

Wishing you could hand your recruitment worries to someone else?



IT recruitment is time consuming,
frustrating and costly if not done correctly

We need to make our recruitment more effective, to ensure the process is made quicker and easier with the right decisions being made everytime.

With 9-20® you outsource your entire front-office recruitment to a specialist, allowing you to focus on your core business. We live and breathe the IT Sector and our 'Performance-Based Selection' methodology guarantees results, no matter how niche the skills.

"I believe that the key to recruiting good staff is your relationship with your supplier. Most agencies don't bother to build a relationship or understand our business. 9-20® recruitment insisted on coming to see us, took time to understand us, and really got under the skin of KFFS. This meant they could find the right people for us and our roles."

Elaine Whitefoot
Director of Technology, Kwik Fit Insurance Services

We need to reduce our annual recruitment spend

Recruiting for just one role can be costly enough – recruiting in volume can cost tens of thousands of pounds. You will want to be sure therefore that you are getting best value and service from your recruitment partner.

At 9-20® we get it right first time, guaranteed, and offer you a controlled payment plan through fixed monthly invoicing. With our Recruitment Process Outsourcing (RPO) offering we are confident we can reduce your annual recruitment spend by 40%.

“9-20 worked very closely with us to produce a candidate profile and an employee benefits document. This process ensured that we could attract the highest quality candidates and ensure that they were a good fit for the role and our company. The quality of candidates presented to us has always been of a high standard and we have been successful in recruiting excellent members of staff as a result of this. We see our relationship with 9-20 as an on-going partnership rather than a series of separate recruitment exercises.”

Kirk Potter
R&D Director, C2 Software

Volume recruitment should not mean low quality

For many recruiters it's a numbers game, with little added value, no extra advice, and no guarantees. Whether we are recruiting for one position or ten, we still need the same level of service.

When you choose 9-20's RPO service you are provided with a dedicated account manager, market insight, detailed role profiling, KPI reporting and a strong shortlist of qualified candidates for every single role.

"9-20 recruitment have been invaluable in helping us establish an entirely new sales team, after months of unsuccessfully trying to recruit new sales people using other methods. The candidates they supplied have been first class, and are now adding real value to the business. The whole process provided excellent value, and using 9-20 as our Recruitment Partner has shaved a massive 40% of our recruitment costs."

Martin Bowman
Sales Director, Gael Ltd

The IT skills that we look for are often niche and hugely varied

In Scotland's IT market skill shortages are acute. Finding niche skills at times will feel a bit like finding a needle in a haystack. Each role requires dedication, focus and proactive searching. Certainly more than advertising alone.

Candidates are using multiple communication channels to find new jobs: forums, social networks, communities, job alerts, and CV databases. All 9-20® recruiters are trained on advanced searching techniques and our own candidate network – **www.9-20network.com** – facilitates instant access to thousands of IT candidates seeking exciting new opportunities in Scotland.

"I can't thank you enough for all your help and support over the last couple of months. The candidates you have placed are progressing from strength to strength and really adding value to our company. It's good to know you can leave someone to get on with a job and consistently return an excellent service. Thanks a million."

Amanda Rennie
Head of HR, Fortis Lease

Maximum candidate visibility is essential

As soon as someone with the right skills for your organisation starts looking around for a new job, you'll want to make sure they are aware of your current and future opportunities.

9-20® clients benefit instantly from the exposure generated by their own recruitment microsite, branded adverts, targeted job alerts and candidate campaigns, not to mention the power of your dedicated 9-20® recruiter proactively promoting your company at all times.

"9-20® offers more than just a recruitment service: they consulted on the remuneration package, created our 'employee branding' and attracted an excellent shortlist to a growing SME company. I would highly recommend 9-20® recruitment."

Jonathan Greenwood
Vice President - Sales, Jasper Wireless

9-20® provides local focus but global reach

At 9-20® we know you need access to the skills of contractors across the globe to stay ahead of the game and deliver to international clients.

Through **www.9-20network.com**, 9-20® recruitment's exclusive Scottish IT candidate community, your company will get instant access to global skills, and once you've found the candidate you need, 9-20® will assist you in bringing them to Scotland.

"As an international company with our business operating out of our Glasgow office we needed an IT recruitment partner who could understand our global reach and local presence."

Stuart Anderson
Director, Aduvo Ltd

With 9-20[®] your company becomes
a magnetic force field for top IT talent

Finding good staff today is no easy task.
The companies winning this battle are the ones
that react quickly, are always open to meeting
prospective candidates, have strong staff retention
plans and are consistently thinking laterally
to attract their talent of tomorrow.

When you work with 9-20[®], we're constantly
building and nurturing your talent bank of suitable
candidates. This means a much faster turnaround
on all new vacancies.

"I have worked with many recruitment
agencies in the past and the different
consultative approach which 9-20[®]
took is excellent value for money.
Ambergreen is a growing company
and as such managing time and
finding the right people are vitally
important. Finding the right recruitment
partner is hugely important and we
have been impressed with the work
done by 9-20[®]."

Tino Nombro
CEO, Ambergreen

So whether you're in Technology, Financial or Professional services, Energy, the Public sector, or indeed any other industry sector looking for IT skills, we want to partner with you, to guarantee your IT talent for the future, and make sure you're not left high and dry.

To find out more about 9-20's unique Recruitment Process Outsourcing offering, call us now on 0141 331 4375 or email info@9-20recruitment.com.

Having a constant supply of top IT talent is not just good for business, it's essential.



finding people for jobs, not CVs for vacancies™

9-20® recruitment
More than just a
recruitment service.



4 lynedoch place, glasgow, G3 6AB
t 0141 331 4375
f 0870 950 9253
e info@9-20recruitment.com