



Creating Value Throughout Your Recruitment Agency

Wendy McDougall - CEO
#lovethefish







Ministry of Defence



Search Ltd London

Search Ltd was established in 2000 and we are a search consultancy specialisi...

Compliance +7



IT

IT is a boutique technical resourcing company specialising in bespoke recruit...

Graphic Design +6



CITRINE
RECRUITMENT

karen@citrinerecruitment.co.uk
www.citrinerecruitment.co.uk
Mobile: 07963 659092

Recruitment

Recruitment puts candidates at the centre of our business. After listening to y...

Financial Services +2



London

4 Leisure Recruitment

tba



London

Antella Recruitment

tba



London

Avisant Search

Avisant Search provides bespoke recruitment solutions for clients across a number o...

Accountancy +31



London

Careland Healthcare Services

tba



London

CELEBRATING OUR 20TH ANNIVERSARY



London

Accordia Legal

Accordia Legal is a specialist legal recruitment business dedicated to serving the rec...

Legal +1



London

ARK CIC

Established in 2018, ARK CIC is the UK's first dedicated not-for-profit public sector rec...

Health / Social Care Specialist +6



London

Bluzinc

Bluzinc provide Mid-Senior Permanent hires, Executive Search & Selection; Contracto...

Advertising +19



London

Connect 2U Recruitment

tba



London

Additional Resources

We recruit for all skills across Automotive, Cate...

Accountancy +50



London

Aspect Resources London

Aspect Resources Limited are a professional te...

Compliance +14



London

c James

tba



London

City Calling

City Calling are a specialist supplier of tempor...

Construction +1



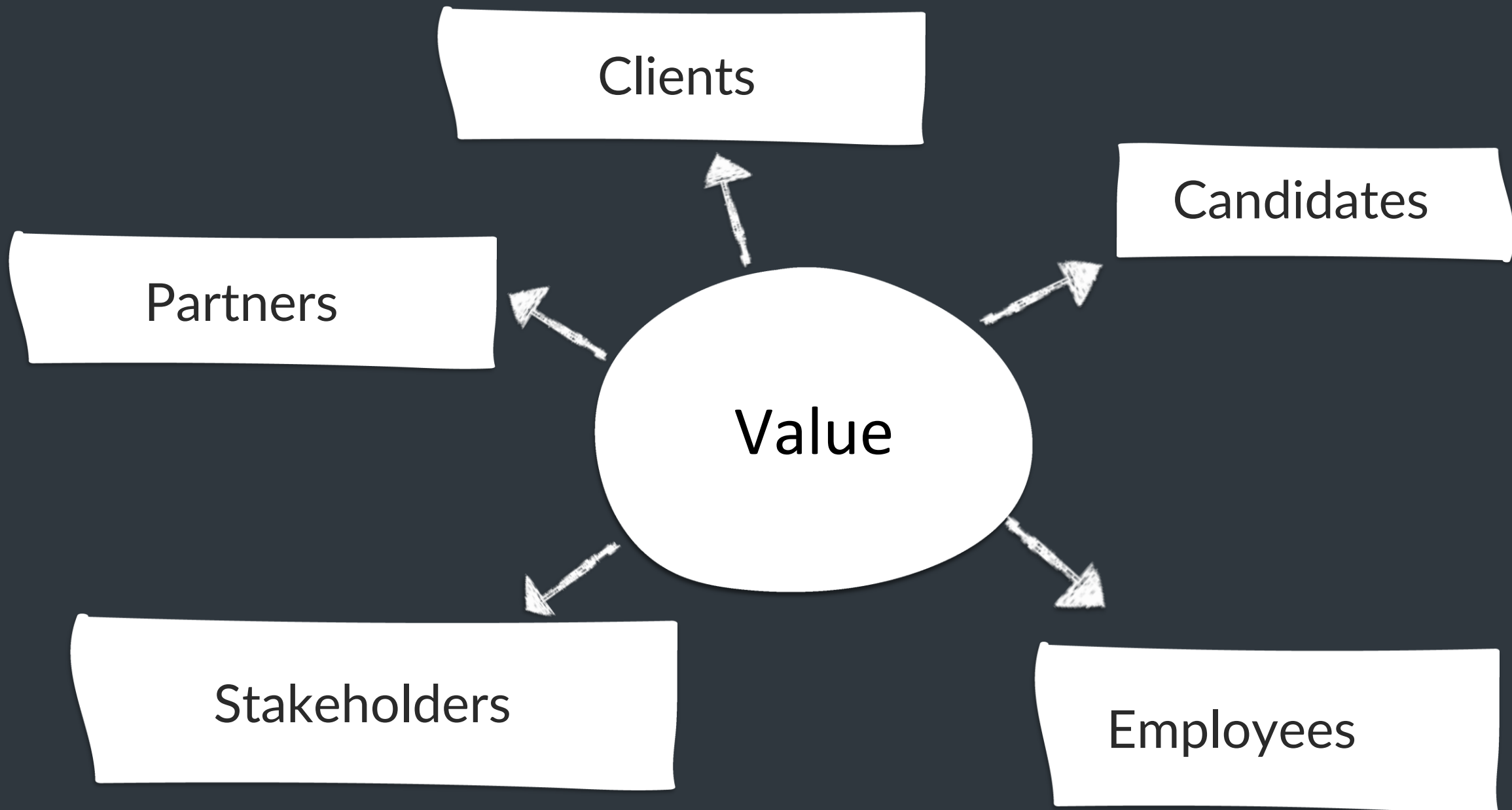
NATIONAL
RECRUITER

Recruiter
AWARDS
2023

s1jobs.com

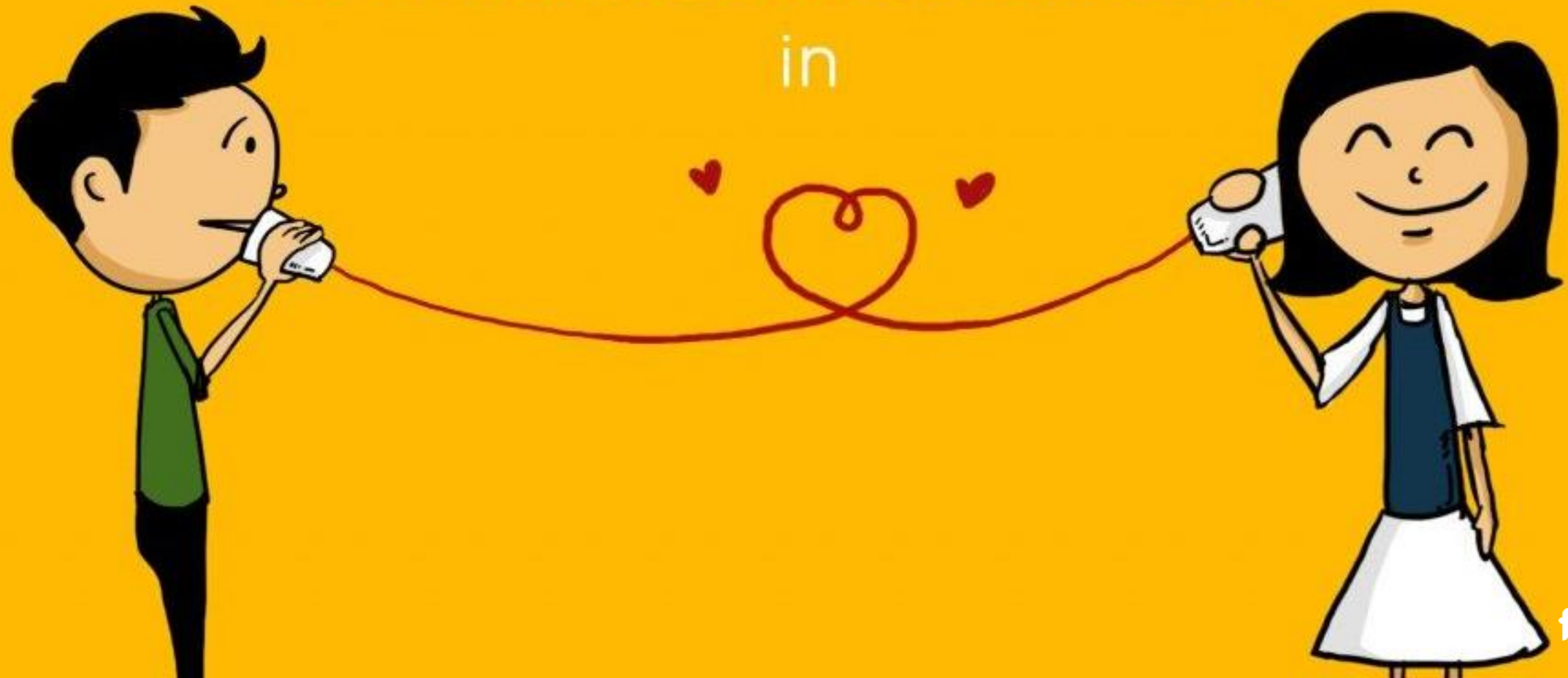
Awards

Value that you create



COMMUNICATION

in



Sent: Thursday, June 8, 2023 12:08 PM

To: Wendy McDougall <wmcdougall@firefishsoftware.com>

Subject: A little Catch-up :)

Hi Wendy,

I hope all the team have had a good week so far!

I thought I would reach out as we haven't spoken for a while, and I wanted to touch base with you.

I specialise in IT and Technology Recruitment in Scotland and was wondering how is everything going currently with your IT recruitment?

Do you have any IT vacancies that you currently need assistance with?

Kind regards

Xxxxxx xxx

Recruitment Consultant



UNDERSTANDING VALUE IN RECRUITMENT

Top 3 Areas of Delivery:

Cloud, IT Support, Infrastructure and IT Security Solutions (AWS, GCP, Azure, 365 Cloud, ERP, SAP, GRC, SOC, CCSP, CISA, CISM)

- IT Support Engineers (1st Line, 2nd Line, 3rd Line, Helpdesk, Field Engineers)
- Technical Consultant (Senior, Managing and Consultant level)
- Cloud Architecture (GCP, Azure, AWS – Mid-weight to Senior level)
- Platform Engineer
- Projects Engineer (Cloud/ Data)
- Cloud Migrations Engineers (on premise to cloud 365 Migrations, Azure Migration)
- Information Security / Cyber Consultants / CISO's / IT Security Managers / GRC Analysts
- Ethical Hackers / Penetration Testers / Blue + Red Team Security Engineers

Software Developers/ Digital Developers/ Software Architecture

- Python Developers (Junior, Mid-weight, and Senior)
- .NET Developer (Junior, Mid-weight, Senior, Lead, Managing Developers, Full Stack)
- SharePoint (ASP.NET, C#.NET, Visual Basics)
- JavaScript Developer (React, Node, Angular.js, Full Stack Developer, Lead Front End)
- Oracle/ SQL Developer (Oracle – Senior and Mid-weight) (SQL – Mid-weight, Senior and Team Lead)
- DBA's (Oracle and SQL – DBA's, Database Architect, Database Analyst)
- Java Developer (Mid-weight, Senior, Team Lead, Full Stack)

Business Management

- Change Management (Change Management Analyst, Business Change Manager, Procurement Manager)
- Automation Engineer (Corn shell, PowerShell, Azure AD, Azure Automation)
- Automation and Manual Testing (Selenium, Cucumber, Jira, Postman UI, Mobile Application, Cross Browser, Website Security, Web Application. All environments stated above/ Mid, Junior, Senior and QA Manager)
- Business Analyst (BA, Product Owner, Systems Analyst, Service Desk BA, Interface Integration BA, Data Migration BA, FICO BA, EPOS BA, BA/ PM)
- PMO's (PMO Analyst, Head of Project Management, PMO Manager, PMO Administrator, HRIS Systems Analyst)
- Project Management (PPM Project Manager, SAP Project Manager, Senior IT Project Manager, Cloud Migration PM, PM Administrator, Senior Release PM, Digital PM, Project Implementation)
- Senior Appointments (Head of Development, Head of IT, Head of IS, Head of Programme, Head of Technical Security and Compliance, Head of DevOps, Development and Support Manager, Head of Service Management, Head of Security, Head of Communications, Head of Platform, Head of Infrastructure and Scrum Master)

Interview Process

Unlike most recruitment agencies, IT Recruitment complete the 1st interview for our clients which takes 30-40 minutes. During this interview which is either over the phone or on a video call our trained agents evaluate our candidates on; communication skills, notable projects, future aspirations, technical skills and experiences, areas of personal development, reason for looking for work, gaps in job history and more! With this approach, we find that our clients end up interviewing a lot less candidates before they find the one!

Core Values

Our approach is based on speed and simplicity, but never at the cost of quality. Everything about our approach is designed to give the people we work with a reliable, straightforward advantage. From our first-class placements to the simplicity, we bring to the hiring process, we are always proactive, and results focused.

I love data





☆ Industry Benchmark ▾

Actions ▾

Viewing for: All Time (Quarterly) ▾

All Users ▾

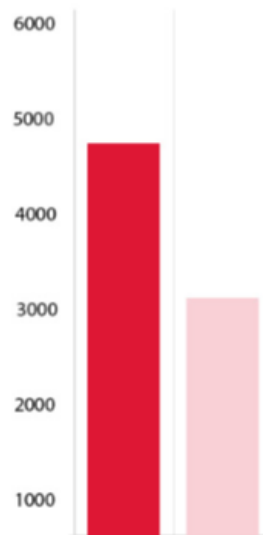
Select Team(s) ▾

Sales Revenue By User

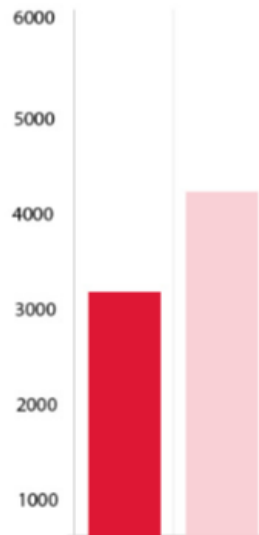
Date Range: All Time (Quarterly)

■ Benchmark

■ XBB Recruitment



Temp Revenue



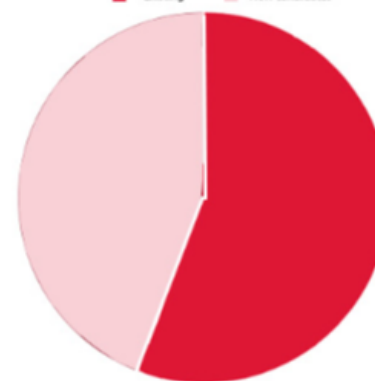
Perm Revenue

Application Source

Date Range: All Time

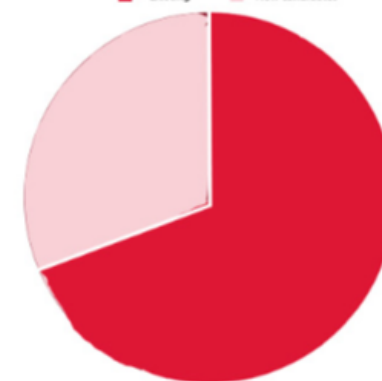
■ XBB Recruitment

■ Existing ■ New candidates



■ Benchmark

■ Existing ■ New candidates



Company Revenue

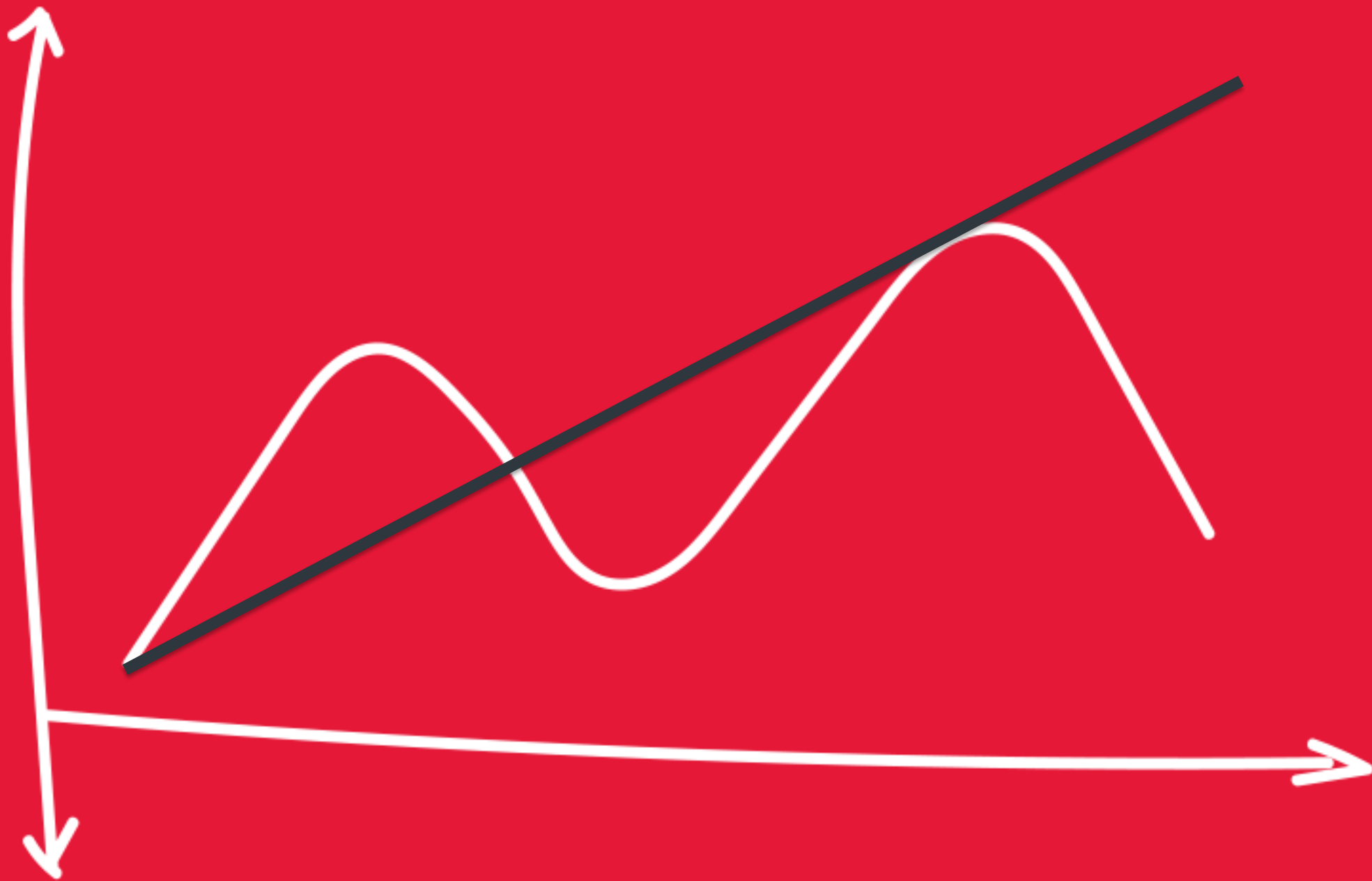
Date Range: 01/01/2023 - 30/06/2023 (Monthly) | Compared To: 01/01/2022 - 30/06/2022

■ Benchmark

■ XBB Recruitment



Road Map



Capability Layers	Managing Staff	Innovation	Managing your Money	Structure	Equity Value	New Products Services	Marketing	Sales Conversion	Revenue Per Recruiter	Loyalty of Client Base	Account Management	Culture	Lifestyle Balance	Decision Making	Management team	Infrastructure	Communication	Training	Systems	Key Metrics	
	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	?/20
		x	x			x	x	x	x	x		x	x	x	x	x	x	x	x	x	?/20
						x	x					x	x		x	x	x	x	x	x	?/20
																x		x		x	?/20
																					?/20
		Infrastructure					Revenue						Growth								
Score	?/25					?/30						?/45									?/100



Download Scorecard

Change the way
you recruit.

