

A light gray silhouette map of Europe is centered on the page. The text 'Client Guide' is overlaid on the map.

Client Guide



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History

- 2003 (Feb 11th) Eurostaff formed by 5 people with Mark Znowski and Paul Flynn as the Managing Directors. Started off on a 'basic' basement floor of a Serviced Office in the West End.
- 2003 (April) First placement made in April 2004 and we started with an emphasis on UK business.
- 2003 (Oct) Eurostaff purchased offices in London Bridge and hired our first member of staff
- 2006 (April) relocated to current Park Street Offices
- 2006 (May) Turnover of £5m announced
- 2006 (Nov) Eurostaff New York Achievers weekend
- 2006 (Dec) Mahesh Dabasia breaks written new business and invoiced new business record
- 2007 (May) Turnover increased to £8.5m
- 2007 (Aug) Biggest Perm deal ever 180k fee placed a team of 30 Software Engineers
- 2007 (Dec) Eurostaff announced as 35th Fastest growing company in the country according to Sunday Times
- 2008 (April) Eurostaff hire Cliff Hedley to lead the Finance function.
- 2008 (May) Turnover increased to £13.2m
- 2008 (Sept) Eurostaff hold Ibiza Achievers award
- 2008 (Sept) Mark Znowski and Paul Flynn bought out 3rd Director David Wicks from the business to ensure that they now own the business 100% between them
- 2008 (Dec) Eurostaff nominated by the Sunday Times Fast Track for the second time in a row
- 2008 (Dec) New written business and invoiced business record broken by Elliot Rivett -
- 2009 (Jan) Launched the Gulfstaff brand
- 2009 (Jan) Anton Round joined as the Eurostaff Group Sales Director
- 2009 (Jan) Recruiter Magazine ranks Eurostaff as the 14th fastest growing private recruitment company in the UK
- 2009 (Feb-May) – Second Tier Management team put in place – Fully Organically grown team promoted into Team Leader positions
- 2009 (July) Eurostaff launch Renewables teams
- 2009 (Sept) – Eurostaff Miami Achievers Weekend



Management Team

Anton Round: Sales Director

Education: A levels in Economics, Mathematics and Business Studies

Career to date: Anton began his sales career as a car salesman for Seat and Volvo in 1998, taking his first recruitment role at Progressive Computer Recruitment in 2000. By 2001 Anton was promoted to Senior Consultant and then to Team Leader in 2002. In 2006 Anton was promoted to UK South East manager and went on to set up many new areas including Pharmaceutical and Oil & Gas. Anton joined Eurostaff in January 2009 as Sales Director.

A bit of personal info: Running marathons, playing golf, loves his Porsche and swanky holidays.

Elliot Rivett: Senior Team Leader

Education: Loughborough University – Geography - 2(i)

Career to Date: Joined Eurostaff in October 2005, extensive experience of placing within the European CRM marketplace. Developed supply relationships with over 50 different businesses in 8 countries. Elliot worked his way up from Trainee to Senior Team Leader and in 2008 he was the top billing consultant.

A bit of personal info: Likes the horses, Arsenal F.C

Jack Shadwell: Team Leader

Education: University College London – History - 2 (i)

Career to date: Jack has four years experience in recruitment, during which time he has set up three new desks – actuarial, procurement and supply chain & renewable. Actuarial was the second highest revenue earner within the business in 2007. Jack was the top Permanent team biller in his first year and is currently managing two new teams that supply Supply Chain and Renewables skills globally.

A bit of personal info: Enjoys good food, fine wines and vintage cars

John De Filippo: Team Leader

Education: Buckinghamshire University – Sports Management - 2 (i)

Career to date: John has three years recruitment experience and has progressed from Trainee to Team Leader within that short time. He established the Finance team at Eurostaff and now manages a team of seven Consultants. In 2008 John was the top Permanent biller.

A bit of personal info: Crystal Palace season ticket holder, loves football and Formula 1

Leah Matkin: Team Leader

Education: King's College London - War Studies 2:1

Career to date: Leah joined Eurostaff as a consultant and quickly rose to Team Leader level. She is widely known as the industry expert in Data Analytics and clients and candidates alike continually turn to her for assistance. Leah achieved Top Biller Status in 2007 and has consistently been among the high achievers within the organisation having won many competitions and incentives.

A bit of personal info: All types of Dance and regularly performs in shows and competitions. Keen Tennis player and an avid F1 and Strictly Come Dancing watcher.



Management Team

Suzie Ballard: Marketing & Systems Manager

Career to date: Suzie started her career as an Office Junior for a SaaS provider in 1999. She quickly climbed the ranks and performed roles in Finance, IT and Marketing. Suzie joined Eurostaff in 2005 as Office Manager, responsible for the entire back office function of the company. She is now responsible for the IT network and all Marketing activities, including the website, as well as many business development projects.

A bit of personal info: Chelsea Football Club, music and friends & family.

Shalena Begum: Administration Manager

Education: University of Manchester – BSc (Hons) Pharmacology - 2 (i)

Career to date: Shalena joined Eurostaff in 2005 as a temporary Data Entry assistant, and never quite got round to leaving! She has worked her way up to Administration Manager and is now responsible for all Contractor care as well as all general administration and managing the administration team.

A bit of personal info: Enjoys learning different dance forms such as samba & bellydancing, Bollywood cinema & Musical theatre



Mission Statement:

The Eurostaff Group aims to be the recruitment partner of choice, offering creative and professional solutions, through a supportive atmosphere that is sociable and energetic, with a Can Do attitude. We differentiate ourselves by being proactive problem solvers and dynamic entrepreneurs.

Clients	Candidates	Employees
Responsive	Blue Chip Client Base	Dynamic, Supportive Atmosphere
Expert Consultants	Expert, Multilingual Consultants	Industry Leading Training
High Quality Candidates	Career Planning	Structured Career Progression
Credible	Proactive	Exceptional Rewards
Partners	Consultative	Meritocracy

Eurostaff is a private limited company that is incorporated in England and Wales.

Registration Details

Eurostaff Group Limited

Registered Address – 1st Floor, 135 Park Street, London SE1 9EA

Registration Number – 4632754 – VAT no: 806 0537 51

Accountants/Auditors

UK – Horwath Clark Whitehill LLP, St Bride's House, 10 Salisbury Square, London EC4Y 8EH, UK

Bankers

UK – Barclays Commercial Bank, POBOX 160, 73 Tweedy Road, Bromley, BX3 2BB

Lawyers

UK – Blake Laphorn, Watchmaker Court, 33 St John's Lane, London EC1M 4DM

Germany - Dr. Schulz-Hennig, Vogl & Partner GbR, Rückertstraße 1 D-80336 München

Belgium – Karul Mul – Vlaamse Kunstlaan, 3 B-2020 Antwerp, Belgium

Professional Insurances

Employers Liability Insurance, Hiscox Underwriting - £10,000,000

Public Liability Insurance, Hiscox Underwriting Limited - £5,000,000

Product Liability Insurance, Hiscox Underwriting Limited - £5,000,000

Professional Indemnity Insurance – Hiscox Underwriting - £5,000,000

Professional Memberships

APSCO – (Association of Professional Staffing Companies)

Facts & Figures



People:

Employees	45
Consultants on Assignment	150
Candidate Database	circa 300,000

Financial:

Year	Turnover	Profit Before Tax
2008/9 (unaudited)	£14,560,666	£1,024,735
2007/8	£13,168,000	£957,000
2006/7	£8,593,000	£47,000

Presence:

Offices: London | Brussels | Zurich | Munich | Amsterdam

Permanent Recruitment

Eurostaff's excellent reputation is built on an uncompromising commitment to quality, speed and the ability to attract the very best professionals from across the industries we specialise in. Our technology enabled recruitment methods enable us to meet the exacting needs of our clients through consultants who understand the commercial and technical dynamics of the fast moving and ever changing sectors we recruit into.

With in depth experience of recruiting for clients in Telecommunications, IT, Finance and Supply Chain sectors we have created a database of skilled professionals that enables us to incisively target the exact candidates to meet our clients' needs. Our web based advertising enables candidates to register for suitable vacancies and be immediately considered for their ideal career move.

Freelance Recruitment

There are times when a specific need arises and companies need to find staff rapidly from the freelance market. Eurostaff offers a full range of contract services starting with the crystallisation of a client's requirements through to processing payments and forecasting information on contractor costs.

Once the requirements have been defined, we use a number of different techniques to identify suitable candidates. These include searching our continuously updated database of contractors and networking with our influential contacts within the industry.

Once the candidate has been sourced we will look after interview arrangements, rate negotiation, as well as handling tax and local compliance matters. With an international network of advisors, we will see that you are protected. Our work does not stop when the contractor has started their assignment; we monitor the contractor's performance and keep track of them after their release to make it easy for a client to re-engage them.

Search & Selection

When recruiting at a senior level where specific market or product knowledge is required or in an area of particular skill shortages, high level search and selection is the most effective way of attracting suitable candidates.

Search and selection is also probably the only way a company can overcome any negative perceptions in the market place. It is not uncommon to find that some employers are seen as having an overly aggressive hire and fire mentality or some other internal difficulty. These perceptions can often be far from the truth or at least well out of date and having a consultant address these issues with prospective candidates will overcome them in a way that advertising never will.



IT & Telecoms

Our IT and Telecoms team is staffed by a number of highly experience and capable consultants that strive to provide expert level advice to clients and candidates.

BUSINESS SOLUTIONS

Provide end-to-end business solutions from problem analysis, through business requirement, technical design and solution implementation, to application management,

- Business Process Management
- Enterprise content Management
- Business Intelligence
 - CPM, Balance Scorecards, Reporting, ETL, Data warehousing, Databases
- Software (re)engineering and migration
 - Analysis, Design, Development, Testing and Release Management
- Agile Software architectures
 - SOA, ESB, EAI, EII
- Technology benchmarking and selection
- ERP (SAP, Oracle Ebusiness, Peoplesoft, JDEdwards)
- CRM (Siebel, Salesfore, Pivotal, Selligent)

Example Clients : IBM, ING, Volvo, Mars, Sanofi Aventis, KPN.

IT INFRASTRUCTURE

Consolidate and optimize the usage of IT infrastructure assets of our clients for cost efficiency and effectiveness in business operations.

- Systems and Network
 - Engineering, migration, consolidation and virtualization
- IT Asset Management
- Service Support Processes
 - Service Desk, Incident Management, Problem Management, Configuration Management, Change Management, Release Management
- Service Delivery Processes
 - Service Level Management, Capacity Management, Financial Management for the IT Services, Availability Management, IT Service Continuity Management

Example Clients : CSC, Fortis, Mobistar



IT & Telecoms

TELECOMS

Eurostaff offers a wide range of recruitment solutions designed for finding candidates within the wireless communications and semiconductor domain.

Our Core recruitment competencies include:

Software Engineering

Expertise: Wireless – Bluetooth, WLAN, GSM (2G), GPRS (2.5G), EGPRS/EDGE (2.75G), UMTS/WCDMA (3G), HSPA+ (3.5G), LTE (3.9G), WiFi and WiMax.

Our core recruitment areas:

Software

- GSM, (E) GPRS, UMTS, WCDMA, HSPA (HSDPA/HSUPA), LTE, WiMAX, TETRA.
- Protocol Stack- NAS, RR, MM, RRC, RLC/MAC, LLC, L1 (Development and Test- GCF, PTCRB, IOT, Field Trials, TTCN, Integration etc).
- Embedded SW- Device Drivers, RTOS, embedded C/C++
- DSP, Physical Layer, Algorithms, Firmware

Hardware

- RF- Design/ Planning/ Optimization, Microwave, MMIC
- ASIC Design Engineering/ Verification
- FPGA- Board Level Design
- IC Design
- PCB/CAD

Core recruitment areas:

Handset/Chipset Manufacturers

Data/PC card/ Modem

Femtocells

Test & Measurement

Fabless Semiconductors

Example Clients : Rohde & Schwarz, Anritsu, Comneon, Qualcomm, Nokia, Broadcom



Interim Management

Our Interim Management team focuses on a spectrum of roles from Business Analysts, through to Programme Directors, across a variety of sectors and corporate disciplines.

Resources We Supply:

- Programme Managers
- Project Directors
- Project Managers
- Project Management Officer (PMO)
- Project Administrators/Coordinators
- Interim Head of IT/Change Management
- Business Analysts
- Interim HR/Finance/Procurement

Industry Specific Solutions

- Banking and Financial Services
- Telecoms & Media
- Transport
- Energy
- Pharmaceutical
- Healthcare
- Defence

Example Clients: Belgacom, ABN Amro, Fortis, IBM, DZ Bank, HVB, Telindus, AXA, RWE, E.ON



Finance

Our Finance teams operates at local level within 20 European countries to provide our clients with the best in Mid to Senior level professionals.

Accounting and Finance - Areas of expertise:

Auditing

- Internal/External Audit
- Head/Directors

Accounting

- Management/Financial Accountants/Group Accountant
- AP/AR/GL/Cost Accountants

Senior Management

- Chief Accountant
- Finance Manager
- Finance Director
- CFO

Specialist

- IFRS
- GAAP
- HGB
- Forensics
- M&A
- Restructuring
- Project Finance
- Business Analyst

Controlling

- Finance Controller
- Group Controller
- Subsidiary Controller
- Plant Controller
- Business Controller



Banking & Financial Services

Risk Management

Our Risk Management team is experienced in partnering the major Investment Banks, Energy & Utilities companies, Asset Management Houses and Hedge Funds and has an established track record internationally.

We have a number of valued relationships with leading financial institutions and use a research methodology to map out the market providing the best possible coverage of client and candidate information in the market.

Areas covered:

- Market Risk Management
- Credit Risk Management and Counterparty Analysis
- Operational Risk Management
- Quantitative Analysis, Risk Methodology and Model Validation

Operations

- Our Operations Team has an outstanding track record of placing candidates in middle office and Operations positions. These include permanent and temporary roles and fixed term contracts.

Typical Positions

We recruit for all levels of experience from Global Heads through to entry level and graduate positions across the following areas:

- Settlements
- Middle Office
- Trade Support
- Cash Management, Funding and Collateral
- Stock Lending
- Equity Finance
- Reconciliations
- Futures Clearing
- Confirmations

Continued overleaf...



- Corporate Actions and Dividends
- Data Management
- Hedge Fund Operations
- Prime Brokerage and Asset Servicing
- Fund Accountants and Fund Administration
- Programme Managers
- Project Managers
- Business Analysts
- Client Services
- Loans Administration
- Trade Finance

Corporate Governance

By its very definition Corporate Governance is a global job market, we supply skills in the following areas:

- IT Audit and Information Security
- Compliance.

Example clients: Dionex, Procter & Gamble, Bombardier, Hitachi, Bacardi



Procurement/Supply Chain

The Procurement – Supply Chain division has excellent industry links in an extensive range of sectors including manufacturing, logistics, food, telecommunications, energy, ICT, defense and aerospace, public sector and chemical. We work with a range of international and European businesses in the UK and Europe and provide candidates from junior buyers up to senior supply chain managers to our clients.

Areas of Expertise:

PURCHASING

- Category Management
- Strategic Sourcing
- e-Procurement
- e-RFX
- Purchasing Strategy and Policy
- P2P Process
- Contract Management
- Supplier Relationship Management

SUPPLY CHAIN

- Contract Management
- Supplier Relationship Management
- Six Sigma
- Lean Manufacturing
- Material Planning
- Logistics
- Warehouse Management
- Freight Distribution
- Transport

Example clients: Mazda Motors, Johnson Controls, Mobistar, Nestle, Lonza Ltd



Renewables

Our Renewable Energy team is the leader in its field and has consistently delivered in a market that is still in an embryonic stage of growth.

We have an unrivaled network of candidates and we are constantly in touch with the market to enable us to provide long term recruitment solutions to both Clients and Candidates.

Our experienced team of consultants currently supply resources in the areas of:

- Wind
- Tidal
- Bioenergy
- Solar
- Energy Management
- Sustainability
- Microrenewables
- Hydrogen

Our main areas of specialist coverage are:

- Technical Engineering & Project Management
- Energy Finance
- Energy Marketing & Training
- Consulting
- Strategy Planning & Policy
- Analytics & Risk Management

Example clients: E.ON, Phoenix Solar



Analytics

We focus on the following core analytical areas:-

- Credit risk (Modelling, Scoring)
- Database marketing/Customer Insight/Marketing Analytics
- Market research
- Operational research
- Decision science

Our enviable client base covers the top clients in the following industry sectors:-

- Banking/Insurance/Building Societies/Credit Cards
- Consultancy
- Database Marketing Agencies
- Telecoms
- Retail/FMCG
- Media

Example clients: ING, Lloyds Bank, GE Money, Vodafone.



Geographic Breakdown of Activity

Eurostaff works with clients throughout Europe. Our ability to supply niche skills across the continent is illustrated by the range of clients and countries that we have made placements in. This snapshot of a handful of countries we work in, demonstrates the fact that many leading international companies choose Eurostaff as their partner of choice.

FRANCE
SWEDEN
SWITZERLAND
FINLAND
LUXEMBOURG
GERMANY
NETHERLANDS
UK
BELGIUM
CZECH REPUBLIC
HUNGARY

PARIS
STOCKHOLM
BASEL
HELSINKI
LUXEMBOURG
FRANKFURT
AMSTERDAM
LONDON
BRUSSELS
PRAGUE
BUDAPEST

NXP SEMICONDUCTORS
TELE2
ROCHE
IBM FINLAND
DELOITTE
DEUTSCHE BANK
KPN
LLOYDS TSB
BELGACOM
EDS
VODAFONE



Testimonials



“We have been consistently impressed by Eurostaff’s professional attitude and performance against glue’s requirements”

[Resourcing Director | glue Limited](#)

“Eurostaff has a very good understanding of the processes and culture within the business and are able to match candidates to our specific needs. They are professional and efficient and I would highly recommend them.”

[Manager | Qualcomm UK](#)

“Eurostaff’s flexibility and application effected successful placements in record time, having scoped the requirements well above our usual consultancy.”

[Partner | Leading International Investment Bank](#)

“I am continually impressed with Eurostaff’s knowledge of the marketplace and their ability to intelligently match candidates to vacancies. As an employer this gives us great confidence in their service and makes the recruitment process as efficient as possible.”

[Manager | Argos](#)

“Never have I come across a company more diligent in the delivery of their services. Our new team was delivered early and within budget.”

[Manager | Bombardier](#)

“The professional approach of Eurostaff enabled us to secure a number of senior financial professionals across a range of European locations.”

[Head of HR | Credit Suisse](#)

“After working with Eurostaff for the past few months, I would not hesitate to recommend their services to others in need of quality for recruitment in Sourcing & Supply Chain & Logistics. Their high level of expertise, good understanding of our needs and our company’s culture has lead to the hiring of 4 candidates in a short period. We particularly appreciate their responsiveness, professionalism and her negotiation skills.”

[Head of HR | Mobistar](#)