

News UK

Who are News UK?

News UK are one of the biggest media powerhouses in the world today. Their brands include **The Sun, The Times, The Sunday Times**, and Their radio brands include the world's biggest sports radio stations, **talkSPORT, talkRADIO** and **Virgin Radio UK**.



what
we did
→

“

Faced with a challenge to increase brand presence, attract, retain (engage) and develop tech talent, we couldn't have been more excited to get started!



Step 1.

We ran a talent audit to identify what was working well and where improvements could be made internally.



Step 2.

We assessed NewsUK's competitors and took the time to understand candidates views of the brands NUK houses.



Step 3.

We presented our findings and proposed a plan to make News UK's tech team best in class.



Step 4.

We designed and delivered a new EVP to include values and ways of working.



Step 5.

The recruitment commenced! Hiring 98% of our tech talent without the use of agencies and consistently scoring above 90% on candidate satisfaction. With time to hire sitting at an average of 2 weeks from initial interview to offer, we were able to deliver 7 placements every month over an 18 month period.



Step 6.

We grew the community! When we left NUK had more than 1000+ people in their tech community and ran community events every month to showcase their work and learn from others in industry.



What else?



We increased female diversity from 15% - 23% in a year...

thanks to the D&I initiatives introduced. Want to find out more about how we can support you with this? Ask one of the team!



We set up academies and apprenticeships...

to support candidates from socially diverse backgrounds.



We built internal engagement plans...

that saw an increase of 28% of the tech team participate and answer questions to improve the service after 1 year.



Not only did we bring recruitment in-house, it's still in-house today!



How do we know **it worked?**



News UK were ranked **top 5 best enterprise company** to work for by We Are The City



They won **Best place to work in Digital** and **Most Improved Diversity** RITA Awards



They were shortlisted **best place to work** by Women in Tech 2 years in a row



Our own Head of Talent won the **Rising Star Award for HR and Recruitment** by We Are The City