – our comprehensive candidate profiles empower you to make decisions quickly.



Copello Project

What

Copello Project is our work package solution for clients who need it. Ideal for large established businesses who need to 'package up' several roles for quick and easy delivery. Whether you're embarking on new projects or going through a stage of rapid expansion, Copello Project will secure the talent you need, in the most cost-effective way.

How

Copello Project offers clients a truly bespoke work package solution to better augment your capabilities and ensure time critical deliverables are met. It gives access to a bespoke talent team, hiring strategy and value-added services specially selected to complement and enhance your existing talent and EVP strategies.

What's Included?

Copello Search and:

- » **Candidate onboarding** – our talent team will work closely with you on the delivery of a positive and efficient onboarding process. This will create a positive candidate experience and ensure that your project needs are worked on immediately.
- » **Security vetted** – we are continually refreshing our network of SC & DV Cleared candidates to ensure we can deliver rapid recruitment solutions to critical projects and programmes.

COPELLO

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Visit our website
copello.co.uk

Send us an email
info@copello.co.uk

Let's have a chat
+44 (0)23 9310 0594

Stop by for a coffee
Spectrum Building, 1600 Parkway,
Whiteley, PO15 7AH

Follow us

