



# Boosting digital capability at Companies House





## The challenge:

Companies House, the United Kingdom's registrar of companies, has over 4 million limited companies that are registered on their system. In 2017 they identified the need to develop their digital capability to deliver a large backlog of technical projects.

They faced a competitive market for technical resources in Cardiff and were struggling to attract and retain the skills they needed. To help them deliver strategic digital projects, FDM partnered with Companies House to provide two Scrum Development Teams. FDM had an added advantage due to their extensive experience working within the public sector (across the Home Office, DWP, MHRA, HMRC, HMLR and UKMO) and their compliance with GDS principles.

## The FDM solution:

1

**Skills analysis:** FDM started with a detailed gap analysis to assess the missing skills and experience that Companies House required. A blended approach across FDM's talent programmes of ex-forces and graduate consultants allowed them to quickly build agile Pods; cross functional teams with the right balance of experience that would work to deliver technical projects.

2

**Training:** The consultants were selected from FDM's Software Development, Software Testing, Business Analysis and Project Management programmes. The FDM Pods underwent additional bespoke training in agile methodology and niche technologies utilised on client site.

3

**Service Delivery:** To ensure effective and efficient delivery in line with Companies House, FDM implemented a Service Delivery Manager to carry out quality checks and oversee deliverables, in addition to conducting regular reviews with Companies House stakeholders and FDM consultants.

4

**Support and engagement:** FDM provided a comprehensive programme of support and wellbeing initiatives for their consultants while on client site, to ensure happy and successful placements for both the FDM team and the client.

## The outcome:

Between 2017 until present, FDM has provided Companies House with four Pods focused around Scrum Development, making up 25% of Companies House digital capability.

The FDM Scrum Teams have delivered various strategic projects for the client, including:

- **Improvements to functionality and features on Companies House's Information Processing System (CHIPS)**
- **Delivery of new Incorporation Service (WebIncs) allowing for decommission of legacy services**
- **Development of additional functionality through website e.g. incorporation validation, protection of sensitive details**
- **Improvements to filing services**
- **Delivery of various legislative changes and updates to website functionality as new regulations are pushed through parliament**

Over the years, FDM's Scrum Masters have taken an active role in developing Companies House's agile communities by engaging key stakeholders to promote the adoption of agile across the business. This has also been extended to organisations associated with Companies House.



The output of FDM's Pods are measured monthly via sprint reports and velocity charts that are submitted to Development and Agile Delivery Managers at Companies House.

Each FDM Pod consists of:

- **1 x Scrum Master**
- **4 x Developers**
- **2 x Automation Testers**

Technologies used across the Pods include:

- **Java**
- **Perl**
- **HTML**
- **Docker**
- **JSON**
- **NoSQL**
- **MongoDB**
- **Concourse**
- **Springboot**
- **Git**
- **AWS**
- **HATEOAS**
- **JavaScript**
- **JSON-LD**
- **OpenAPI**
- **CSS**
- **JUnit**
- **Discourse**
- **Maven**
- **XML**
- **Mesos/Marathon**
- **SQL, Cucumber**
- **Selenium**
- **Linux/Command Line**
- **Rest API**

# Our work in the Public Sector:



**200+**

consultants transitioned to the civil service



**400+**

consultants currently placed in the Public Sector



**1,500+**

all time number of consultants placed

FDM consultants placed in the Public Sector are working in:

PMO/PSO

Business Analysis

Infrastructure /  
App Support

Project Managers

Development

Testing

Cyber / Info  
Security

Scrum Master

Business  
Intelligence

FDM supports a number of civil servant professions including:



DDaT



Government Knowledge and  
Information Management



Government  
IT



Government  
Finance



Policy



Human  
Resources



Project  
Delivery

Some of our Public Sector clients include:

The Home Office, HSE, Companies House,  
HM Land Registry, DWP, BEIS, NHS Digital,  
Department for Education,  
Student Loans Company, HMCTS

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