

Creating Futures — Public Sector



Driving digital transformation in the Public Sector with Salt

At Salt, we are committed to helping the public sector navigate digital disruption and transformation. Our specialist consultants "Create Futures" by delivering top-tier talent in Digital, Data, and Technology (DDaT) roles. We work with NHS trusts, local councils, central government departments, higher education institutions, and emergency services to meet their unique digital challenges.

Key value propositions:

Specialists in DDaT roles:

From Programme/Project Managers, Architects, Data, Analytics, Engineers, Developers, Cybersecurity through to Cloud Infrastructure, Salt has a successful record of placing highly skilled professionals in niche DDaT roles.

RM6277 Approved Crown Commercial Service supplier:

As an approved CCS supplier, we have the distinct advantage of forming contract recruitment partnerships throughout the public sector.

Expertise across the public sector:

With a deep understanding of sector-specific needs, Salt's experienced team of consultants deliver top talent across the public sector.

Fast, efficient recruitment:

We reduce time-to-hire with our proactive, specialised recruitment approach, ensuring your digital transformation project goals stay on track.

Why work with Salt?



Expert consultants

Each Salt consultant is a specialist in their technology field, providing deep expertise in recruitment for public sector needs



Proven track record

Successful placement across NHS, local councils, higher education, and central government departments.



Speed and efficiency

We reduce time-to-hire with a proactive approach and pre-screened / pre-vetted candidate pools.

Contact us today

Contact Salt today to learn how we can help you secure the talent needed for your public sector digital transformation.

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Creating Futures™



Supporting NHS digital transformation with expert recruitment.

The NHS is in the middle of a major digital transformational change, but budget constraints, legacy systems, and niche talent make recruiting for IT and digital roles a challenge. Salt partners with NHS trusts to provide skilled professionals who can help modernise healthcare infrastructure and support your digital strategy.

Challenges we solve:

Integration of legacy systems into modern cloud-based technologies:

We partner with experienced talent, ensuring smooth digital transition and successful project delivery.

Niche skill shortages:

We provide access to a pool of specialised candidates for DDaT requirements across HL7, PAS, PACS, EPR and other technology across clinical systems programmes.

Our flexible solutions

We understand that budgets vary and your hiring needs may require a customised approach. At Salt, we offer flexible sourcing options including contingent contracts, permanent, fixed-term contracts (FTC), statement of work (SOW), virtual bench solutions, and full outsourcing partnerships.

We recruit for key roles within healthcare. These include but are not limited to:

Healthcare Systems

LIMS/RIS /PACS/EPR/DICOM/HL7 integration specialists

Digital

UX/UI Designers | Digital Product Managers | Service Designers | Digital Transformation Leads | Agile Delivery Managers

Data

Data Analysts | Data Scientists | Data Engineers | AI & Machine Learning Specialists | Business Intelligence Analysts

Technology

Software Engineers | DevOps Specialists | Cybersecurity Experts | Cloud Infrastructure Specialists | Network & Systems Engineers | IT Architects

Change & Transformation

Change Managers | Business Change Consultants | Transformation Leads | Organisational Design Specialists | Process Improvement Experts

Transform your healthcare team

Partner with Salt to overcome digital transformation challenges and secure the best talent for your team.

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Creating Futures™



Creating futures for a UK Healthcare Organisation

Empowering healthcare innovation with digital experts

Overview

We partnered with a healthcare organisation delivering digital services to support the National Data Resource (NDR). This programme consolidates health and social care data across the UK using the Google Cloud Platform, ensuring safe, secure, and ethical data access and analysis.

Challenges and outcomes

The organisation faced budget constraints and tight deadlines, which made finding skilled resources for digital and programme initiatives challenging.

Initially, we placed a testing specialist and expanded the test team with additional professionals. Our success led to further collaboration, where we provided Developers, Data Engineers, Solution Architects, and other critical roles, enabling the organisation to meet its goals effectively.

Results

- Built a complete Test team, starting with a single tester.
- Expanded support to multiple departments, delivering expertise in various technical roles.
- Strengthened long-term collaboration with the organisation.

Transform your healthcare team

Partner with Salt to overcome digital transformation challenges and secure the best talent for your team. Request a consultation today.



Supporting Local Government recruitment across digital teams.

Local government face unique recruitment challenges, from managing MSPs to finding talent for niche applications. Salt specialises in providing tailored recruitment solutions to local authorities, ensuring you get the talent needed for critical Technology, Housing, Social Care and Digital Transformation projects.

Challenges we solve:

Niche skill shortages:

Salt has expertise in recruiting specialists in housing, social care, and Revenue & Benefits systems.

MSP recruitment overload:

We streamline, filter, and deliver only the most qualified, pre-vetted candidates, reducing the burden on MSP's and hiring managers.

Shorter-term contract assignments:

We engage candidates for shorter-term contract roles, keeping them motivated and committed throughout the assignment.

Our flexible solutions

We understand that budgets vary and your hiring needs may require a customised approach. At Salt, we offer flexible sourcing options including contingent contracts, permanent, fixed-term contracts (FTC), statement of work (SOW), virtual bench solutions, and full outsourcing partnerships.

We recruit for key roles within local government. These include but are not limited to:

Digital

UX and Accessibility Designers | Frontend and Backend Developers | CMS Specialists | Digital Product Managers | Service Designers | Agile Delivery Managers | Digital Transformation Leads | Housing and Social Care System Specialists

Data

Data Analysts | GIS Specialists | Data Engineers | Business Intelligence Consultants | Data Scientists | AI and Machine Learning Specialists

Technology

Software Engineers | DevOps Specialists | Cloud Infrastructure Engineers | Cloud Migration Consultants | Network and Systems Engineers | IT Architects | Education and Schools IT Support | Planning and Environmental Technology Specialists

Cybersecurity & Governance

Cybersecurity Analysts | Threat Monitoring Specialists | Data Protection Officers | Information Governance Consultants

Change & Transformation

Change Managers | Business Change Consultants | Transformation Leads | Organisational Design Specialists | Process Improvement Experts

Build the future of your council's digital services.

Speak to Salt today to discuss your recruitment needs for digital projects.

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Creating Futures™



Creating futures for a Local Government Authority

Streamlining housing operations with expert technologists

Overview

We supported a local government authority by implementing NEC Housing software to improve housing operations and service delivery. This initiative was critical in enhancing the department's ability to manage homelessness prevention and oversee council-owned properties efficiently.

Challenges and outcomes

The authority faced difficulties in sourcing talent with housing and IT expertise due to the limited availability of specialists, legacy system complexities, and constraints of public sector pay scales.

We addressed these challenges by developing tailored delivery capabilities and ensuring continuous access to system specialists. This allowed the authority to avoid project delays and maintain compliance with government security standards.

Results

- Avoided project delays by providing skilled candidates promptly.
- Delivered specialists who met complex technical requirements.
- Successfully placed multiple candidates across the region to enhance service delivery.

Build the future of your council's digital services.

Speak to Salt today to discuss your recruitment needs for digital projects.



Delivering digital talent across Central Government

Central government departments are leading the charge in digital transformation, with complex recruitment needs for roles requiring specialised digital skills and high levels of security clearance. Salt is your trusted partner in finding the right talent to meet these challenges.

Challenges we solve:

High-demand DDaT roles:

We help fill key digital and data roles with candidates who are proactive, adaptable, and ready to support your initiatives.

Speed of hiring:

With our proactive approach, Salt reduces time-to-hire, ensuring your projects stay on schedule.

Security clearance requirements:

Salt has extensive experience recruiting candidates with various levels of security clearance.

Our flexible solutions

We understand that budgets vary and your hiring needs may require a customised approach. At Salt, we offer flexible sourcing options including contingent contracts, permanent, fixed-term contracts (FTC), statement of work (SOW), virtual bench solutions, and full outsourcing partnerships.

We recruit for key roles within central government. These include but are not limited to:

Digital

UX and Accessibility Designers | Frontend and Backend Developers | CMS Specialists | Digital Product Managers | Service Designers | Agile Delivery Managers | Digital Transformation Leads | Housing and Social Care System Specialists

Data

Data Analysts | GIS Specialists | Data Engineers | Business Intelligence Consultants | Data Scientists | AI and Machine Learning Specialists

Technology

Software Engineers | DevOps Specialists | Cloud Infrastructure Engineers | Cloud Migration Consultants | Network and Systems Engineers | IT Architects | Education and Schools IT Support | Planning and Environmental Technology Specialists

Change & Transformation

Change Managers | Business Change Consultants | Transformation Leads | Organisational Design Specialists | Process Improvement Experts

Secure the best talent for your Digital Transformation

Ensure your department's digital transformation projects are successful with Salt's expert recruitment services.

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Creating Futures™



Creating futures for a Central Government Department

Delivering security-cleared experts for critical programmes

Overview

We partnered with a key central government department responsible for national matters, such as immigration, security, and public safety. Through our expertise, we supported their high-profile programmes with security-cleared technologists.

Challenges and outcomes

The department required rapid access to security-cleared talent in Product, DevOps, and Software Engineering. Meeting these requirements was critical due to the sensitive nature of their programmes.

We leveraged our specialised delivery capabilities to identify and place top-tier professionals quickly. Our ability to deliver security-cleared experts has reinforced our role as a trusted partner.

Results

- Delivered security-cleared professionals at short notice.
- Ensured projects remained on track without delays.
- Built a strong, trusted relationship with the department.

Secure the best talent for your Digital Transformation

Ensure your department's digital transformation projects are successful with Salt's expert recruitment services. Contact us for a consultation today.



Bridging the talent gap in Higher Education's digital transformation

Higher education faces digital transformation challenges like limited budgets and outdated systems, hindering IT recruitment. At Salt, we partner with universities to provide skilled professionals to modernise infrastructure and advance digital strategy.

Challenges we solve:

Lack of institutional knowledge:

All our candidates have higher education experience and have completed similar university projects. They are referenced from previous contracts to ensure high-calibre professionals.

Budgetary constraints:

Salt provides skilled, pre-screened candidates and works within universities' budgets, ensuring access to top talent for critical projects without financial compromise.

Specialised skillsets and knowledge transfer:

Salt provides the niche skillsets needed for upcoming projects, upskills internal staff, and ensures universities are left with a clear understanding of what was accomplished throughout the project.

Our flexible solutions

We understand that budgets vary and your hiring needs may require a customised approach. At Salt, we offer flexible sourcing options including contingent contracts, permanent, fixed-term contracts (FTC), statement of work (SOW), virtual bench solutions, and full outsourcing partnerships.

We recruit for key roles within higher education. These include but are not limited to:

University Applications

Student Information Systems (SIS) | CRM & MS Dynamics Specialists | Application Support & Development | Admissions & Student Records Professionals

Data

Data Analysts, Engineers & Scientists | Business Intelligence, AI & Machine Learning Specialists | Data Governance, Strategy & Compliance Experts | Statutory Returns & Data Warehouse Consultants

Technology

Network, Systems & Cloud Engineers | Software, DevOps & IT Infrastructure Specialists | Technical Architects & IT Consultants | ERP, Finance, HR & Payroll Systems Experts (Workday/SAP/Oracle)

Support & Administration

Service Desk Analysts | IT & Application Support Engineers | Technical Support & Systems Analysts | 1st & 2nd Line Support Specialists

Project Management & Delivery

Project & Programme Managers | Scrum Masters & Agile Coaches | PMO & Change Managers | Business Analysts & Process Improvement Specialists | Digital Transformation Consultants

Cybersecurity & Information Security

Cybersecurity Analysts & Engineers | Information Security Managers | Penetration Testers | Security Operations & Incident Response Specialists | Risk, Compliance & Data Protection Experts

Shape the future of learning with the best talent

Partner with Salt to meet your digital transformation goals and secure skilled professionals.

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Creating Futures™



Creating futures for a leading UK university

Digital transformation in Higher Education with expert AWS talent

Overview

We partnered with a leading UK university for over two years to support a major digital transformation project focused on implementing AWS.

The university is renowned for its commitment to innovation and academic excellence. In its drive to modernise operations and enhance learning experiences, the institution embarked on a comprehensive digital transformation journey leveraging cloud technologies.

Challenges and outcomes

The university needed specialist technical expertise to execute a complex digital transformation. Key challenges included:

- Successfully implementing AWS while managing evolving project needs.
- Ensuring continuous support through each project phase.
- Facilitating effective knowledge transfer to upskill the university's in-house team.

We provided step-by-step support by deploying flexible teams of AWS Engineers, Test Engineers, and an AWS Lead. The team was rotated on a flexible basis to adapt to the project's changing requirements, ensuring the university always had the right expertise on hand.

Results

Our collaborative approach not only ensured the smooth execution of each project phase but also upskilled the university's in-house team through effective knowledge transfer. The strong, ongoing partnership continues to fill emerging skill gaps, reinforcing the university's digital transformation and building long-term trust.

Shape the future of learning with the best talent

Partner with Salt to meet your digital transformation goals and secure skilled professionals.

Contact us today to explore your recruitment needs.

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Creating Futures™

Meet our senior team members

Our team of experienced consultants are specialists in public sector recruitment, with expertise across NHS, local government, central government, and higher education departments. They have a proven track record of delivering top-tier talent for complex digital projects.



Mike Snow
Practice Director

Mike has over 20 years of recruitment experience across public and private sectors. He specialises in designing innovative recruitment processes and building teams, from single-use contractors to outsourced models, saving clients significant costs. With deep insight into central government, local authorities, and the NHS, Mike understands the unique challenges of the public sector and how to address them.



David Baker
Practice Manager

With 20+ years in recruitment, David focuses on delivering technical talent to public and private digital healthcare programs. Over the past 6 years, he has built strong relationships and successfully delivered interim, contract, permanent, and statement-of-work solutions to healthcare trusts and private healthcare organisations.



Harry Longman
Principal Consultant

Harry has 7 years of experience recruiting for local governments, and partnering with MSPs to supply contract staff across England and Wales. He specialises in housing software, social care case management systems, and revenue & benefit Systems, while providing fast, tailored hiring solutions for councils and boroughs.



Zoe Hinkinson
Principal Consultant

Zoe has three years of experience in higher education recruitment within the public sector. Her background as a recruiter while a student gives her a unique perspective on university hiring needs. She specialises in flexible recruitment solutions and builds strong relationships, delivering tailored approaches that meet the evolving demands of universities.



Dave Leaver
Managing Consultant

With 10+ years of recruitment expertise, Dave focuses on digital, data, and technology roles within the Public Sector. He has successfully placed top talent into the NHS, central and local governments, education, and non-profit organisations, building trusted relationships and ensuring impactful placements across the sector.

Meet your next
recruitment partner.

Ready to meet your next recruitment partner? Get
in touch with one of our specialists today.

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**Whatever your hiring
plans are, Salt can
find the right people
and teams for your
business.**

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