



Supporting Ofgem's Technology and Digital Transformation Recruitment

CASE STUDY

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Our Delivery Team



Fraser Young

Senior Business Director

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Specialisms:

- Data Analysts, Engineers, Scientists & BI Developers
- SQL, Data Warehousing, ETL, Modelling & Architecture
- HR, Workforce & HESA/Higher Education Data specialists
- AI, ML, GenAI, LLMs, MLOps & AI Product professionals
- Heads of Data, Analytics Leaders & CDOs



Neil McQuillan

Senior Business Manager

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Specialisms:

- Microsoft Dynamics 365 CRM professionals
- Blackbaud Raiser's Edge specialists (Charity sector)
- SharePoint, M365 & Modern Workplace experts
- Power Platform, Copilot & Automation consultants
- Solution Architects & Digital Transformation leads



Fraser Lang

Business Manager

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Specialisms:

- Workday, Oracle, Unit4 & iTrent specialists
- Finance, HR, Payroll & Procure-to-Pay professionals
- SITS & Higher Education student systems experts
- ERP Project Managers, BAs, Consultants & Solution Architects
- ERP Transformations, Migrations, Upgrades & Integrations



Steven Hughes

Senior Consultant

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Specialisms:

- Salesforce Admins, Developers, Consultants & Architects
- .NET, Java, Python & Full Stack Developers
- DevOps, Platform, Integration & API Engineers
- Technical, Solution & Enterprise Architects
- QA, Test Automation & Software Delivery specialists



Leigh Dickson

Business Manager

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Specialisms:

- Business Analysts across Digital, IT, Data & Change
- Project & Programme Managers delivering transformation
- PMO Analysts, Managers & Project Planners
- Scrum Masters, Agile Coaches & Delivery Managers
- System Integration, Migration & Target Operating Model programmes
- Product Owners, Service Owners & Transformation Leads



Matthew Reilly

Associate Consultant

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Specialisms:

- 1st-3rd Line Support, Service Desk & EUC specialists
- Infrastructure, Network & Azure Cloud Engineers
- Cyber Security Analysts, Engineers & Architects
- ServiceNow, M365, Intune & Entra ID experts
- IT Managers, Heads of IT & Operations Leaders

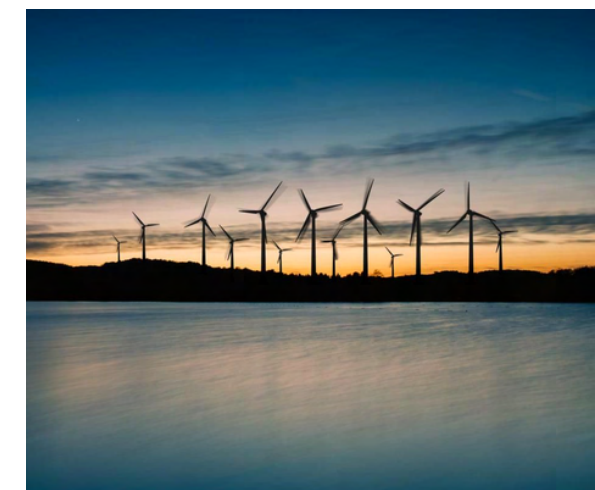
Background

Morgan Hunt has worked closely with Ofgem to support the delivery of a wide range of critical technology, data, digital, and transformation programmes. As Ofgem continues to modernise its technology landscape and strengthen its digital capabilities, the organisation required access to highly skilled professionals across multiple disciplines, ranging from programme leadership and enterprise applications to software engineering, AI, data science, and cloud technologies.

Through our ongoing partnership, Morgan Hunt has successfully supported recruitment across a diverse range of roles, including:



- CTO Key Project Lead
- Programme Manager
- Workday Delivery Manager
- Workday Integration Lead
- Senior Product Manager
- Senior .NET Developer
- IT Service Desk Analyst
- AI & Governance Manager
- Purview Specialist
- Chief Data Scientist
- Data Scientist
- Databricks Consultant
- Power BI Developer
- Change & Release Manager



Challenges

Recruiting for these roles required specialist market knowledge and a targeted recruitment approach. Many of the appointments combined niche technical expertise with security clearance requirements, creating a limited talent pool within a competitive technology market.

Key challenges included:

- Highly specialised roles requiring skills across AI governance, Microsoft Purview, Workday, Databricks, cloud data platforms, and enterprise product management.
- The majority of opportunities required candidates to hold, or be eligible for, Security Clearance (SC), significantly reducing the available talent pool.
- All opportunities sat inside IR35, making them less attractive within a competitive contract market.
- Securing experienced professionals with the right technical expertise, public sector experience, and security clearance required a highly consultative recruitment approach.



Actions

To overcome these challenges, Morgan Hunt implemented a targeted and proactive recruitment strategy, combining specialist market knowledge, security-cleared networks, and ongoing stakeholder engagement..

Our approach included: →



1.

Leveraged our established network of security-cleared technology and data professionals.

2.

Conducted targeted headhunting across specialist technology and digital talent communities.

3.

Proactively engaged passive candidates across AI, data, software engineering, digital delivery, and enterprise applications markets.

4.

Provided market intelligence and recruitment advice to support hiring decisions.

5.

Maintained regular communication with stakeholders throughout the recruitment process.

6.

Managed candidate engagement through security clearance and onboarding processes to minimise delays.

Results

Morgan Hunt has become a trusted recruitment partner to Ofgem, consistently delivering specialist technology, data, digital, and transformation professionals across a wide range of critical programmes.



Successfully supported recruitment across multiple technology, data, digital, and transformation roles within Ofgem

Delivered specialist talent despite significant constraints including SC clearance requirements, IR35 conditions, and niche skill shortages

Enabled Ofgem to secure critical expertise required to support ongoing digital and organisational transformation programmes

Provided consistent market insight and consultative recruitment support throughout the partnership

Established a trusted long-term partnership through the delivery of high-quality, hard-to-reach technology professionals

