

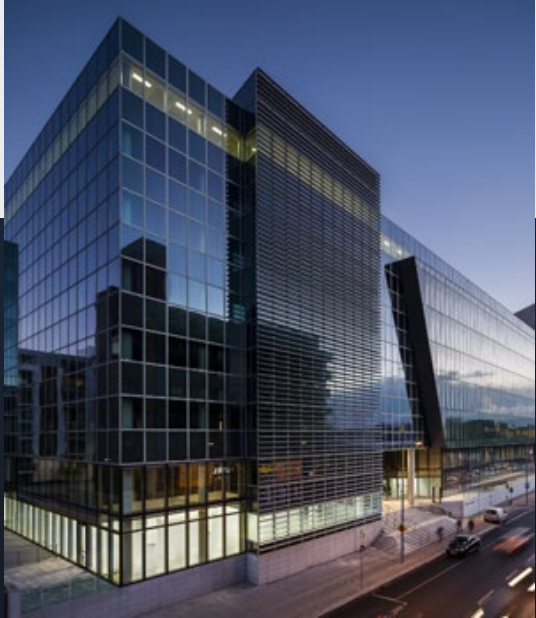
# ENGINEERING THE FUTURE TATE

£64.6m

UK Revenue  
2024

138+

People  
UK



## THE CHALLENGE

Tate, a leader in next-gen access floors and data-centre infrastructure, was scaling fast and needed specialist talent in place, quickly and in the right order.

## THE APPROACH



### DISCOVER

Searches aligned with strategy and culture.



### ASSESS

Assessing candidates for capability and cultural alignment.



### ATTRACT

Proactively reaching and inspiring top talent.



### SUSTAIN

Providing advisory and insights to keep the company ahead.

## THE NEED

Secure high-calibre, niche talent in infrastructure design, engineering, data-centre environments, and project delivery. Ensuring no hiring delays or capability gaps that could slow expansion or impact operational performance.

## PRE-HIRE PROCESS

- **FULL-CYCLE DELIVERY** – End-to-end recruitment across regions.
- **SPECIALIST TALENT** – Experienced leaders with team-building expertise.
- **STRATEGIC ALIGNMENT** – Defined roles, reporting lines, success metrics.
- **CROSS-BORDER IMPACT** – Talent maps, shortlists, relocation handled.
- **CAPABILITY EMBEDDING** – Leaders who stabilise, scale, and perform.

Tate®

## THE RESULTS

TIME TO  
LAUNCH



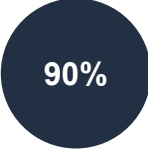
FROM SERVICE  
KICK-OFF

HIRES MADE  
IN MONTH ONE



INCLUDING:  
CFO, DIRECTOR OF OPS AND  
DIRECTOR OF MARKETING

OFFER  
ACCEPTANCE RATE



INTERVIEW  
TO-OFFER RATIO



## SUMMARY

“We scaled Tate’s specification, engineering, and operations teams across six sites, delivering top talent, reducing internal workload, and keeping the pipeline full.

International, multi-site recruitment doesn’t have to be complex. We built a clear system, locked in the brief, and delivered.”

**TOM WOOD** – LIGNUM GROUP CEO

LIGNUM