



### **John Hall - CEO & Founder**

An expert in technology led transformation programmes, John envisions Xander to become a global and market leading company.



### **Steve Hampson - COO & Founder**

Responsible for business operations, Steven brings experience from a big 4 consultancy firm with the vision of ensuring Xander's clients are delivered with necessary skills to match their business needs.

# Xander - Core Team



### **Sarah Hale - Academy Director**

Being the Academy lead, Sarah is responsible for all Xander Academy operations, ensuring the training meets to a high standard expected from clients.



### **Simran Suri - Head of Talent**

With more than 15 years of experience working in recruitment, at Xander Simran manages and supports our upcoming associates during the onboarding process.

# Who We Are

- We are a talent company led by experienced consultants, but our vision goes beyond consultancy.
- We build diverse, capable and resilient teams that align with your organisation's long-term vision, and we support them to become your people.
- We're a company with a social purpose built into the heart of what we do.
- Our social purpose is built into the very fabric of what we do; to give a chance to talented individuals from all backgrounds and give those who are often overlooked a foot in the door.



## APPLICATION PROCESS



APPLY ONLINE



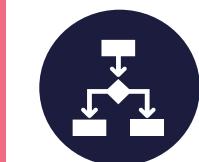
ONLINE TESTS



PHONE INTERVIEW



INTERVIEW/ASSESSMENT CENTRE



OUTCOME

# What We Offer

- Career pathways in: Business Change, Data Analytics and Software Engineering.
- We welcome people from all backgrounds, being graduates, returners to work and career changers.
- No previous experience required as we provide the training from an entry-level, as long as an interest in any of these pathways are shown.



## Core Skills (2 Weeks)

- All associates are introduced to the industry they will be working in.
- Develop fundamental business skills.
- Gain an understanding of key industry trends.



## Specialize (4-6 Weeks)

- Associates will then specialize in their respective pathways, supported by reputable industrial experts.
- Group projects and client tailored work are prepared to ensure a smooth transition from training to placement.



## Wellbeing + Support (Ongoing)

- All associates are a part of our bespoke wellbeing, inclusion and diversity programmes.
- These run continually throughout the training.
- Develop resilience, curiosity and emotional intelligence.



## Placement (Post Training)

- After successful completion of training, associates are then placed upon finding a suitable client, with a competitive salary.
- Regularly offer interview support and practice.
- Opportunities to further develop skills.



# Our Charity Partners



- *Love146 is a human rights organisation working to end child trafficking through education, prevention, and survivor care.*
- *Xander worked with Love146 in diversifying their donation streams and developing a marketing strategy, whilst alongside this expanding the charity's media presence.*
- *Sandy Park creations is a social enterprise project led by individuals with physical and neurodiversities focused on advocating equal employment opportunities.*
- *Xander contributed to creating a sustainable enterprise within Sandy Park through forming social media platforms to advertise the charity as well as devising a marketing report which consisted of concise analysis of the various products Sandy Park offer.*
- *Six Percent and Rising is a campaign that aims to transform the employment outcomes for individuals with physical and neurological diversities, so that everyone has the opportunity to work.*
- *Xander helped in designing and implementing a comprehensive social media content and engagement strategy in order to continue raising awareness for the charity.*

# Our Charity Partners

## CHICKENSHEL

THEATRE CHANGING LIVES



GROWING HAPPY

## rewired. earth

- *Chickenshed is a theatre and education provider from North London with a clear ethos of inclusivity and diversity.*
- *Xander have helped Chickenshed in steering closer to achieving their 2024 goal of becoming a national centre through providing future marketing strategies and increasing the sustainability of their business model.*
  
- *Growing Happy helps connect likeminded individuals from all walks of life in order to develop well thought out and empowered alternatives for individual or organisational change.*
- *Growing Happy has worked closely with previous Xander cohorts in educating our associates in mental wellbeing, communication skills and emotional awareness.*
  
- *rewired.earth is a campaign that is determined to create and embed a one data platform, aided by the adoption of a universally recognised ESG metric.*
- *Xander have helped the team at rewired.earth in developing marketing strategies and planning an informative event to capture the public's attention on the importance of standardising the ESG impact for the global market.*

# Opportunities and Partnerships

1. Open to Charities, Local Authorities and Universities being a part of Xander's training as social enterprise projects. We welcome any pro-bono projects for our current and up-coming associates to work and add value to.
2. We want to source more talent from Charities, Local Authorities and Universities going forward.
3. To give a chance to talented individuals from all backgrounds.
4. Create a long-lasting and meaningful relationship with our partners.
5. We care about making the working world more **inclusive and diverse**.



**Find out more:**

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