

THE DNA OF RECRUITMENT

SUCCESS IS IN OUR MAKE UP

TechNET IT Recruitment





Introduction

Why choose
TechNET IT as your
IT recruitment partner?

In today's culture of rapid technological expansion, it is more vital than ever for your company to stay ahead of the competition. Every company's worth is measured by their personnel, and so finding the elite staff to drive forward the ambitions and innovation of your business is crucial to your long term success.

TechNET IT has been an established IT recruitment provider.

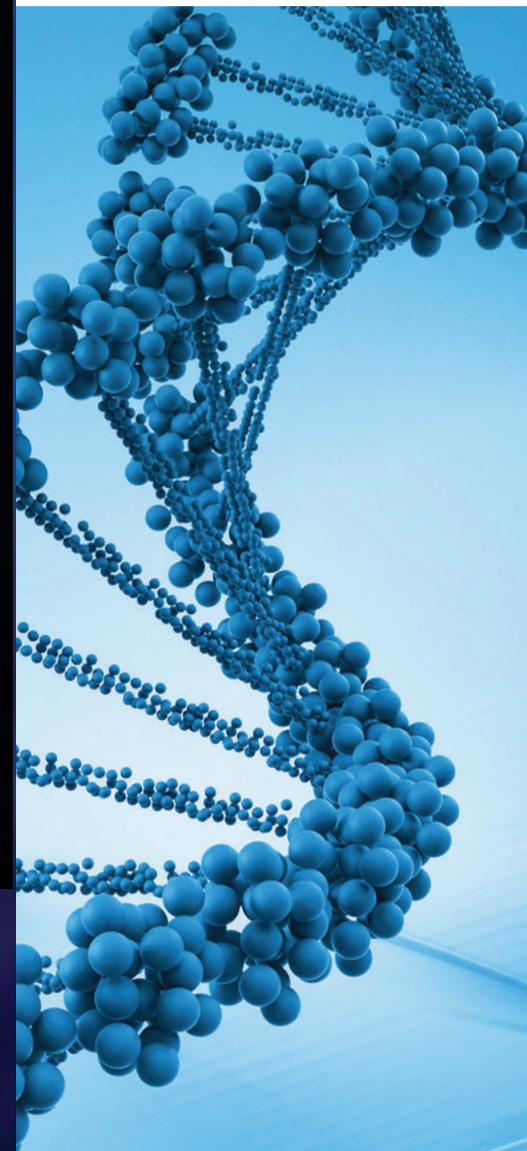
TechNET IT has been an established IT recruitment provider working across all vertical IT markets for both Contract and Permanent requirements. Having a deep understanding of our industry, combined with a forward thinking approach means that we are able to offer bespoke recruitment services to our clients.

From on site integration with your existing HR team, to complete outsourced recruitment process management; from single candidate placements, to senior level headhunting, to large scale recruitment drives; TechNET IT has the resource and the ability to totally manage the lifecycle of all your

recruitment needs, allowing your company to direct its attentions where they are most needed.

Below you will find details of our comprehensive services, all of which can be tailored to meet the specifications of your company's recruitment brief. We are a 'hands-on' agency and consultancy, and would welcome the opportunity to discuss further how TechNET IT can partner with you, and help your company achieve their goals.

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History

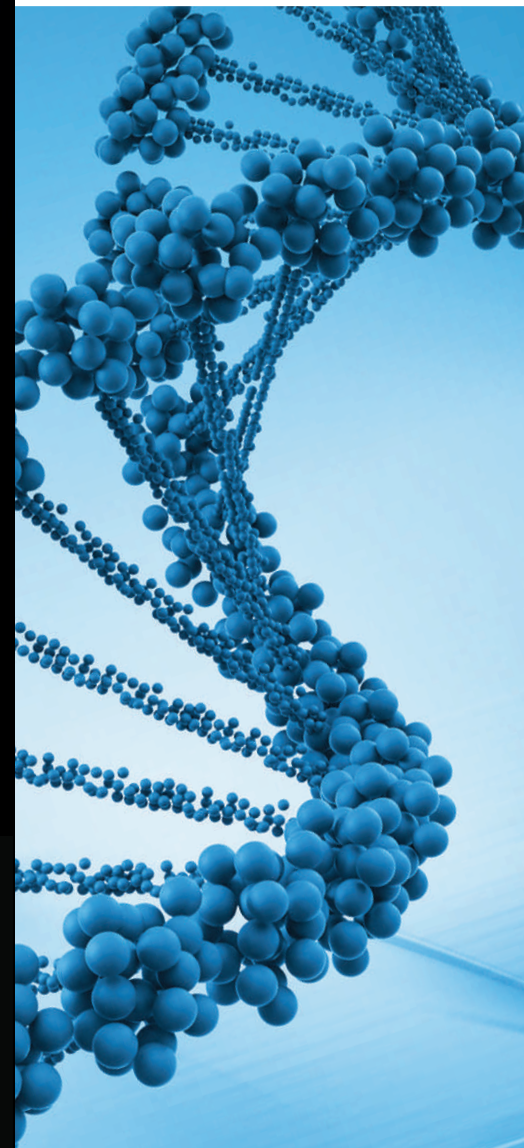
Formed in 2001 with a team of 3 consultants, TechNET IT has grown to become one of the UK's leading IT recruitment specialists, employing 40 consultants across three major UK offices based in the South.

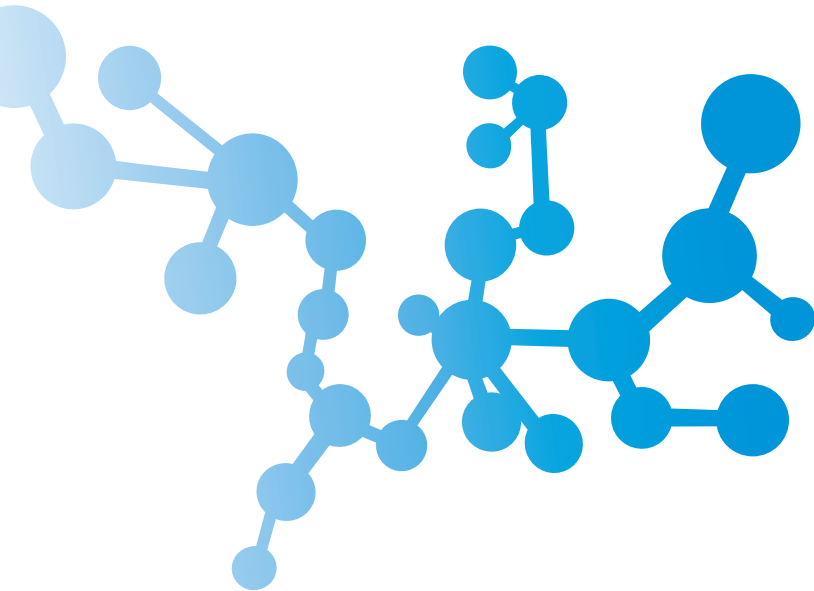
With a view to moving into new territories and opening three new offices in the next 12 months, our scope and capabilities are only set to increase as our workforce does. TechNET IT's senior management has over 40 years combined experience in IT recruitment, and as such, we have a deep understanding of our field, and the roles you need to fill. Add to that our long-established connections, and our creative approach to sourcing and evaluating candidates, and you have an agency that will find your organisation the best people in the shortest time.

We have over a decade of client relationships that testify to our continued dedication to quality

recruitment, and as we expand, so does our reach; we supply services to clients based in the UK, Europe, EMEA and North America. Our code of practice ensures that our recruiters take full responsibility for the lifecycle of each placement, including attracting candidates, negotiating terms, and developing a trusting relationship with your business. Our recruiters have experience in various technological fields, covering both the Contract and Permanent Markets. Our bespoke service includes, but is not limited to: contingency recruitment, retained search, head hunting, vendor management, and recruitment process outsourcing.

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TechNET IT Contracts division is an established IT resource provider to a multitude of worldwide based IT and technology companies, ranging from FTSE 100 to the SME, and non profit organisations.

TechNET's contract solution eliminates:

- The cost of advertising and job boards
- The cost of pay rolling the candidate
- The time that it takes for a manager or other member of staff to read through irrelevant CV's
- The insurance costs (professional indemnity, public liability and employers)
- The risk of impact on the company of having to remove a member of staff (redundancy etc)
- The AWR risk to the business
- Any IR35 complications

At no extra cost than doing it yourself

We are capable of sourcing candidates across all verticals of IT, whether in mainstream technologies, or niche market sector related technologies.

Each Consultant within our Contract Division works solely within one key area of the IT spectrum; this means a more in depth technical understanding of any given specification, ultimately ensuring a quicker turnaround on delivery of CVs, to successful fulfilment. TechNET IT have the technical resources to ensure that all consultants can work remotely and access their mail and databases on a 24/7 basis.

The most beneficial reason to work with TechNET IT's Contract Division, is that there are no fees associated with contract resourcing; you incur no further costs than you would resourcing internally, but have the reassurance of working with an experienced and professional company that sources the best candidates on the market at any given time, eliminating the risk of remuneration should the placement not work out – a secure and worry free solution to your recruitment needs.



4 | Permanent Recruitment

TechNET IT permanent recruitment service provides clients with the benefit of our considerable technology industry experience, market knowledge and expertise. Whether for a single vacancy or a large-scale recruitment drive, we are able find the right candidate, with the right skills-set and experience to meet our clients' permanent position requirements.

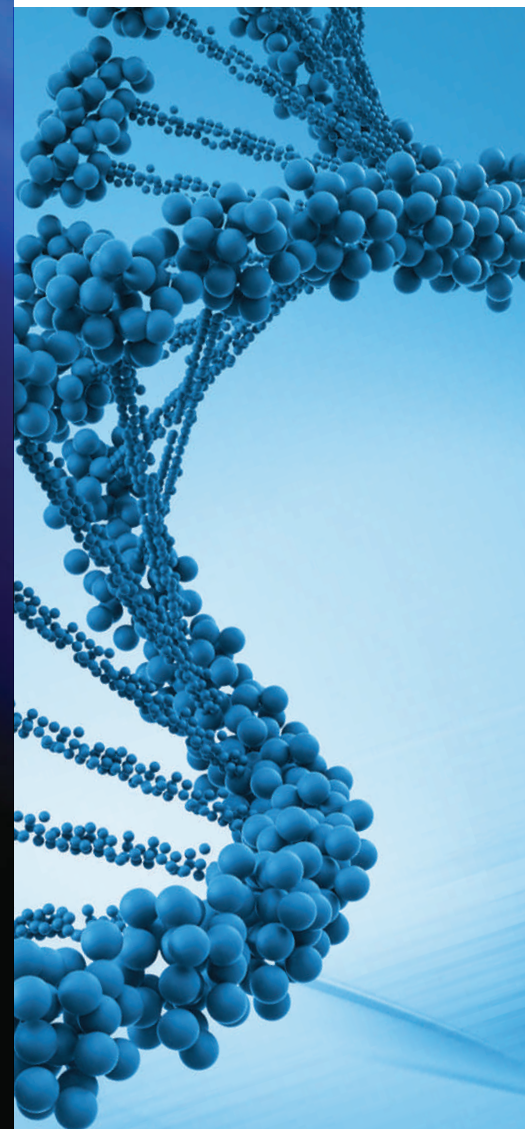
Forward thinking talent management through our multi channel approach allows us to pin point active and passive applicants, and create a robust pipeline of qualified candidates.

We have an excellent track record of sourcing rare specialists when they are needed in a hurry, and we use our extensive in house knowledge of IT markets to identify the most suitable and highly skilled candidates. In addition to providing clients with access to our database of available IT professionals, TechNET has proven screening processes that ensures only the highest calibre candidates are short-listed. Furthermore, our national network of offices provides local knowledge and support. We have invested in state of the art software, including in-house client relationship management, candidate tracking systems, which have a fully customisable reporting suite that can be tailored to your exact recruitment needs.

Clients with regular requirements for permanent IT professionals can also benefit from our additional retained services, whereby the whole recruitment process is fully managed by TechNET IT; this can greatly reduce your overall hiring costs.

Our flexibility not only gives us the edge over our competitors; it will give your company the edge in securing only the most elite candidates for your positions.

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5 | Client Services

Client Services is a value add service that focuses on the individual demands of the role and company we are hiring for. We seek to understand the many intricacies of your organisation, from company culture, to existing staff and the future aspirations of your company. We gain insight into the technologies you use and the daily practises of your company – in short, we come to have an intimate knowledge of the personality of the company we are recruiting for – and this in turn allows TechNET Client Services to establish exactly the type of candidate that will have the best chance of success at your company.

Client Services encompasses a variety of additional benefits to our clients. First and foremost we fill vacancies with our clients, not just with the candidates we think can do the job, but with candidates who

want to do the job, candidates who fit the profile of your company, and will therefore thrive and grow with you in the long term. We also integrate a number of other key services; through these services we aim to build advantageous partnerships with our clients. These additional benefits include, but are not limited to; helping with benchmarking for new positions by using our day to day knowledge of the market; educating new managers as to how best conduct the recruitment process in an efficient manner, and offering post-placement care and advice.

To summarise, we act not as an agency but as a consultancy to our clients, adding value in every possible area.



6 | Search and Selection

Why Search and Selection?

Search and Selection is aimed specifically at recruiting senior level staff. Throughout this process you need specific market or product knowledge, coupled with wider field knowledge of the areas in which there is a particular skills shortage. Search and Selection headhunting is therefore the only realistic way of attracting suitable top end staff. Additionally, when seeking the elite in senior level recruitment, TechNET are fully aware that confidentiality is of utmost importance; whether your company is intending to open a new division or move into a new market, keeping this information classified is vital in staying ahead of your competitors.



**Targeted
candidate
search and
head hunting**

**Streamlined
search and
recruitment
structure.
See the
end point.**

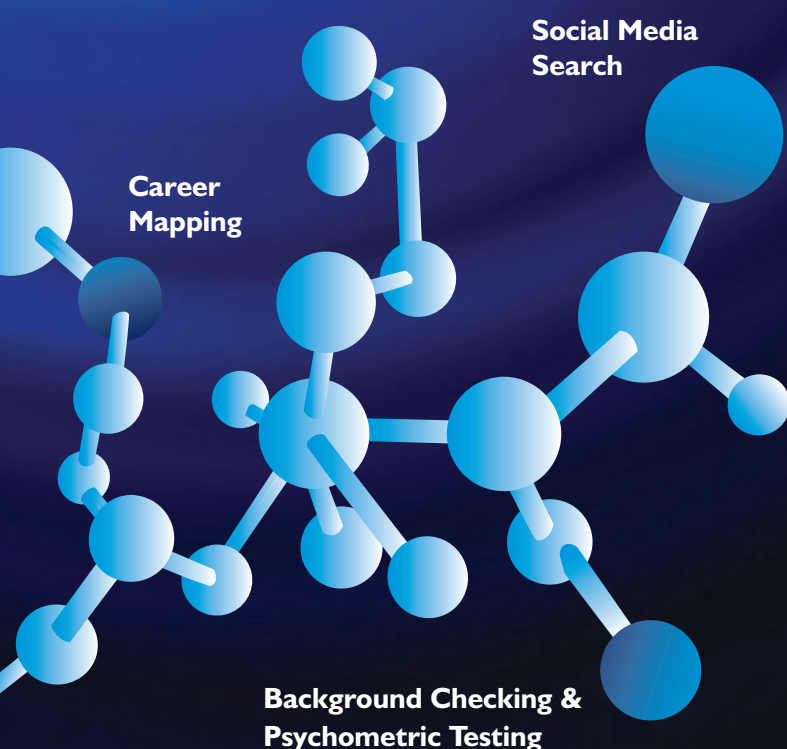
**No dealings
with any other
agencies**

**Comprehensive
internet
advertising**



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| Benefits of S+S?



We follow a simple but effective structure within Search and Selection. Once we have taken the brief, we look for your strategic objectives and assignment brief, methods and time-scales. Within this initial step we will provide progress reports, up-to-date analysis, and meet regularly with you to identify any problematic areas. We follow this by providing you with a 'long list' compiled of 5-8 candidates, which include formatted CVs, biographies and additional relevant notes. We then advise you to select up to 4 candidates, whom we will then formally interview with a view to creating a final short list. From our detailed interview process, a small selection of candidates we highly recommend will be provided. Your interview process then takes over until you are ready to make a decision. We look to add value during this process by assisting with negotiations, managing potential counter offers, and supporting the resulting resignation process.



7 | Recruitment Process Outsourcing

Why RPO?

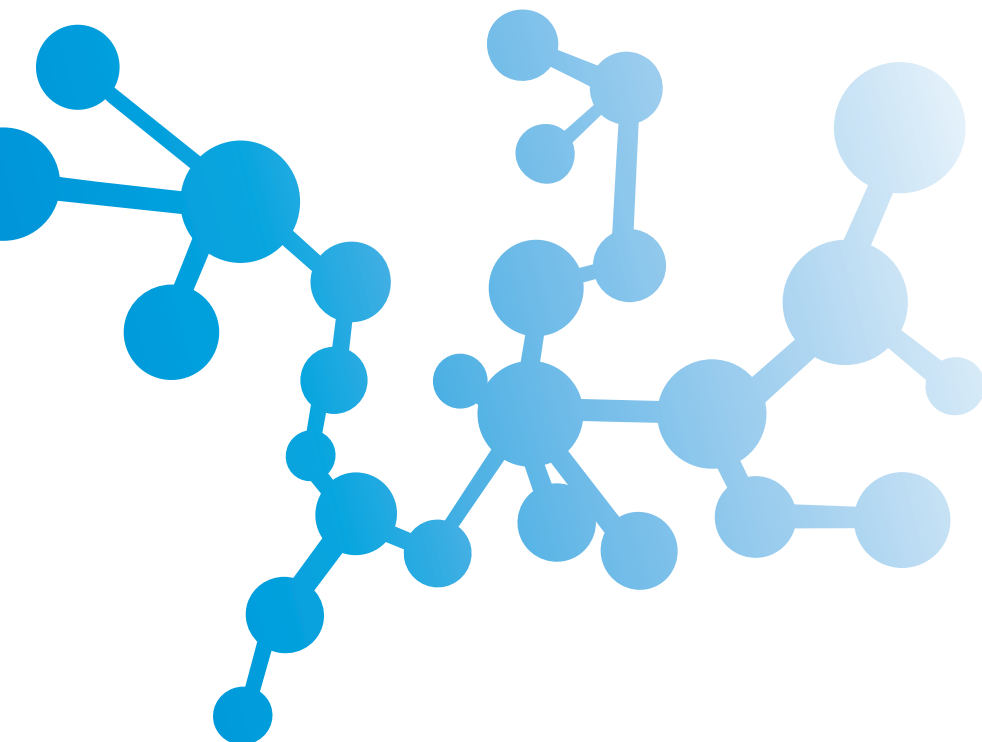
When you have volume recruitment, are working to tight timeframes, or are just going through a period of significant growth, the RPO model is ideal for you. It means your internal HR teams can focus on what they do best – interviewing, hiring and inducting new staff into the business, while we focus on what we do best – sourcing, screening and finding the people your business needs. The benefit of RPO is that we work to the client's KPIs, integrating seamlessly with your company in order to understand how the company works, the culture and environment, the daily processes and the exact requirements of the roles that you need to fill.

With RPO, we are with you on site, instead of liaising via phone and email – which means that you can flag any concerns, requirements or preferences as they arise and we can deal with them immediately. You get to know your consultant, and we get to build a relationship of transparency with you, working towards the KPIs and service level agreements defined by you.

Additional Benefits of RPO

This form of recruitment will ultimately save you time and save you money. All of the recruitment is managed for an inclusive fee, greatly reducing cost-per-hire. You will also save on internal sourcing costs – we bring the recruitment software, database, and job boards with us, saving you thousands of pounds on unnecessary software that you may not use again for 12 months. Reductions in the turnaround of hires also means that you spend less time going through the hire process, and have more time to dedicate to areas that require your attention.

Finally, RPO allows us to understand and take charge of the process; everything recruitment related is directed to us, meaning your managers and HR team do not have to waste time on cold callers – we handle it all for you.



8 | Technical Capability

“Our extensive database of IT professionals covers technical capabilities in the following areas. Can't find what you're looking for? Ask us, and we will find it for you.”

Technical key area's but not limited to;

Support

Service Desk, 1st – 4th Line, Tech Operations

Infrastructure

All platforms – Windows, Unix, Mac, Novell, Citrix, OS/390, AS/400

Networking

Cisco - CCNA – CCIE level, Alcatel, Juniper, VOIP, IPCC

Development

Java / J2EE, C#, NET, PHP, LAMP, HTML, Open source, Agile, Scrum

Testing

Functional / Non Functional/ Manual / Automated / TDD

Design

Adobe, Flash, Actionscript, Dreamweaver, photoshop, illustrator, InDesign

RDBMS

Oracle, SQL, Access/ Excel, Sybase, Netezza, Terradata

Intelligence

Business Intelligence, Data Warehouse

SC/DV

UK Wide SC / DV cleared staff in any discipline

Architecture

Across all disciplines

SAP

All Modules Consultancy

Consultants

Pre-Sales, Post- Sales, Inside Sales, Bid Managers, Tender Managers, Service Delivery Managers, Delivery Consultants, Service Consultants

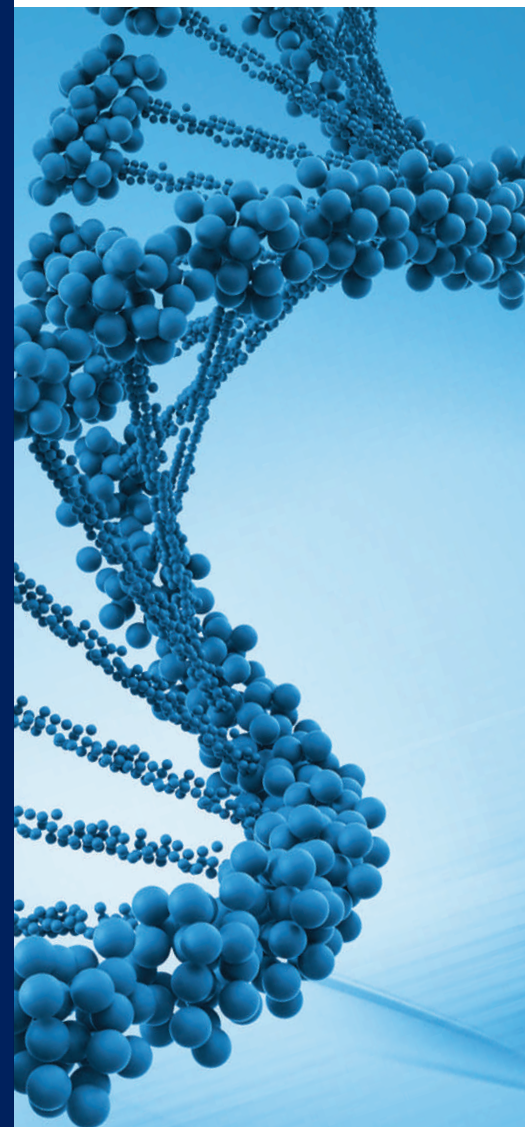
Senior Appointments

Project managers, Programme Managers, Business Analysts, Head of X, Technical Director, Director

C-Level

CTO, CFO, COO, CEO, CDA

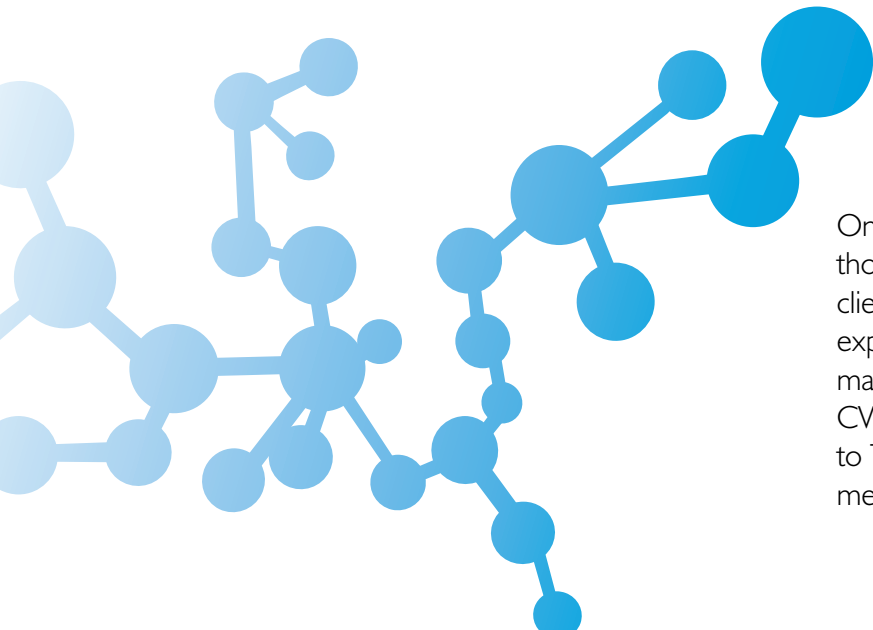
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9 | Our Process

For each role that your company needs to fill, TechNET follow a tiered process of activity to ensure the best possible results in finding the ideal candidate. We invest time getting to know our client, the company culture and the exact brief for the vacant role.



Once we have qualified the position and have a thorough understanding of the specifications that the client seeks, the first stage of our process is maximum exposure. We achieve this by advertising across five major on line platforms – Jobserve, Jobsite, Monster, CWJobs, Planetrecruit, including posting the position to TechNET's own LinkedIn Enterprise Solution, with members in excess of 30,000.



10 | Contact

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Opal Drive
Fox Milne
Milton Keynes
MK15 0DF

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Tel: 0844 880 0388
Overseas: 0044 1908 209260

We market email a selection of solid candidates from our 170,000 + existing database, and finally we utilise the five major, and four minor job boards. This multi-channel approach allows us to reach as many potential candidates as possible, while simultaneously establishing both passive and active applicants.

The next tier involves narrowing our search to the best 25 applicants. We qualify them in great depth on every aspect of a prospective job change; from reasons for leaving their present position, to salary, to professional motivations, technological capability, ability to travel, external commitments, and everything in between.

We use our knowledge of the IT industry to create tests that identify the most suitable, highly skilled candidates, continually narrowing our selection down to a list of 8-10 impeccable candidates.

From this short list, we give these candidates the opportunity to go away and study your company, and the specifications of the role. We re-qualify these candidates later in the day in order to establish the 3-5 candidates whom we feel match your requirements, and are the very best in their field. From the 3-5, we expect at least 80% to get to interview stage, at least 50% of them to final, and at least one of these candidates to be strong enough to offer the position to.

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Maidenhead

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II | Testimonials

Cache

HR Director

"I have used TechNet's recruitment services for many years now and can say I have always been presented with good quality and suitable candidates. Our consultant came on site to visit at our very first meeting to make sure he understood my business and recruitment requirements, and has since supplied all of my IT contract and permanent staff. As testimony to the quality of staff I have received through TechNET over the years, all have had their contracts extended numerous times and some have worked for me for several years. I would have no hesitation in recommending TechNet IT as a recruitment service."

JustEat.co.uk

Head of IT Operations

"Having worked with TechNET on a range of technical vacancies I have found our consultant to be talented, efficient, and ultimately a strong technical recruitment consultant. They know their market well, and managed candidates and my expectations very well. I know that if I call them at 8pm on a Friday with something urgent, they will answer/return my call. Need strong candidates quickly? Call TechNET IT."

Technicolor

HR Manager

"Having worked with TechNET for over 10 years I can categorically say that TechNET is one of the best IT Agencies I've worked with. They are knowledgeable about the industry they work in and have the skills to match potential candidates against sometimes difficult requirements. You'll never get handed a CV from TechNET that doesn't match what you're after. It's a delight to work with an agency that understand what you're looking for, and does the hard work for you. Picking interviewees from a handful of excellent CV's almost makes recruiting easy. I would recommend anyone to use TechNET as your recruitment consultancy if you're looking for fantastic IT professionals"

TESCO

HR Manager

"I have worked with TechNET IT now for several months, and found them to be a reliable and thorough recruiter. They have consistently been at hand to assist with our needs, and are proficient with providing high calibre staff to our organisation. I would have no hesitation in recommending them and look forward to working with TechNET again in the future."



12 | Case Studies

Case Study: Global IT Solutions Company

First engaged: – May 2009

Recruiting for: – Testing, Development & Senior Appointments for both contract and permanent staff.

Number of placements: – 10+

Why were we engaged?

TechNET IT was engaged on a 'hard-to-fill' testing requirement, in which the technical tester required virtualization experience.

We were also engaged in a different division of the business to recruit a Professional Services Director through recommendations from our initial work.

How did we do?

TechNET IT quickly found five CV's, of which one was hired to fill the position. Due to the nature of the way the software provider was run, each manager had their own preferred agencies, as opposed to an overall PSL. TechNET IT was quickly referred through the business to other hiring managers, and filled a number of low-mid level testers / business analysts / developers.

What happened next?

TechNET IT were presented with a new challenge; recruiting a new Senior Management team. Five hires were made at this level, three of which were through TechNET IT. This led to referrals to other divisions within the business, and we placed a new Professional Services Director. TechNET IT is currently recruiting throughout the whole business, from IT Director positions to entry level graduate tester positions.

"I have been using TechNET IT for close to a year now, and have always found them to be professional, diligent and honest. They have helped me to recruit a number of my senior management team all of which have proved to be excellent. I would have no hesitation in recommending TechNET IT." Solutions Director

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