



# COPELLO

TALENT SOLUTIONS, DESIGNED, DELIVERED

# We are a niche talent provider



Cyber Security



Defence



Engineering Technology

## 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 man and a woman are seated at a wooden table, smiling and looking towards the left. The man is wearing a white button-down shirt and a black watch. The woman is wearing a black and white striped blazer. In the background, there is a large green wall with a grid pattern and some foliage.

# 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**

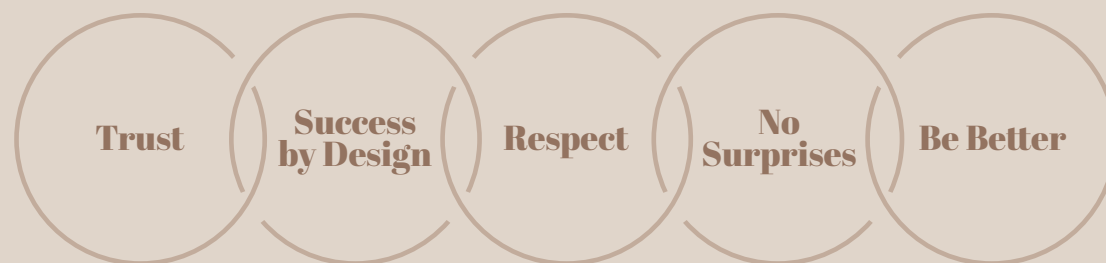
**Engineering  
Technology**





# 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.

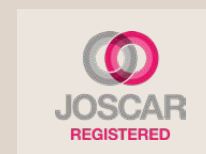


## Memberships and Accreditations

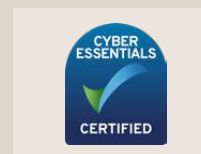
Our accreditations and memberships mean a lot to us, and we work incredibly hard to achieve and maintain them.

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

## Our Directors



**Russell Baker**  
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.

# Meet the Team



**Kerry Robert**  
BUSINESS OPERATIONS MANAGER



**Martin Tidbury**  
HEAD OF CONTRACT



**Denise Fishwick**  
BUSINESS SUPPORT & MARKETING COORDINATOR



**Kalon Robinson**  
RECRUITMENT CONSULTANT



**Myles Murphy Young**  
LEAD RECRUITMENT CONSULTANT



**Joel Celestine**  
LEAD RECRUITMENT CONSULTANT



**Aaron Edwards**  
LEAD RECRUITMENT CONSULTANT



**Josh Moss**  
SENIOR RECRUITMENT CONSULTANT



# Meet the Team



Ella MacKenzie-Sly  
PARTNERSHIP RELATIONSHIP MANAGER



Jessica Hinbest  
SENIOR PARTNERSHIP DELIVERY CONSULTANT



Daryl Clarke  
SENIOR PARTNERSHIP DELIVERY CONSULTANT



Emma Worley  
PARTNERSHIP ACCOUNT MANAGER



Jenny Giles  
PARTNERSHIP DELIVERY CONSULTANT



Alison Francis  
PARTNERSHIP RELATIONSHIP MANAGER



Holly Upton  
PARTNERSHIP RELATIONSHIP MANAGER



# 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



**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.**

**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

THREAT AND VULNERABILITY ANALYSTS

OT AND SCADA SECURITY TESTERS

AUDIT, RISK AND COMPLIANCE CONSULTANTS

ENGINEERS AND ARCHITECTS

SECURITY ANALYSTS

LEADERSHIP AND MANAGEMENT (INCL. C-LEVEL & VCISO)

SECURITY AWARENESS

INCIDENT RESPONSE AND MANAGEMENT

SALES AND SUPPORT



# 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.

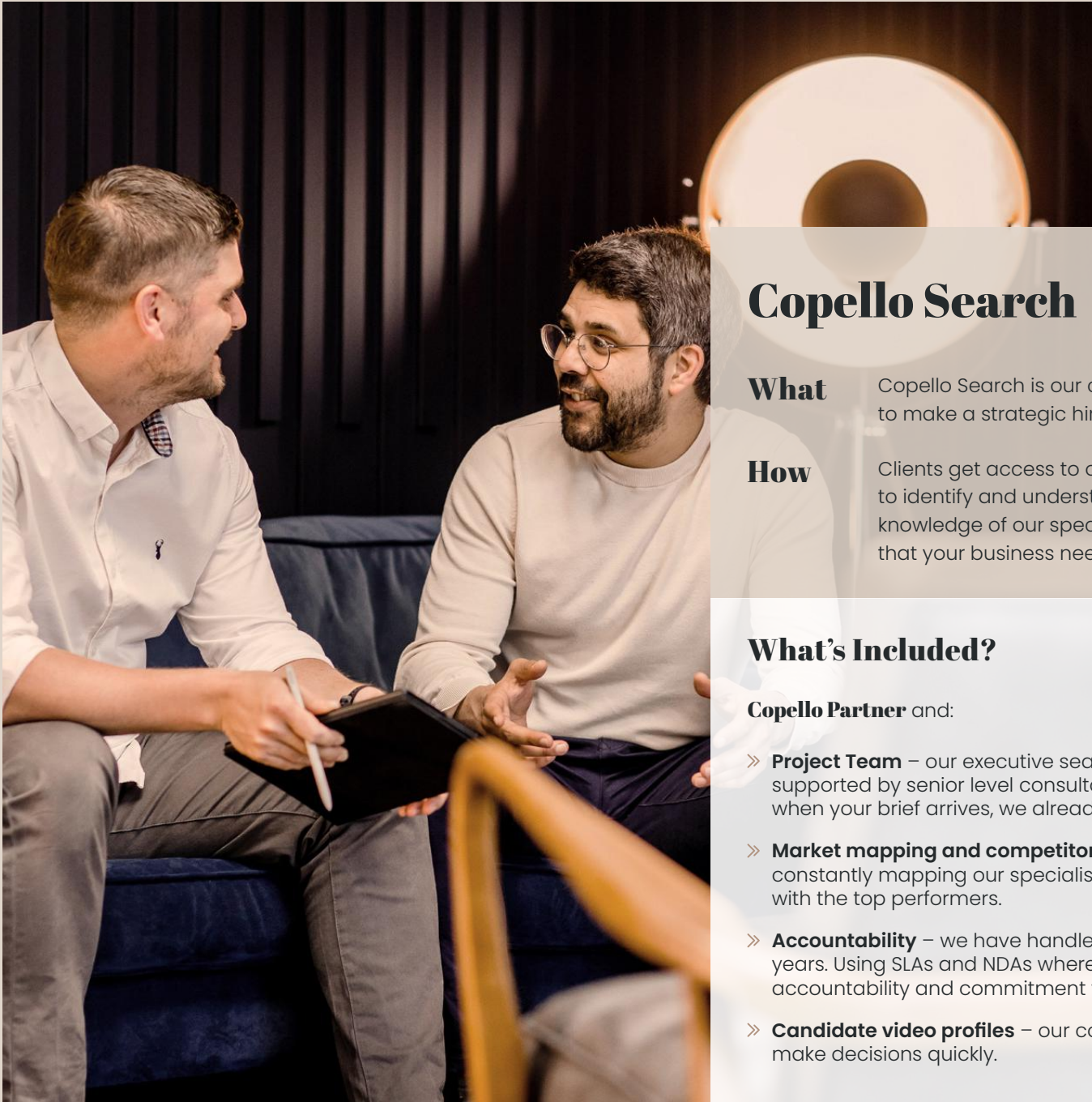
### How

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**

**Visit our website**  
[copello.co.uk](http://copello.co.uk)

**Send us an email**  
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**Let's have a chat**  
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**Stop by for a coffee**  
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Whiteley, PO15 7AH

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