

Project IT Resource is a global Recruitment Consultancy committed to helping its clients achieve impact and improved performance in all Commercial, Operational and Technol-ogical areas of their business, assisting in delivering a more diverse global hiring strategy, increasing the capabilities and cost-efficiencies of the service offering, enabling clients to continue to drive growth in an increasingly dynamic and evolving global marketplace.

MARKET OVERVIEW

We are at the beginning of a new wave of globalisation. Recruiting in Europe spans multiple jurisdictions, languages and cultures - In many ways, the political and economic unification in Europe is a microcosm of the worldwide globalization trend. As a consequence, we now have the 40% of the population of the world that were previously isolated entering the global system of production and consumption. It means that

approximately 1.5 billion people are entering the Europe - and a globally more successful workforce - If we even assume that only 10% of Europe is certainly within them have by now been reach. able to fully enter the global workforce, it's still a number that is approximately equal to the entire workforce of the United States. We believe that Talent Management is a key differentiator for companies competing in global market- place - growing skills shortages require effective solutions to compete for the best of the qualified work-

Problems faced by our clients working within the region have included:-

- Cost of hiring
- A lack of high quality candidates, due to the sheer scale of growth, and the high demand for talent, there is a shortage of local resource.
- Lack of specialist recruitment consultancies, with an international network, able to recruit candidates of "niche skills" to fulfil demand.
- Rising Inflation and housing costs – the competitive tax free salaries offered aren't enough on just their own to attract candidates.
- Localization: Restrictions on jobs that ex-pats can be hired for.
- Need for both greater local and international search coverage
- Demographic shifts and economic factors causing shortages in the workforce
- Lack of specific system, application and domain skills
- Local law, regulation and legislation concerning new hires (ie. Limosa in Belgium)
- Difficulty with new foreign hires settling into the local environment
- A large quantity of un-screened and mostly unsuitable candidates from agencies



ABOUT PROJECT-IT RESOURCE

Project IT was set up to address challenging staffing issues just like these. We understand that making good decisions in the field of human capital is one of the most effective ways a company can gain competitive advantage.

We have identified a diverse range of recruitment solutions to offer our clients, each providing solutions to the issues raised. From a standard contingency recruitment service, a detailed retained search for mid to senior level permanent hiring needs and a search and identification of contract or interim staff with specific expertise. Our innovative, "out of the box thinking" has also led us to offer alternative solutions from a complete service delivery team for you to 're-badge', In-house or remote recruiters to deliver to your specific KPIs and outsourced Recruitment Solutions to suit the size and complexity of your organisation.

OUR APPROACH

We understand that the more we can collaborate with our clients, the better we can understand their long-term needs, the issues they face and the local customs and culture under which they operate.

We recognise the need for innovative and effective recruitment initiatives to make your organisation stand out and these service offerings enable you to cut costs, reduce the time to hire and increase retention levels. A superior recruitment process and sophisticated workforce optimization strategies can help clients

make greater strides toward high performance.

Our skill is in finding the best talent from pools of available professionals as well as those that are not openly available; this is achieved through our global network of contacts and a deep understanding of our clients, their needs and markets.

We also believe in high levels of consultant care to enable them to integrate into their new working and social environment more easily, allowing them to get on with successfully carrying out the job at hand. We assist fully with

arranging travel, accommodation and visa's, making sure they are tax registered and fully compliant with local laws and legislation.

We are driven by delivery and motivated by success. Above all – we listen. Project IT's recruitment and service solutions are tailored to suit the situation, organisation or person in question.

Listening gives us the edge.

CASE STUDIES

Case study 1

Client: Major Consulting Outsourcing and Technology Services and Solutions Company

Location: Belgium

Brief: Client wins piece of work with large customer to implement new content management program and requires additional resources to cover the demand.

Challenges: Timescale / Volume of employees required / Rareness of product expertise

Key Achievements: Delivery of large variety of people with specific product knowledge, from Subject Matter Experts to Developers. Candidates were sourced from around Europe to allow swift entry into the local working environment, with particular care taken to ensure local labour law and local legislation (particularly Limosa declaration) is adhered to.

Case Study 2

Client: Major Consulting Outsourcing and Technology Services and Solutions Company

Location: Austria

Brief: Client requires domain Head of Practice for their Central and Eastern Europe Operations, but was experiencing extreme difficulties finding the right candidates from their existing suppliers.

Challenges: Specific nature of the domain and international experience required

Key Achievements: Engaging fully with the client to understand the right recruitment solution for them and delivering a thorough contingency short-list of five quality candidates for selection despite another retained supplier delivering none.

ENDORCEMENTS

"I am working with Mark very frequently - he always provided me the right resources at the right time. Mark is very reliable and a great person to work with." **Major System Integration and Consulting firm, Staffing Manager, (Austria)**

"Mark is an excellent Recruitment Consultant who found the ideal job for me at Cisco. His expertise meant that he was able to perfectly match the client's needs with my experience. Mark's professional approach meant that both the client and I were able to negotiate and secure a contract that worked for us both. Mark continues to keep in touch to ensure that I am satisfied with my new role." **Cisco, Bid & Commercial Manager, (UK)**

Mark Thompson Practice Manager Europe

Mark is a Recruitment Consultant with extensive experience recruiting in a Consultancy and Project Resource Management capacity. He leads with an in-depth knowledge of the UK and European Markets, his experience has seen him deliver against the most challenging requirements within complex environments including eCommerce, Telecommunications, Utilities, Government, FMCG, Banking and Financial Services environments. Mark places great importance in fully investigating the needs of his clients. He uses his broad knowledge of industry specific IT systems, applications and technologies to build large networks of specialist resources to deliver with.



PROJECT IT resource ltd Intelligent Professional Services

T+44 1483 576 660 || F +44 1483 576 662 ||
2 Bell Court, Leapale Lane, Guildford, Surrey,
GU1 4LY || www.project-it.co.uk