



jps
selection

Global IT
Recruitment
Specialists



jps-selection.com



Experience the Difference

Incorporated in late 2008 by three Directors with combined IT Recruitment experience in excess of 20 years, JPS was created with the vision of becoming a specialist provider with expertise in the technology market. With an innate ability to source the best talent in the market, JPS bridge the gap between the passive corporate global search firms, and the niche consultancies with restricted delivery capabilities.

JPS is now a market leader within Search and Selection for the IT sector and has evolved to provide a peerless end-to-end service.

JPS approach each assignment with the same passion, determination and creativity as the next and in doing so deliver talent that will not be found through any other consultancy. Whether it is a contingent, retained or managed service you require, JPS will work with your business to deliver a tailor-made solution which will make a real difference to your company's future success.

JPS sources and supplies the talent that offers clients competitive advantage.

The SUCCESS Methodology

Utilising our **SUCCESS** methodology, we pride ourselves on having one of the highest completion rates in the industry and believe that every assignment should have a successful completion.

Commence the search

From this moment on all of the appropriate resource will be dedicated to the process utilising our comprehensive database of candidates but with a heavy emphasis on headhunting and specific search techniques to identify those candidates who are looking but also not proactively looking.

Understand your requirements

We will take a full brief of the requirement and invest considerable time in understanding fully the motivations behind the position and your overall company message and aspirations.

Shortlist

Only then will we produce a stringent and high caliber shortlist of candidates and discuss through the candidates suitability for the role outlining those key qualities that cannot be necessarily represented on a CV.



Sole point of contact

At Initial engagement you will be assigned a dedicated account manager who will act as your one point of contact. You will however have full access to all of the resource at all levels within JPS.

Evaluation

Once candidates have been identified, an intensive qualification process will take place to ensure the candidate matches as close to the requirement as possible and that all candidates' expectations have been correctly understood and established.

Construct strategy

We will then together form a time lined strategy to manage the process. This will incorporate targeted companies/individuals, key client/account base and defined timelines in which to deliver the necessary caliber of candidates by. This will be constructed for all stages of the hiring process.

Successful conclusion

At this point the quality and consistency of the consultation is absolutely key ensuring accurate feedback, effective diary management and coordination and professional negotiation in order to enable you to secure the candidate you choose.

Clients can benefit from a choice of services that best suit their needs.

Clients are able to choose between a Retained Search undertaken by a dedicated resource team, a proactive Contingency Search or complete management of your hiring requirements through a Managed Service.



Sales

Operating across the UK and EMEA JPS Sales provides dedicated resource in selecting the very best talent in the industry.

JPS Sales specialise in positions including but not limited to Sales Manager, Business Development Manager, Account Director, Account Manager, Sales Executive, Channel Manager, Alliance Manager and Partner Managers.



Executive

Operating across the UK and EMEA JPS Executive provides dedicated resource in selecting the very best people in the industry.

JPS Executive specialise in positions including but not limited to CEO, CTO, VP of Sales, Commercial Director, Sales Director, and Professional Services Director.



Technical

Operating across the UK and EMEA JPS Technical provides dedicated resource in selecting the very best people in the industry.

JPS Technical specialise in positions including but not limited to Pre Sales, Post Sales, Project Manager, Programme Manager, Delivery Manager, Solution Architect, Bid Manager and Technical Account Manager.



Marketing

JPS Marketing offers extensive search capabilities across all marketing & marketing related roles.

Spanning from Global Marketing Director through Brand Management, Creative, Digital, E-Commerce, Marcoms, Social Media and Product Management; our consultant's networks span globally.



International

JPS International offers effective search capabilities globally within the Technology and Communications sector.

Our database of contacts span across EMEA, APAC, North America, South America and Canada and covers candidates from Executive, Sales and Marketing through to Technical Pre / Post Sales.

The competitive advantage

JPS sources and supplies the talent that offers clients competitive advantage. Clients can benefit from a choice of services that best suit their needs.

Clients are able to choose between a Retained Search undertaken by a dedicated resource team, a proactive Contingency Search or complete management of your hiring requirements through a Managed Service.

JPS Retained

JPS delivers competitive advantage to clients based upon our ability to allocate dedicated internal resources to retained projects and actively work to source potential employees with the right aptitude and motivation to excel in your environment.

For each retained recruitment assignment, JPS agrees to put in place the correct, dedicated internal resource team in order to deliver quickly and effectively. This team will generally comprise of:

- Consultant with specialist skills in project vertical
- Research Team to support the consultant and provide detailed research, market analysis, competitive information and the relevant documentation for the search

JPS Contingency

JPS's pro-active approach to Contingency-based Searches ensures that we also find and manage new talent via headhunting, name-gathering, referrals, advertising and utilising our network of contacts.

JPS has developed one of the most extensive databases and global networks of mid to senior executive contacts within the Global Technology Search market sector. A commitment to continual best practice in database management and investment in best of breed IT systems enables us to access and search our database in order to deliver value to our clients very quickly. This gives our client base immediate access to the highest calibre and most up-to-date technology talent pool within the sector today.

Client Testimonials

"Our business is enjoying massive growth and JPS have played an integral part in this growth. They have taken time to understand our short, medium and long term business objectives and have positioned themselves as an extension to our company's resource. They have delivered high caliber candidates for our review and have helped grow both our sales and technical teams. Now with expansion plans across Europe, it's reassuring to know JPS have dedicated resource to help our continued growth."

Chairman, Enterprise Software Vendor

"I have never been one to use external resource when hiring new people; however JPS came referred highly from our CEO having provided high quality sales candidates to our business. I was most surprised with their ability to interpret personality traits and put forward technical candidates who not only met the technical requirements but had the right culture fit for our business. In the end the toughest decision was which Project Manager to employ!"

CTO, Transport Technology Organisation

"JPS helped secure a position for me recently. I was impressed with the attention to detail and the way in which they worked to arrange meetings, communicating effectively along each step of the way so that everyone was aware of what was going on and eventually finalising the deal. I would be happy to work with JPS again."

Head of Pre Sales, Enterprise Software

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