

# Working With Talent



Corporate Resourcing Solutions

# About Eaglecliff Recruitment

## Working With Talent

Founded in 1985 as an independent niche-skill technical IT recruitment consultancy, Eaglecliff Recruitment established itself as a market-leader in its chosen field, building a Corporate Customer base spanning many of the FTSE 100 and Fortune 500 companies operating in the UK and abroad.

Headquartered in Sevenoaks in Kent, offices are also based at Canary Wharf in London.

Services now include Payrolling as well as Recruitment across IT, Broadcast, Marketing, Communications, Shipping, Finance and Accounting.

Eaglecliff Recruitment has developed an enviable reputation for excellence, is ISO accredited, an Investor in People and a Member of REC.



# Specialised Markets

## Oil and Gas Energy Trading



- First Tier PSL Supplier
- UK Payrolling Partner
- Manage 600+ Contractors
- IT and Non-IT Resourcing
- Communications and Events
- Finance and Accounting

## TV Media and Entertainment



- First Tier PSL Supplier
- TV Networks and Scheduling
- Broadcasting and Production
- Digital PR and Marketing
- Music Label Distribution
- Supply Chain

## International Shipping



- First Tier PSL Supplier
- Expert Industry Knowledge
- Shipbrokers, Voyage Analysts
- Demurrage and Operations
- Contracts and Settlements
- PNI and Ship Management

## Finance and Accounting



- First Tier PSL Supplier
- Equities & Derivatives
- Commodities Trading
- Treasury and SWIFT
- ETRM Systems
- Pensions

# Market Knowledge

Finding the right people to support the business needs of our Customers is the core function at Eaglecliff Recruitment. We devote a great deal of time and effort into attracting quality candidates, continuously improving the solutions and tools that we utilise to ensure that we keep ourselves ahead of the marketplace and at the forefront of technology.

Originally an IT specialist agency, expertise now stretches across:

- IT & Broadcast
- Finance & Accounting
- Marketing & Communications
- International Shipping
- Project Management
- Human Resources
- Procurement
- Legal



The best applicants respond to well-written, informative job specifications and advertising copy. They then choose to work with those Recruitment Agencies that provide a truly professional service including accurate matching of job roles and compliance with statutory regulations. Many applicants register through personal recommendation and are not available elsewhere in the market place.

Key technical IT skills revolve around SAP, Oracle, Hybris, Yardi, SharePoint, Infrastructure, Integration, Networking, Database and Web Design and Development, Mobile Applications, Technical Support, Business Analysis, Project Management, Programme Office and Consultancy.

Non-IT specialist areas revolve around Finance and Accounting and PR, Marketing and Communications, with a strong focus on Event Management and On-Line Communications, along with Broadcast, TV Scheduling and International Shipping.

# Managed Service and Payrolling Partner

In 2009 we were asked by a World Leading Oil Company to help set up a new initiative managing direct Contractors and third-party suppliers of contractors and temporary workers. This would streamline and consolidate their Resourcing and provide a Single Point of Contact.

Working closely with the Procurement and Resourcing teams based in London, Holland, Malaysia and the US, we now manage over 600 Contractors. Most work on a direct basis but we also manage around 100 third-party non-PSL suppliers, including leading names in Recruitment and niche Consultancies, who provide one or two resources with rare and scarce technical skills within specialist business areas.

Many are Contractors who have previously worked for this company on a direct basis, others are sourced from internal referrals and recommendations or from in-house Resource Analysts. Others are ex-Employees who are asked to return on a contractual basis.

A variety of cost saving mechanisms have been implemented:

- Sliding Scale Mark-Up Model for Third-Parties
- Adherence to Contractor Rate Card Mechanisms
- 15% Temp to Perm Transition Fees for First 12 Months
- Removal of Temp to Perm Transition Fees after 12 Months
- Removal of Handcuff Clauses upon Completion of Assignment
- Consolidation of Invoices and Reduction in Accounts Queries
- Elimination of Contractual Negotiations directly with the Client
- Distancing of Co-Employment Indicators for Direct Resources



Over the past 12 months, savings exceed £475,000.

As well as providing an easy mechanism for Hiring Managers to engage Contractor resources quickly and efficiently, whilst ensuring Compliance with Statutory Regulations, there is a massive potential for savings in cost and Payrolling Fees can usually be absorbed within the third party Supplier's mark-up structure.

# Commitment to Quality

Every aspect of the operations at Eaglecliff Recruitment are driven through a continuous commitment to Quality.

## External Feedback Monitoring

Our Candidates are as important to us as our Customers: they play a vital role in promoting our reputation, our viability and ultimately, our success. In the last 12 months over 98% of Contractors have indicated that Eaglecliff's Overall Service Provided has been Excellent or Good. Our Accounts team have also achieved over 98% for Accuracy.



## ISO : ISO 9001:2008 : Initially Awarded February 2006 through BSI

The company's Quality Management System plays a vital role with accurate monitoring and measurement of customer Service levels with External feedback monitoring inputting to a continuous programme of improvement for Eaglecliff Recruitment and its customers.

## Investors In People : Initially Awarded 2002

The Investors in People accreditation sets a level of Good Practice for Training and Development of People to achieve business goals. Career Development Plans for Employees are carefully set and monitored, with external training and CIPD accreditation playing a crucial role in these.

## REC: Member Since 1994

We have also been a Member of the Recruitment and Employment Confederation (REC) IT Division since 1994. We are very happy working within the guidelines set out for Good Practice within the industry and we view the role of REC as one that is crucial in maintaining standards within the Recruitment Sector.

# Investment in Legal Advice

Advice on Legislation has been drawn from the expertise of Blake Morgan, a leading City of London law firm recognised for its experience in Information Technology and related areas. Working closely with Blake Morgan since 1999, advice and guidance has been provided in the following areas:

- Employment Law
- Contractor Co-Employment Legislation
- Income Tax (Earnings & Pensions) Act 2003
- Employment Agency Regulations
- Agency Workers Regulations
- Managed Services Guidelines
- Insider Trading Restrictions
- Working Time Regulations
- Data Protection Act
- Health and Safety
- IR35

BLAKE  
MORGAN



Eaglecliff



The Agreements for the Supply of Professional Services that we put in place have been drawn up by Blake Morgan. These Agreements provide full compliance with all current Statutory regulations and further protect Eaglecliff Recruitment and our Customers by distancing any potential co-employment issues.

# Working With Talent

Leading Recruitment and Payrolling Agency  
Delivering First Class Employment Solutions  
Multi-National Organisations throughout the UK



30 Pembroke Road, Sevenoaks, Kent TN13 1XR  
29th Floor, One Canada Square, London E14 5DY