



Eaglecliff

**WORKING**  
*with* **TALENT**



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WORKING WITH TALENT

# Meet the **TEAM**



**Stephen Bunch**  
Business Development  
Executive



**Carla Newton**  
Operations Director

*“Excellent communications and care received before and during assignment”*



**Sophie Nickolls**



**Hannah Kelly**



**Hannah Gibbs**



**Alfie Law**



**Chris Luche**



**Amy Pattenden**

*“People often comment on how different it is working with Eaglecliff Recruitment”*



**Daisy Law**



**Sophie Ling**



**Wendy Flegg**



**Christine Overy**



**Adrian Newton**



**John Le Maire**



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# WELCOME *to Eaglecliff*

- Privately Owned and Independent
- Specialist Recruitment Agency Initially within IT
- Extensive Network of Highly Talented Consultants
- Marketing, Communications, Finance, Accounting
- New Divisions: Managed Services and Payrolling
- Onboarding for Specialist Niche Consultancies
- Direct Resources Onboarded and Managed
- Fully Compliant: Legal and Statutory Regs
- Over 500 Contractors On-Site Today
- Top Performing PSL Supplier

*“...we are much more than just a traditional recruitment agency”*



**Our Most Important Resource: People**



**Eaglecliff**

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# *What makes us* **DIFFERENT?**



**Key Focus with Large,  
Complex, Global Projects**



**Unique Network of  
Highly-Talented Contractors**



**Exceptional Reputation  
for Service Delivery**



**Sensible  
Commission Levels**



**Valued, Recommended  
and Trusted**



**ISO  
Accreditation**

## *Case Study:* **SHELL UK LIMITED**

*The Top Performing Supplier of Contract Resources for the whole of the Shell group of Companies in the UK.*



### Scope of Relationship:

- **2017** : Management of over 500 Professional Contractors
- **2016** : Introduction of Fixed-Price Project Agreements
- **2015** : Over £1m Savings Achieved through Payrolling
- **2014** : Consistently Rated Top Performing Supplier
- **2012** : First Tier Preferred Supplier: IT and Non-IT
- **2009** : UK Payrolling Partner: Professional Services
- **2002** : First Tier Preferred Supplier for IT Contractors
- **1989** : Team of Three IT Contractors: Finance Division

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**Accurately matching challenging projects  
and career opportunities for top consultants**

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# Digital RECRUITMENT

*Web / Mobile / E-Commerce*

*Developing Amazing Talent to revolutionize the way our Clients design, build and launch new innovative Products and Services.*

**End to End Delivery with a Specialist focus:**

- Scrum Master
- Agile Coach
- SEO Analyst
- Data Scientist
- Product Manager
- UX Developer
- C# Developer
- Web Content Manager
- AEM Business Analyst
- Digital Marketing Mgr
- UX / UI Designer
- Front End Developer
- Back End Developer
- JavaScript Developer

Forget the image of a slow-moving hierarchical Corporate environment. Instead think Agile, Collaborative, Cross Functional, High Performance, Venture Teams, Proof of Concept, Product Delivery, High Quality, Well-tested, Robust and Customer Obsessed.



**Start-up Digital Ventures, backed by a FTSE 100 Company, with a growing need for Top Talent as they disrupt traditional markets through Agile Innovation Digital Agencies and industry leading Brands**

# *IT Strategic* PROGRAMMES

**Global, highly complex projects utilising leading-edge technology, often with budgets in excess of £20m, working with globally dispersed Project teams:**

## **Job Roles:**

- Project and Programme Management PMP, Prince2
- Business Process Design and Re-engineering
- End to End Consultancy Solutions
- Technical Implementation Plans
- Stakeholder Management
- Agile Business Analysis
- Vendor Management
- System Testing
- Configuration
- Implementation
- Issue Resolution



## **Projects:**

- Retail IT
- CRM Solutions
- Mobile Payments
- Card Payment Systems
- Customer Loyalty Schemes
- Trading and Risk Management
- Business Strategy and Transformation
- IT Infrastructure and Communications
- Digital Marketing and Ecommerce
- Technical Architecture Road Maps
- Mergers and Acquisitions
- Global Market Hub

# *Marketing and* **COMMUNICATIONS**

**Internal communication, consultancy and resource to engage people at work.**

## **Engaging:**

- Social Media
- Digital Ventures
- Brand Management
- Insights and Analytics
- Corporate Website
- Internal Communications
- Change Communications
- Events and Exhibitions
- Digital Marketing



Engaging Communications: Professional Consultants who develop communication strategies and solutions that embrace people in business strategy, change, values, behaviours, brand and HR communications.

Bringing your message to life, working across all business sectors and project types, these individuals develop concise Communications, cutting-edge SharePoint solutions, inspiring e-learning and creative design.



# *E-Commerce and* **RETAIL**

E-Commerce and Retail is an exciting and complex, fast-moving sector with a constantly evolving range of innovative Products and Services. Many of the dynamic individuals available have strong expertise gained from leading consultancies – KAS Suppliers and Niche Suppliers – with a specialisation around E-Commerce and Retail Solutions.

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**EPOS / On-Line / Digital / E-Commerce  
Payment Systems / Cards / Loyalty Programmes  
Mobile Apps / Web Applications**

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## **Retail Non-IT:**

- Network Planner, Space Planner, Visual Merchandiser
- Procurement, Buyer, Supply Chain, Category Manager
- Facilities Management, Real Estate, Health and Safety
- Finance, Corporate Accounting, Compliance
- Marketing, Communications, Brand Management
- Paperless Payments and Tickets
- B2B and B2C Project Delivery
- Petrol Stations and Forecourts
- In-Store Distribution and Planning

## **Retail IT:**

- Global IT Solutions
- Mobile Payments
- Web Applications
- Adobe AEM and CQ5
- Blockchain Technology
- CRM : Salesforce and SAP
- Customer Loyalty Programmes
- Hybris Omni Channel Solutions
- Proof of Concept Innovations



*Services Available:* **PERMANENT RECRUITMENT**

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**Through careful networking, it is often possible to locate perfectly matched applicants who are not available through other mechanisms in the marketplace.**

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The Recruitment of Key Permanent Staff is critical to the success of every company. Getting it wrong is not only time consuming and costly but is often detrimental to Team spirit and Company morale.

Finding the right person who can grow and flourish while also contributing positively at the same time is the cornerstone to successful Recruitment.

Matching outstanding Academic achievement with strong Business expertise and Technical skills, combined with a positive attitude, reliability, integrity and motivation, is the key to our success.

**Services Include:**

- Unrivalled HR Procedures
- Assistance with writing Job Specifications
- Database Search, Networking and Social Media
- Advertising on a wide range of Job Boards
- Access to Sought After Candidate Database
- Salary Surveys and Market Intelligence
- Passive and Non-Passive Talent Selection
- Customer Branding and Selling Points
- Preliminary Face-to-Face Interviewing
- Technical and Psychometric Testing
- Referral Schemes

## *Talent Solutions:* **MSP & RPO**

*Recruitment Outsourcing and Managed Services are becoming increasingly more effective in helping companies to recruit and to manage their workforce.*

While both Permanent (RPO) and Temporary (MSP) solutions deliver a number of the same benefits, both options provide solutions for:

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***“The Effective Sourcing, Engagement and Management of Contractors and Permanent Employees through Suppliers and Vendors managed by an External Provider”.***

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Drawing upon expertise developed as the UK Payrolling Partner for one of the world’s leading Oil Companies, the Managed Services division at Eaglecliff Recruitment has evolved through Customer Supply and Demand.

Services are flexible, provided at sensible pricing structures and always place the needs of the client first:

- Professional Services throughout the Recruitment and Resourcing process
- Clients and Contractors alike are treated equally with total transparency
- Standardised Contract / Master Vendor Agreement managed by Eaglecliff
- “Operational Excellence” through careful management of individual Suppliers
- Streamlined Management Reporting and structured KPI’s carefully monitored
- Best practices are introduced and policies enforced across the Supply Chain

## *Payrolling Services:* **THE BENEFITS**

One of the fastest growing divisions at Eaglecliff Recruitment, where we payroll Direct contractors and manage a wide range of third party Suppliers – agencies and specialist consultancies – across IT, Accounting, Finance, Marketing, Communications, HR, Procurement and Legal services.

### **Benefits Include:**

- Streamlined Processes
- Easy Mechanism for Managers
- Standard Terms and Procedures
- Compliance with Statutory Regulations
- Structured and Sensible Agency Mark-Ups
- Direct Resources Managed Professionally
- Adherence to Contractor Rate Card
- Sliding Scale Mark-Up Model
- 10% Temp to Perm Transition Fees
- Consolidated Invoices and Accounts
- Elimination of Direct Negotiations
- Distancing of Co-Employment Indicators
- Fast, Efficient, Accurate and Professional
- Tracking and Reporting Mechanisms
- Single Point of Contact

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**The processes and procedures work well for all parties:  
Client, Consultant, Contractor, Temporary Worker,  
Third Party Supplier and Eaglecliff Recruitment.**

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