

An introduction to our IT Recruitment Services



Finding and placing exceptionally
talented IT professionals

Branches in London, Brighton and Caterham

YourRecruit

the IT Talent Specialists

Introduction



If you're looking for exceptionally talented IT candidates for your organisation, but don't relish the prospect of managing the recruitment process yourself, let alone finding the right candidates – why not talk to us?

With extensive experience working in the specialist area of IT recruitment, we not only understand your needs and the nature of the positions you're looking to fill (including the technical nuts and bolts), we have also built a robust and effective search platform.

- ✚ We cut to the chase to find you the right person or the right team in as short a timeframe as possible.
- ✚ We provide you with an immensely personal, tailored and utterly professional service, with exceptionally competitive fees.
- ✚ The calibre of candidates we put forward for interview really is as good as it gets, or so our clients tell us.

With access to UK and Europe's largest specialist IT job boards, an extensive and active reach on social networking sites plus a professionally optimised website; we attract candidates from all over the globe. You could be just a few steps away from filling that all important vacancy or vacancies with our help.

Please get in touch with us to discuss your present and future IT requirements.

“Search engine optimisation, social media optimisation and accessing the IT job boards attract candidates. But ultimately it comes down to ‘people skills’; connecting with candidates, building rapport and matching them with the right organisation for that elusive near perfect fit.”

About you

If you're looking to recruit an IT professional for your business on a contract or permanent basis then if you've tried to manage the process yourself you'll know from experience that it is not always easy.



For starters, the really effective job boards that IT professionals of an exceptional calibre are drawn to are not the ones that you can readily access, unless you're willing to pay a hefty monthly fee.

Yet these are the job boards your vacancy needs to be on.

Then of course there's the time old challenge that the person you're looking for, that can make a positive and relevant contribution to your business may be currently employed and not actively looking to move. Given the right opportunity they may well take that bold step. Unless you're an adroit and seasoned head hunter, willing to invest many out-of-hours networking online and in person, followed by discreet phone calls, it's challenging to build a dialogue of sufficient value to inspire that individual to consider a previously unanticipated move. Yet it's amazing how

many IT professionals are open to move to another organisation once you have gained their ear and built a dialogue around their career aspirations and whether these are being met in their current role.

If like all of our clients you are not keen on the prospect of managing your IT recruitment process internally, but won't settle for anything less than a professional, friendly and cost effective recruitment service please talk to us. Our client base comprises a myriad of well-known blue-chip brands and successful local businesses; some are starting out, others are well established.

Contact us today if you have gaps in your IT team that can only be filled with exceptionally talented people – strictly no compromises!

YourRecruit IT Recruitment Services



Sometimes a client will be very clear in their choice of our services. For example, they may be more than happy with our fully managed IT recruitment service and not want anything else. Other clients like to mix and match. They will look at the vacancies they need filling or the new roles they are creating and ask our advice on the most cost-effective way they can achieve this.

It may be that for a very senior position our executive search service (most commonly known as headhunting) is the best way to proceed whereas for other positions our fully managed recruitment service will do the job. We are also extremely competitive with our contract placement service. You pay just £100 per week per IT professional under contract – no extras. Many organisations are currently taking advantage of our IT contract service because we are attracting an outstanding calibre of candidates looking for contract work.

Have an informal chat with us so that we can get to the nub of what you really need. Waving a broad brush and second-guessing your requirements is the antithesis of our approach.



Our Fully Managed IT Recruitment Service

When you have neither the time nor resources to recruit those exceptional IT candidates!

Our high-value, competitively priced fully managed IT recruitment service is perfect when you need to recruit a high calibre IT professional but lack the time and resources to do so in house. Whether you're looking for a Business Analyst, a Developer, an SEO specialist or a team of IT specialists we can meet your requirements in spades.



The recruitment process starts with your dedicated and experienced Account Manager building a detailed understanding of the role you are looking to fill, the culture, values and ethos of your organisation and what constitutes your ideal candidate. More often than not you are looking for a candidate that has it all – the right

qualifications, expertise and experience with a personality that will fit in with your organisation.

We can find these talented but often hard to reach IT candidates for you. How?

- ✚ We use the online and off-line IT channels we know IT people use when looking for their next role. This includes the specialist job boards and online networking with advanced social media search. Our website is also heavily optimised for IT vacancy specific searches.
- ✚ We interview candidates as you would expect, skills checking each one for the specific attributes and skills that are fundamental to the role.
- ✚ You will receive a shortlist of candidates that meet your requirements. We'll talk you through each candidate.

- ✚ We'll manage the entire recruitment process for you from the initial searches right through to arranging interview schedules and liaising with the shortlisted candidates.
- ✚ In the unlikely event that we don't find the ideal candidate for you, there's no fee.

Our fees are very competitive and are expressed as a percentage depending upon annual salary starting from **just 12% plus VAT**.

Contact us to discuss your IT vacancies further and how we can help you.

Executive search

Finding the talented IT specialists not actively searching for a new role

Sometimes the ideal candidate, the one that meets your requirements is not actively searching for the next step in their career. They may be content in their current role but open to considering exciting new opportunities. They may be contemplating a move but are yet to progress to the next stage. How do you find them without investing an inordinate amount of time and money and possibly revealing more about your organisation than is prudent at such an early stage?

You don't have to.

The YourRecruit IT executive search is a discreet, professional and highly effective service. We find those hard to find talented and experienced individuals for you.



“Nothing is really work unless you would rather be doing something else.”

James Matthew Barrie



Once we have gained a meticulous understanding of your requirements and the role you are looking to fill, we engage a number of online and off-line communication channels. We identify the candidate or indeed candidates that meet your requirements whilst maintaining your anonymity in the crucial early stages.

What we find is that most, if not all of the candidates we approach are open to an initial conversation, and sufficiently intrigued to explore the potential opportunity. Once we have ascertained their suitability and interest, we discuss the next stage with you and how you would like to proceed. We manage the entire executive search process from the initial conversations through to interviews, skills checking if appropriate and final selections. It really is a bespoke service and it works.

“Choose a job you love and you will never have to work a day in your life.”

Confucius



Keep your competitors in the dark

If you don't want to alert competitors to your recruitment plans and you're looking to fill senior positions with high-calibre hard to reach candidates, YourRecruit IT executive search is the service for you. With our specialist knowledge of the IT sector, we find exceptional candidates for many roles including: IT Director, Group IT Manager, Head of IT Operations, Service Delivery Manager, Head of Information Systems, Head of Programmes, Director of Technology Services, Infrastructure Manager and Programme manager – including senior board level appointments.

No placement no fee

This bespoke, high-value and discreet service is offered on a no place no fee basis. Please get in touch if you would like to discuss YourRecruit IT executive search further.

YourResourcerIT

When you want to outsource the time consuming parts of the recruitment process but your budget is limited.

YourResourcerIT is a recession busting recruitment service with no compromise in service levels. You have a dedicated Account Manager responsible for running your recruitment campaign which starts with a two-week online advertising campaign on the multi-sector and IT specialist job boards. You receive a final sort list of 3 to 5 CV's. In the unlikely event that the campaign is unsuccessful, you get two further weeks of advertising free of charge.

The benefits of YourResourcerIT?

- ✚ A YourRecruit IT Account Manager is responsible for running your IT recruitment campaign
- ✚ A two-week advertising campaign is launched on multi-sector and IT specialist job boards
- ✚ CV's are sifted to match your criteria and will be sent directly to you
- ✚ Candidates are prequalified with in-depth selection criteria and telephone interviews (these can be recorded and uploaded to your inbox)
- ✚ Candidates are skill checked where requested
- ✚ 3 to 5 CV's are presented as a final sort list
- ✚ A two-week add-on campaign is free of charge if the right candidates are not found from the initial campaign

Incredibly competitive fees for an incredibly effective service!

You pay a flat rate of just £865 plus VAT, with no maximum salary.

If you are looking to recruit one IT specialist or an army of IT specialists on a modest budget but you still want to benefit from a professional and effective recruitment service, contact us today.



Clients we work with and positions we fill



It's fair to describe our client base as eclectic. At the time of writing our brochure we are working with the following businesses and many more besides...

- ✚ a global pensions provider with its head office in London
- ✚ a blue-chip general insurer with offices globally
- ✚ a number of SEO and SMO specialists based throughout the UK
- ✚ a market leading e-mail marketing specialist and other e-mail marketing organisations
- ✚ many web development agencies and web design specialists
- ✚ a global brand that has recently relocated to the South East
- ✚ an award winning retail client with its head office in Germany

And the positions clients are asking us to fill? Here's a small selection.

- # Business Analysts
- # Project Managers
- # IT Managers
- # IT Support
- # Website Designers/Developers
- # .Net developers
- # PHP Developers
- # SEO marketing specialists
- # SMO specialists
- # Digital Account Strategists
- # SAP BI Consultants
- # Test Analysts

Can we help you?

If after reading our brochure and looking at our website you think we can help with your IT recruitment needs, please get in touch.

Some of our clients like to meet with us face-to-face at an informal first meeting whereas others are happy to conduct the relationship over the telephone and via e-mail. Perhaps you would initially like to use us as a sounding board before making any commitment to outsourcing your IT recruitment needs? We hope you will find us friendly, professional and cheesy though it sounds, caring. We really do want to find the very best IT talent for your business whether you're looking to fill a contract position at a junior level, a permanent senior position or a number of positions.

Contact us so that together we can work out a cost-effective plan of action to find the exceptional IT talent you're looking for.
Tel 0800 316 8699 email info@yourrecruitit.com www.yourrecruitit.com
We look forward to hearing from you.

“Because we only recruit IT professionals on a contract and permanent basis, we have amassed a wealth of invaluable experience. This gives us a distinct edge over other recruitment businesses that are simply offering IT recruitment as a bolt onto their main offering.”

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