



Gattaca Site Visit

26th September 2016



Agenda

- ▷ [Overview of Gattaca and growth drivers](#)
- ▷ [Engineering & Technology overview](#)
- ▷ [Client solutions](#)
- ▷ [Convergence](#)
- ▷ [Infrastructure](#)
- ▷ [International opportunities](#)

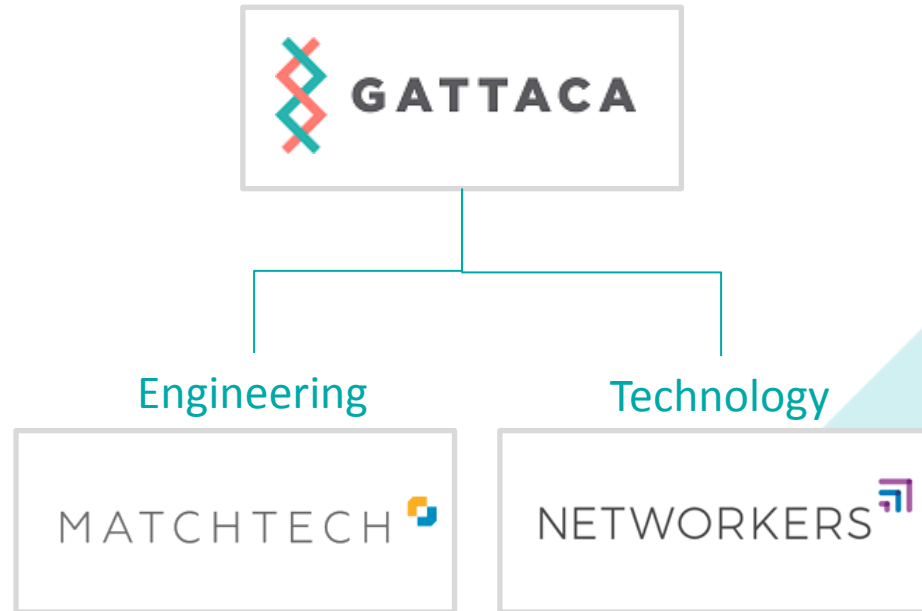


An overview of our business and growth drivers

Brian Wilkinson

Gattaca Strategic Positioning

Largest specialist international pure play
Engineering & Technology recruiter:




Overview of Gattaca



 **14 office**
11 countries

 **~ 800 employees**

 **Trusted by 2,500 employers**

 **9,000 contractors**
4,000 permanent placements

 **Candidates placed in over 100 countries**

 **In excess of 1 million candidates on our database**

 ***No1 UK Engineering**
***Top 5 UK Technology**

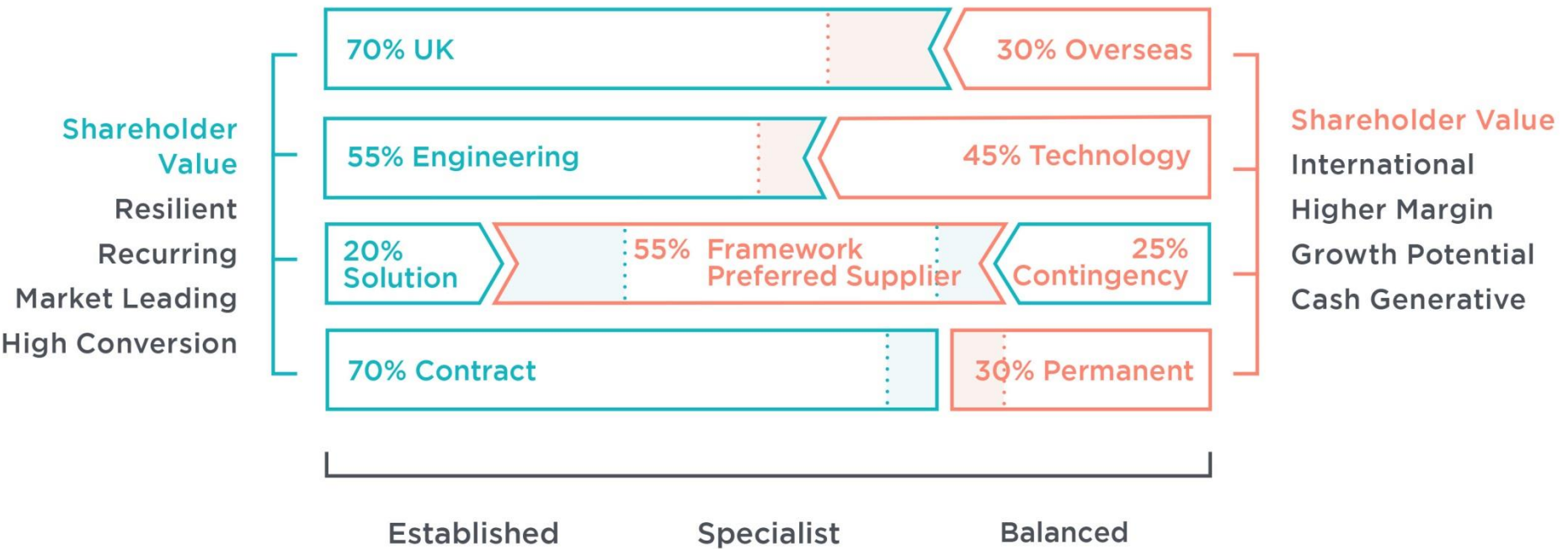
 **Revenue of £614m**

 **AIM listed**

Our Business Model



Net Fee Income (NFI) Contribution Distribution

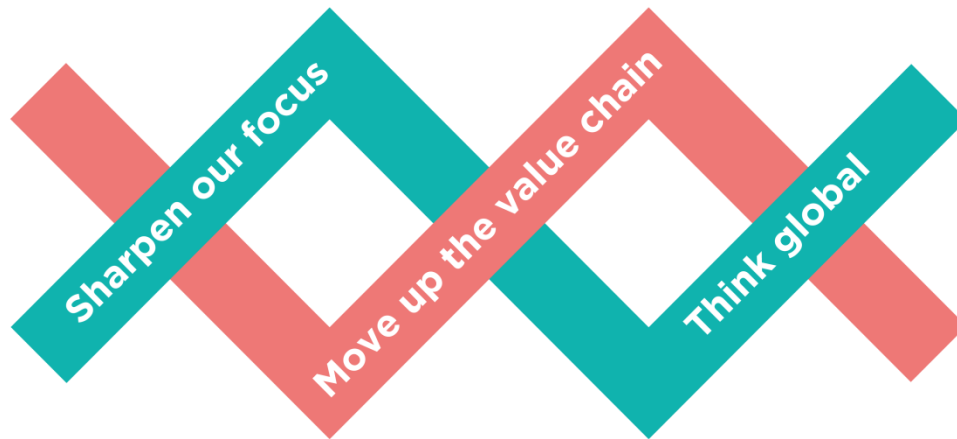


Vision, Strategy and Growth Drivers



The leading recruiter in our Engineering and Technology markets

- Secular Trends
- Skill shortages
- Flexibility
- Deregulation
- Technology



- Growth Drivers
- Convergence
- Solutions
- International
- Sectoral

Our Purpose: Making connections by
engaging our staff
promoting our candidates
delighting our clients



Core Business Update

Keith Lewis

26th September 2016

Engineering

MATCHTECH 

Engineering 8 markets



Aerospace



Automotive



Maritime



Energy



General Engineering



Professional



Infrastructure



Engineering Technology

Engineering Growth Drivers

Aerospace

- ▷ Focus on increasing manufacturing production rates
- ▷ No major new aircraft models in the pipeline
- ▷ Aftermarket retrofit & interior suppliers struggling with demand, work flowing down to SME's

Automotive

- ▷ Investment in UK manufacturing continues
- ▷ Need to design new technologies; hybrid and alternative fuel transmissions
- ▷ Signs automotive companies looking to re-shore operations to the UK

Maritime

- ▷ UK defence sector
 - ▷ Canadian NSS \$33 billion 30 years naval ship building programme
 - ▷ Australian Defence Programmes
- 

Engineering Growth Drivers

Energy

- ▷ Northern Europe - 9 offshore wind farms scheduled for construction in 2016
- ▷ Extensive upgrades to European electrical grid infrastructure
- ▷ UK nuclear new build long term
- ▷ Oil & gas weak

General Engineering

- ▷ No obvious slowdown in Manufacturing levels
- ▷ Move towards automated processes
- ▷ Consumer Electronics market buoyant
- ▷ Niche Science & Medical candidates remain in high demand

Professional

- ▷ Increased demand from Engineering clients for Sales & Procurement staff
 - ▷ Desire for candidates with international experience
 - ▷ Procurement supply chain management shift from operational to strategic
 - ▷ Investment in Apprenticeships
- 

Engineering Growth Drivers

Infrastructure

- ▷ Rail - project delivery: HS2; Crossrail (phase 2); Wessex to Waterloo line improvements
- ▷ Buildings: structure/services
- ▷ Water design: project delivery; Thames Tideway

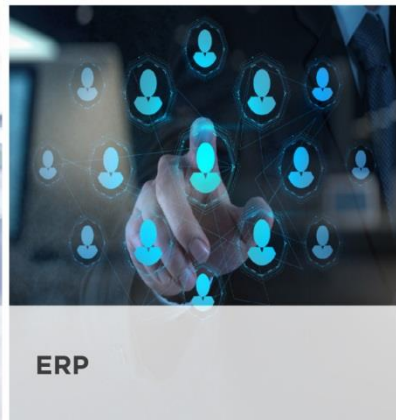
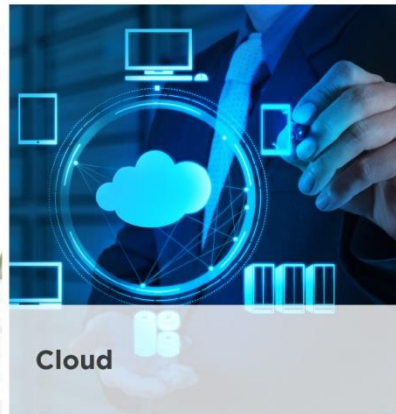
Engineering Technology

- ▷ The “Internet of Things”
- ▷ Connected car
- ▷ Industry 4.0 – “Smart factories”
- ▷ Rail automation & communication
- ▷ Enhanced Air Traffic Control
- ▷ UK centre of excellence connected/autonomous vehicles

Technology

NETWORKERS

Technology 6 markets





Technology Growth Drivers

Development

- ▷ Organizations rely heavily on the web as a channel for connecting with customers, clients, partners and employee
- ▷ The demand for applications to be on a mobile platform is increasing

Cloud

- ▷ Cloud continues to reshape enterprise IT
- ▷ Prediction that more than half of enterprise IT infrastructure and software investments will be cloud-based by 2018

Cyber security

- ▷ Increasing spend on Cyber Security
- ▷ Constantly evolving threats and new technologies being adopted
- ▷ Security becoming business critical and one of the most important IT topics

IT Leadership

- ▷ The pace of technology change is accelerating
- ▷ Business change/ transformation skills required for successful implementation of new technologies.

ERP

- ▷ SAP project based upgrade market
- ▷ Oracle EBS introduction and implementation of Fusion product.
- ▷ Move to rollout of cloud based ERP products

Communications

- ▷ South East Asia - laying the ground work for rolling out 4G
- ▷ US - fixed line cabling - higher quality, faster streaming & quicker connections between locations
- ▷ 5G development on the horizon - properly connected smart cities; driverless cars; "internet of things"



Client Solutions

Matt Wragg



What are the solutions?



Contractor Workforce Solutions (CWS)

- Management Service Programmes
- Master & Neutral Vendor models
- Total flexible workforce insight



Permanent Recruitment Solutions (RPO)

- Full or partial recruitment process outsourcing (RPO)
- Attraction and retention strategy



Total Workforce Solutions (TWS)

- Full outsource of contingent and permanent recruitment
- Looking at all aspects of the resource strategy and deployment



Why do clients buy solutions?



Functional gains

- ▶ Data Insight
- ▶ Workforce planning
- ▶ Process improvement
- ▶ Sourcing Innovation
- ▶ HR programmes

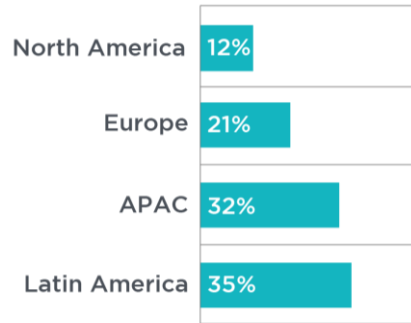
Tactical gains

- ▶ Cost
- ▶ Accountability
- ▶ Compliance
- ▶ Reduce in-house head count
- ▶ Continuous improvement

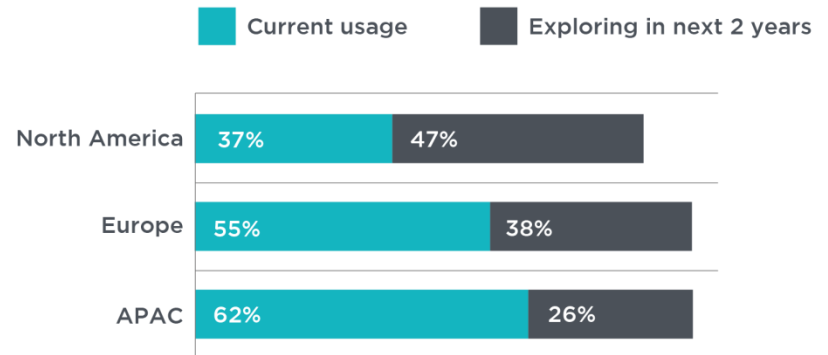
Market Trends



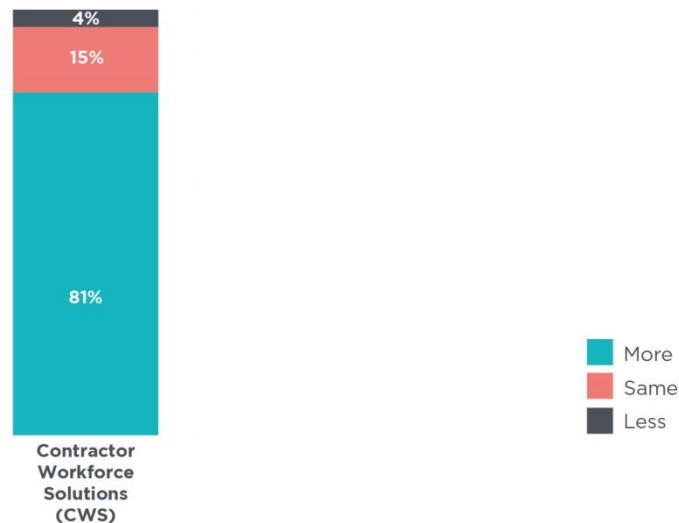
MSP projected growth 2014-2019 CAGR



Global management of contract workers



SIA analysis which programmes will be used more / less over the next 5 years



Our Positioning



- ▶ Delivering solutions since 2001
- ▶ Niche technology or engineering skills
- ▶ Gattaca our 'go to market' brand
- ▶ Move up the value chain
- ▶ Proven delivery
- ▶ Envable position



Outsourced Solutions timeline





Solution summary



EMEA-wide CWS solution



Dedicated account team delivering 100% requirements



Pre and Post hire services

Services provided



Recruitment analysis



Attraction strategy



Market insight and benchmarking



Employer value proposition strategy



Supply chain management



Retention strategy



Workforce planning & management



Technology selection & deployment

Solution	Go-live	Contractors placed	Skill sets	Countries
CWS	2007	4,000+	IT	10

Solution



MSP solution



Implementation of VMS



Bespoke talent pools



Quarterly competitor analysis

Services



Recruitment analysis



Attraction strategy



Market insight and bench-marking



Workforce planning & management



Technology selection & deployment



Supply chain management

Solution	Go-live	Contractors	Programme projected size	Skill sets	Sites
Contractor Workforce Solution	2016	150	£1m pa NFI	All	4



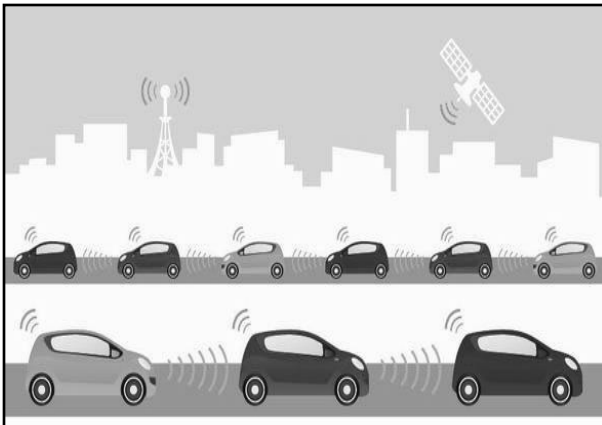
Convergence

Tim Carling

Convergence

- ▶ The ever decreasing gap between traditional engineering & IT skills
- ▶ Connectivity driving convergence – the digital nerve system
- ▶ Where is this happening??

Connected Cars



Industrial IoT



Smart Cities





Growth Drivers

- ▶ Global demand for connectivity
- ▶ Embedded to application software
- ▶ Cross-industry “skill shifts”
- ▶ Client market re-positioning

“The Thames framework is a game changer and will bring increased IT skill demands for our industrial automation service business – Matchtech look ahead of the curve with a candidate network that can supply these skills from an engineering angle”

Dave Pickles MD of Bilfinger Industrial Automation Systems

- ▶ Net employment growth

Our Positioning

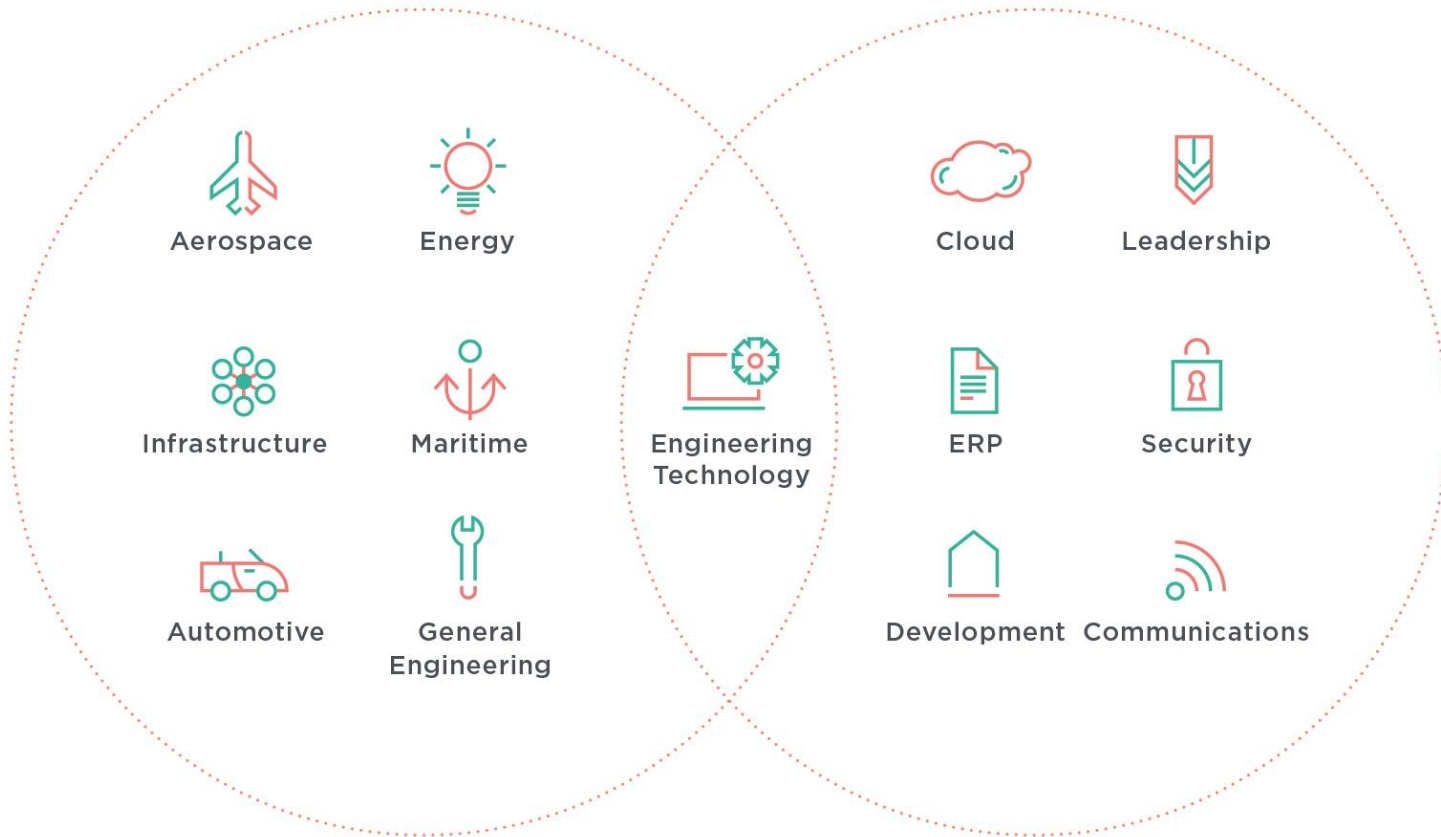


Engineering

Technology

MATCHTECH 

NETWORKERS 



Our Positioning



- ▶ Skillset and industry specialist
- ▶ Engineering and IT talent pools
- ▶ 38% contract plan growth
- ▶ UK market focus
- ▶ Mirroring client market position

Projects



NATS



BAE SYSTEMS

SIEMENS



Infrastructure

Grahame Carter

Our Positioning



Rail



**Highways, Transportation
and Planning**



Buildings



Water and Environmental

Growth Drivers



Investment



Major Projects

Change & Restructure

Uncertainty

Upgrading

Projects



Rail



**Highways, Transportation
and Planning**



Buildings



Water and Environmental

Crossrail 1 & 2

Aberdeen Western Bypass

Thames Tideway

Leeds City regeneration projects

Projects



Rail



Highways, Transportation and Planning



Buildings



Water and Environmental

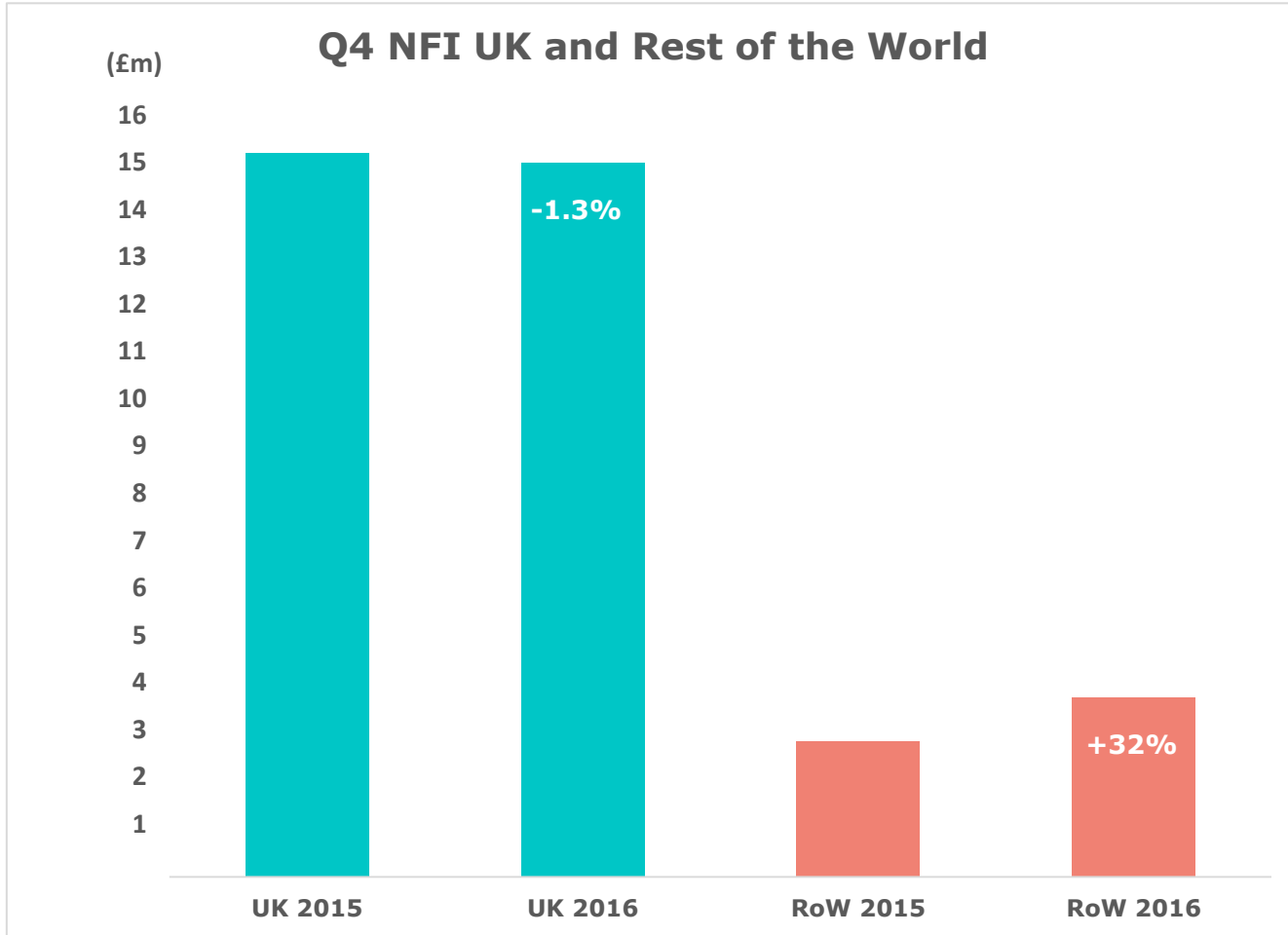




International Growth

Brian Wilkinson

International growing rapidly



US - \$120bn Market



US Growth Drivers

- ▷ Engineering market covered by 10 generalist firms
 - » compete on low margins for high volume
- ▷ Managed Services Providers (MSP) on a tiered supplier approach
 - » drives margins down even further
- ▷ Highly specialized providers lack ability to scale

- ▷ Engineering and Technology markets have high demand
 - » to keep up with technological disruption
- ▷ Telecoms Industry stable, awaiting 5G
- ▷ Strong demand for highly skilled IT candidates
 - » e.g. ERP, Development and Cloud capabilities
- ▷ Infrastructure investment at all time high

Opportunity

Structural

Sectoral

US Positioning

- ▶ Aim to top 10 technical specialist in the US

- ▶ Gattaca provides specialist services, through dual brands
 - » with the ability to scale
 - » entrance through Engineering, IT or Telco
 - » well positioned through historical relationships e.g. Infrastructure, Automotive

- ▶ Capture market share by carving out specialist, high value scope
 - » from the MSP or
 - » within the MSP as a specialist provider

- ▶ Target the MSP or programme services business
 - » By building relationships that give us competitive advantage over time

US Infrastructure



HTP – one of many opportunities



Texas has largest highway network in USA

Growing population, deteriorating infrastructure

Annual truck freight tonnage expected to double by 2040

“38% of major roads in ‘poor or fair’ condition”
American Society of Civil Engineering

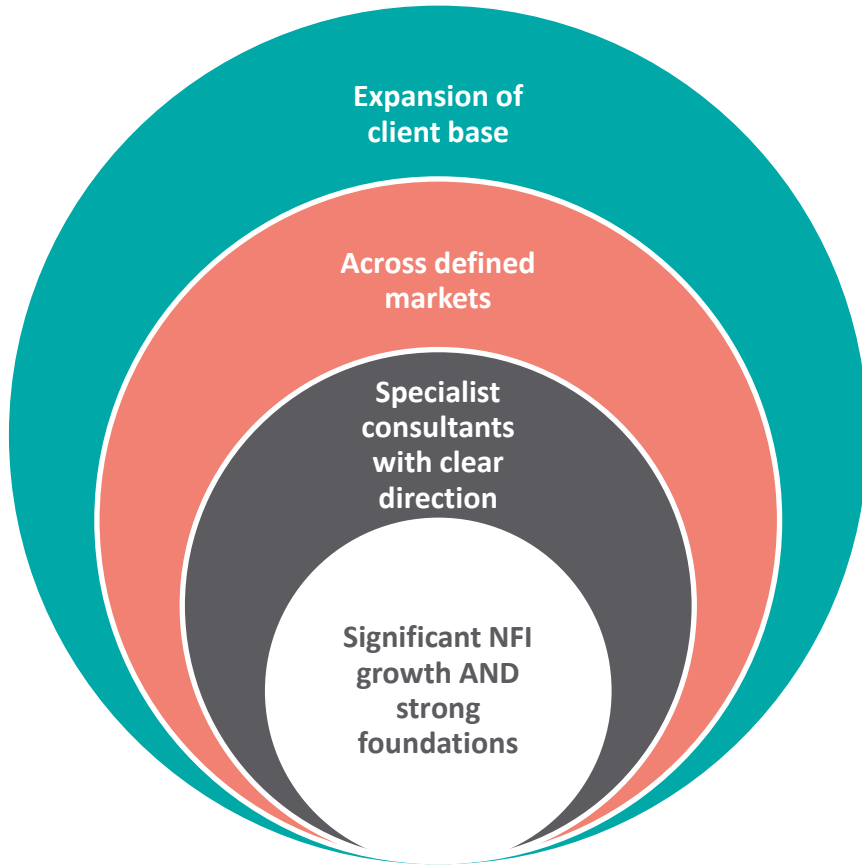
Texas State Highway Fund \$21bn 2016/17



53,000 bridges

19% ‘structurally deficient’ or ‘functionally obsolete’
American Society of Civil Engineering

US Growth plan



- ▷ Growth from <5 to 20+ clients
- ▷ Diversification from telco into automotive and infrastructure
- ▷ 5 specialist consultants from the UK
 - » Internal recruitment and training in place
 - » Plan to grow NFI by 35% 2017
- ▷ To build a highly successful, sustainable driver of profitable growth for the Group