

# THE **IN** GROUP



**INVESTIGO**

**InX**



**definia.**

**CARAFFI**



# THE **IN** GROUP

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## Who we are

Whatever talent challenges you’re facing, The IN Group’s specialist brands have your people needs covered. Through Caraffi, InX, Definia, and Investigo, we recruit exceptional employees, find the best leaders, deliver projects through people, and solve talent challenges. These end-to-end talent solutions work seamlessly together and cover interim and permanent recruitment, executive search, consulting, transformation teams, and talent advisory.

We created TIG because our mission is to unlock the power of people. We believe that when exceptionally talented and passionate people are empowered to be authentic, they do what they do best, and create positive change that has a ripple effect.





## Our story

Our roots go back to 2003 when our recruitment firm Investigo was founded. Today we are a global talent solutions group that's earned its reputation based not just on what we do, but how we do it. Whilst what we do is not unique, we like to think that the way we do it is refreshingly different.

We believe what we did back then – when curious and seriously ambitious people are given the right vision, they can and do make change for the better. This means you're less likely to miss opportunities, and more likely to create them. That's been our story anyway, and how TIG came to be.



## Our approach

Because creativity, authenticity, and empowerment are the backbone of all we do, we believe that to achieve your full potential, you must think differently when others follow the norm. This is why we're not afraid to challenge the status quo when we approach talent challenges. Which makes complete sense because there's nothing conventional about business right now. So how could a conventional approach to recruitment solve the complex talent challenges most organisations are facing?

With today's whirlwind of economic, social, and technological upheaval, you need a people-first strategy for talent acquisition, transformation, innovation, and leading change.



## How we help you

What we do is not unique, but we hope that the way we do it makes us stand out. Whilst each of our brands solves a specific talent challenge, together they offer fully integrated solutions for all your people needs.

You can work with us in any way you choose, but we find clients benefit most when they begin working with Caraffi on their employer branding and talent acquisition strategy, and then with InX to find the leaders to take their business to the next level. From here, Definia's consultants step in to help leaders define, design and deliver transformation and change. And then when you're ready to scale and recruit, Investigo will help you to hire A-grade talent across more than 20 specialisms.

**CARAFFI**

We solve talent challenges.



**InX**

We find the best leaders.



**definia.**

We deliver projects through people.



**INVESTIGO**

We recruit exceptional employees.







## Solutions

When the world seems complicated, we keep things simple. If you're not sure exactly what you need, we'll work with you to uncover your talent needs and get you started. It might be a project team, an interim leader, or a new employer brand. Whatever solution, or combination of solutions it might be, we'll know who to put you in touch with.

### Talent advisory and solutions

With so many organisations trying to flag down the best talent, you need to raise your hand that little bit higher. Our experts will help you create and embed a cracking employer brand and a rock-solid talent acquisition strategy to secure great people before your competitors.

### Interim management

Finding exceptional leaders who can deliver a big project isn't easy. Through our community of interim executives, we'll connect you with the right specialists who have rich technical expertise and an impartial perspective that lets them see things exactly as they are.

### Digital transformation

Competition for talent is through the roof in a market that's more challenging than we've seen for a long time. Closely aligned with one of our recruitment specialisms, our consultants are here to guide you through the uncertainty and help you hire fantastic people on a temporary, contract, or permanent basis.

### Executive search

There's no one size fits all with executive search; so, rather than follow a rulebook, we created our own. Grown over decades, our relationships are built on respect and have stood the test of time. The people in our network are friends and colleagues who will listen and share their honest opinion about the role and your organisation.

### Recruitment

Whether you're looking to bring in new technology, considering a merger or acquisition, or embedding a new culture, you need the right people to manage every step. We put in place the right strategies, structures, talent, and technologies to bring your project to life. The world seems complicated, we keep things simple.



## Specialise in exceptional.

Recruitment's not just transactional; or at least, not the way we do it. It's about bringing in the right people who will add value to your team not just now, but in the future. Hiring good people is a habit. When you bring one in, they'll bring more with them.

With five offices in the UK and a growing presence in the US and Europe, we cover over 20 specialisms across banking and financial services; change and transformation; corporate services; strategy, consulting, and private equity; and technology. Whatever you need, the chances are we can help you.

Every one of our consultants is an expert in their field. So, whatever your industry, you'll be working with someone whose knowledge of your market is as deep as their network is wide.

**Find out more about Investigo: [www.investigo.co.uk](http://www.investigo.co.uk)**

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*InX*

## Success accelerated.

Finding, hiring, and keeping great leaders is incredibly challenging today, with the very best picking and choosing where to move next. Fortunately, our executive search and interim management teams at InX know where to find these exceptional leaders, because they know their markets inside out, and who the top talent is within them.

InX specialises in technology, digital and transformation; private equity; strategy and consulting; property and real estate; and manufacturing. Whichever the market or sector, the InX team are domain experts in their field, and are as deeply immersed in their market, as they are invested in your success.

Appreciated for their approachable, honest, no-nonsense, and creative ways of working, rest assured that InX consultants search far and wide for truly exceptional leaders to transform your organisation. Always looking for creative ways to find the talent you need, they'll work with you to craft a tailored plan that offers the best solutions, at the right time, and in the right way.

**Find out more about InX: [www.weareinx.com](http://www.weareinx.com)**

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## Define. Design. Deliver.

The business world's changing all the time, and businesses need to change with it to stay successful. Whether you're looking to migrate your entire digital infrastructure, create significant cultural change, or adapt to new financial crime regulations, you need an expert team of contractors and consultants to help your transformation programmes run smoothly.

Our consulting firm Definia helps companies deliver transformation by putting in place highly skilled change management teams. We connect you with talented project and programme leads who have a track record of delivering high-impact transformation. We partner with you every day to consistently deliver in the way that works best for you, with a focus on continuous digital improvement and optimisation. Wherever you are on your journey, however big or small your project might be, we provide the right services at the right time and flex up and down as you need us to.

**Find out more about Definia: [www.definia.com](http://www.definia.com)**

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## Elevating people leaders.

The last few years of instability have shown us that the only certainty is uncertainty. Talent acquisition has borne the brunt of this instability – relentlessly expanding and contracting to satisfy market conditions. But when times are tough every talent decision is more important. If you have fewer people, you need them to do better. So, the time has come for people leaders to take a more strategic approach to talent acquisition and create a more resilient TA function.

Caraffi is a talent acquisition advisory specialising in:

- operational excellence
- brand and experience
- technology and data

We equip you with the data and insights to become more strategic and impactful, then design powerful talent acquisition strategies that transform your business into a data-driven, purpose-led and inclusive employer of choice.

Caraffi can consult and fix a specific talent acquisition challenge, upskill your talent acquisition team or deliver the transformation on your behalf. So, whether you're in need of extra TA resource to handle recruitment spikes, a scientific analysis of the performance of your TA function or an exceptional candidate experience, Caraffi will elevate your capability, impact, and reputation within your business and beyond.

**Find out more about Caraffi: [www.caraffi.co.uk](http://www.caraffi.co.uk)**

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## Get in touch

You might know that the talent in your organisation is missing something, but maybe you can't put your finger on it just yet. Maybe you need an end-to-end solution that ticks a lot of boxes, but you're not sure where to start. Whatever it is, we're here to help devise the right solution for your business. Get in touch with our experts today and we'll be happy to arrange an informal chat. No expectation, no obligation, no pressure.

## Contact us

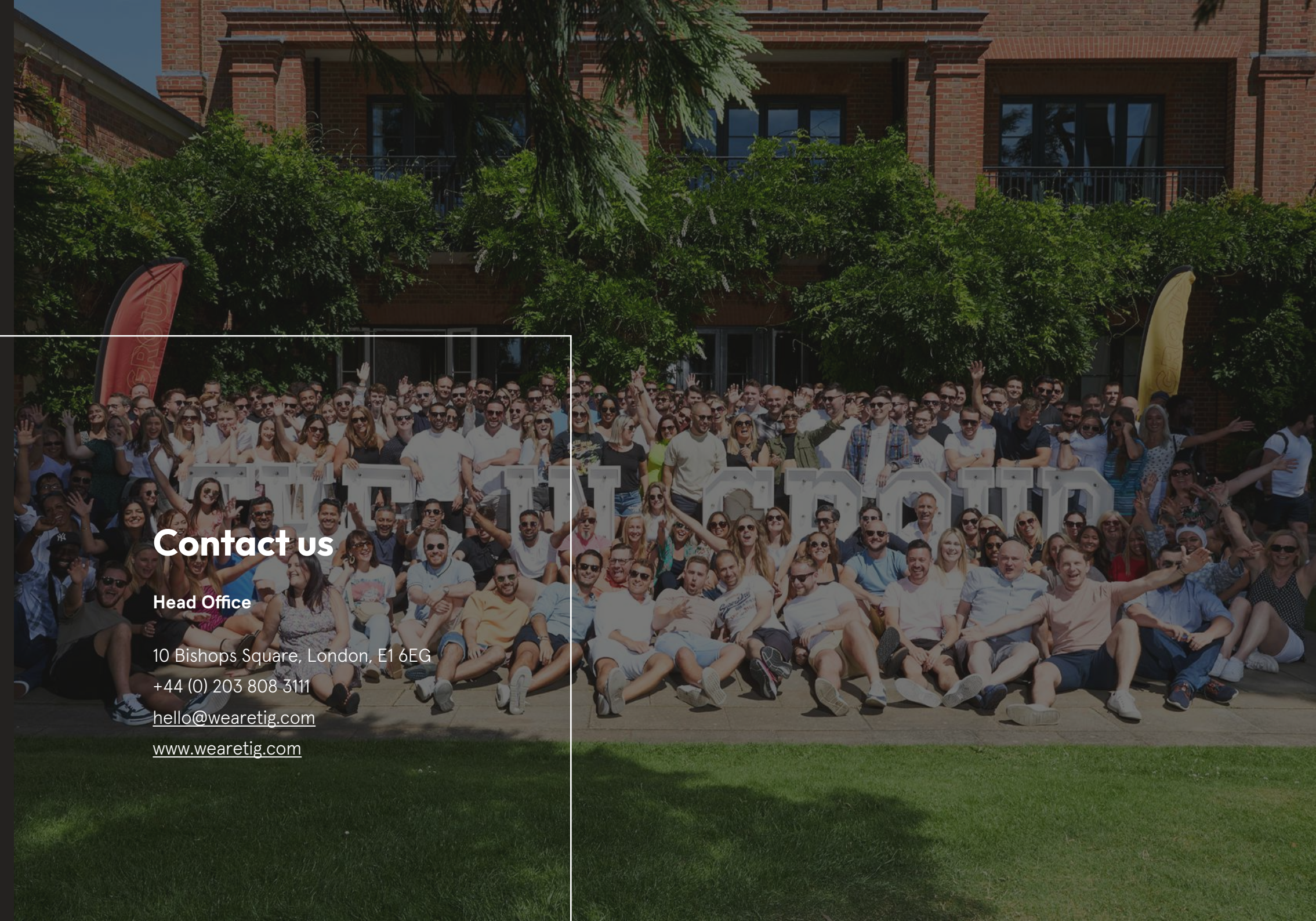
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