

Are you looking for the right
people to grow your technology
business effectively?



From small to large, all recruitment companies have the same ambitions to internationalise

"9-20's quick and professional response to our requirements has been very refreshing. They thoroughly screened all the potential candidates and found us the highest calibre on the market who match our culture and organisation. They have successfully placed 75% of our IT recruitment requirements this year to date."

Ann Walker
Head of HR, Memex

Scotland's technology sector is thriving. Prospects are good and market opportunities increasing.

But in a small local market like Scotland the competition for niche skills is fierce. The market is candidate-centric and in the war for talent the best get snapped up quickly. Finding the right people to grow a Technology business is not for the faint-hearted.

Whether your business is software development, support services or managed services you must secure top talent to enable effective growth.



Recruitment agencies always promise us the earth...

"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

Every Technology business is different with its own unique culture, so finding a perfect fit means finding someone quite special and often against stiff competition from bigger companies.

At 9-20® we live and breathe the Technology market because it's all we do. We know when there is strong or limited availability for certain skills and what you will need to do to find them.

9-20®'s hard work will give you a real presence in a competitive marketplace and pinpoint candidates that really want to work for a Technology company like yours.



Recruiting for permanent staff is ineffective and time-consuming.

"9-20 has provided an excellent service, understanding our requirements and sourcing appropriate staff exactly as they suggested they could. They have delivered absolutely against their pre-sales commitments and we will be using them again for our additional recruitment."

Andy Whyte
Managing Director, Airpoint

Endlessly frustrating, recruitment in the Scottish Technology sector is different to any other. You may feel you already know all the good candidates, or you may worry about paying through the nose for a candidate who might not work out. You'll be pleased to hear then that 9-20® recruitment is geared up for exactly this type of challenge.

With 9-20®'s innovative Assured Delivery service you get a 3-month guarantee and a 6-phase invoice structure, only paying the final instalment once the candidate has successfully completed their 3-month probationary period.

9-20®'s **IT PERMANENT** division helps you to recruit first time, everytime.



We need IT skills now and can't afford to wait. How do we tap into the IT Contract market?

"The shortlist that 9-20 gave us was excellent and gave us a good range to choose from: technical skills were all exactly as we had requested: it was clear that the recruiter had understood our brief and our business and had worked hard to find candidates that would match well. Thanks for your help. We'll be back!"

Cameron Leask
Managing Director, Escrivo

One month you might be under-resourced and stretched to the limit, the next looking for new work with skills on standby. Managing the peaks and troughs in your business can be a constant headache.

9-20's Contractors Direct system provides you with an instant response to your resource needs, whilst updating you regularly on the availability of relevant technical skills and supply and demand trends. We'll even email you when the contractor you have your eye on becomes available.

9-20's **IT CONTRACT** division caters for the unpredictability of your business and makes planning a virtual team a reality.



We need effective Sales and Marketing to support our growth.

"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 of candidates who 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
Director, C2 Software

When Technology businesses reach a certain size the right Sales and Marketing team must be in place, or start-up efforts will be lost. Sales and Marketing candidates always look good on paper, and often interview well but when put to the test they simply don't deliver. So how do you sort the wheat from the chaff?

The 9-20® approach is unique, and one which has helped many companies maximise their bottom line. Critical success factor number one for the 9-20® Sales and Marketing division is its first class candidate network.

9-20®'s **SALES & MARKETING** service embodies a partnership approach which ensures your new Sales and Marketing recruits add value to your bottom line.



We need to recruit in volume or even source an entirely new team?

"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.

Sometimes Technology companies need to grow quickly, or move in an unforeseen direction, requiring entirely new Technical or Commercial teams, or even both!

9-20® recruitment understands this need, offering a Recruitment Process Outsourcing recruitment package which takes a long-term view and changes and adapts as your recruitment needs do.

9-20®'s **RPO** division takes the hassle out of all your recruitment activities, provides an entirely outsourced front office recruitment service and reduces your total annual recruitment spend by 40%.



Whatever the growth needs of your technology business, 9-20[®] has the resource you need.

Regardless of resource type and no matter how niche the skill-set, 9-20[®] knows how to source and select the best candidates. So whether you need our **Permanent, Contract, Sales and Marketing** or **RPO** divisions let us locate your “talent of tomorrow”, today.

To find how we can help you find the right people to take your Technology business forward, call us now on **0141 331 4375** or email **info@9-20recruitment.com**.

9-20[®] understands your recruitment needs better than anyone.

finding people for jobs, not CVs for vacancies™



9-20[®] recruitment

More than just a
recruitment service.