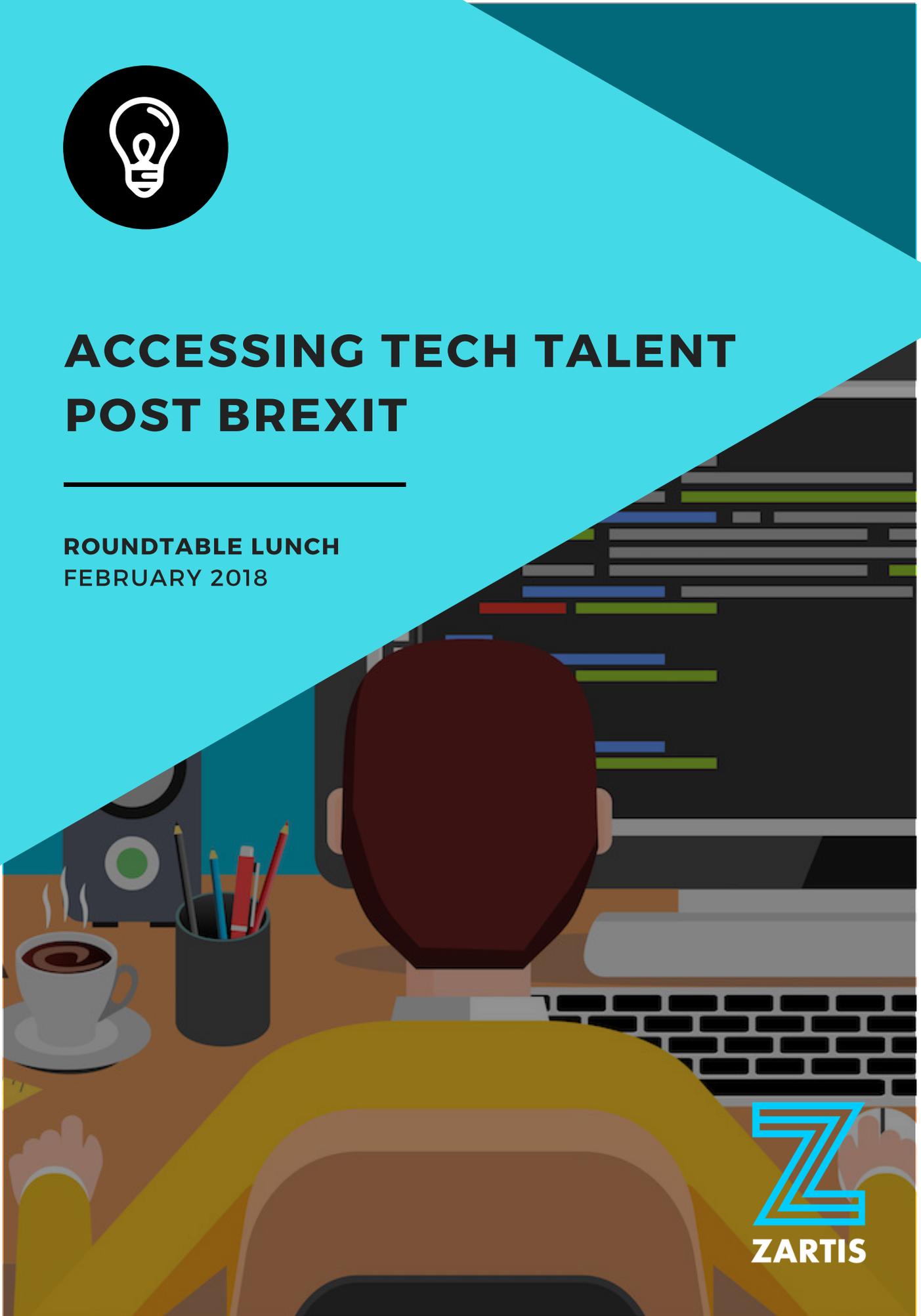




ACCESSING TECH TALENT POST BREXIT

ROUNDTABLE LUNCH
FEBRUARY 2018



Challenges

There is uncertainty around the flow of talent to the UK from Europe post-Brexit. It is unclear what the post-Brexit landscape will look like

There were varying experiences around the table of the effect of Brexit - for some businesses right now Brexit is a bit of a “don't care”, as it appears to not have had a major impact on business or on attracting talent. For others, it's made London hard to 'sell' to candidates as a result of the uncertainty around non-nationals living in the UK post- Brexit

Moving away from Brexit, retention is an issue with junior developers. Being a butterfly, and bouncing from role to role after 12 months is quite common
Salary expectations of engineers, particularly when joining startups/small companies

Picking quality people out of the myriad of similar looking applications is a challenge



Observations



Ensuring EU citizens have the right to stay in the UK post March 2019 is high on the UK government's and the EU's agenda, but the outcome remains uncertain

Huge benefits to having a presence in London remain (VC investment, being part of the creative eco-system etc.)

Working for a startup in the UK, and specifically London, is still attractive and exciting for those outside the EU - but anecdotal evidence suggest interest is wavering

There is a distinct difference between hiring for talent and hiring for experience

Opportunities for refugees to get back into the workforce need to be increase, and businesses have an opportunity to find talent here, while doing the right thing

Key takeaways



Developing tactics to source talent is important - a well funded internal referral programme and recruiting through networks were among those mentioned.



Focusing on employer branding is even more important than ever before with Brexit around the corner



“Exceptional talent visas” (five year visa) in the UK can be used as a means of accessing talent) more info via Tech City [here](#).
The equivalent visa in Ireland is the “Critical Skills Permit” which takes 15 days and costs 1000 (more info [here](#))



Benefits of remote working are real, whether that’s local within the UK, or transnational. This includes access to and cost of talent and quality of life for employees

Contact

colm@zartis.com

+44 (0) 7748735318