

STOTT AND MAY
STREET EC4

CITY OF GROWTH

**Join our
journey to
revolutionise
recruitment**

Stott and May

Welcome from Stephen Stott

Founder & CEO

Firstly, thanks for taking the time learn more about our company. We are of course intrigued to get to know you better and I hope this overview of our business gives you some richer insight into life at Stott and May.

When we founded this business it came from a strong belief that we wanted to do things differently and really revolutionise the way talent acquisition is delivered. This is a truly people-centric business. As a result, I believe the most important people in any room is our consultants. Clients are important, as are candidates, but if our employees aren't relentlessly passionate about what they do and where they work, we'll never do justice by either.

Since our formation in late 2009, we've expanded from a company of five to seventy five employees. We've built (not literally) offices in London, Reading, New York and most recently Los Angeles. We've collectively delivered high double digit growth year on year and now create annual revenues exceeding £50 million. That growth has come as a direct result of the quality of people we have brought into the Stott and May family.

You have the opportunity to shape the next chapter of this incredible journey. If you want to work with some of the most exciting technology focused brands in the world and be part of a high performing, uber committed team - then read on.

Our Vision

Our goal is to be known as the ultimate partner for quality, speed and execution in talent acquisition.

It's a frame of mind that every Stotter possesses.

We call it **QSE.**

Our USP

A proposition built on the marriage of speed and quality

We came to the market during the worst financial crisis the world had ever seen, in the backdrop of a rapidly changing and increasingly competitive recruitment landscape.

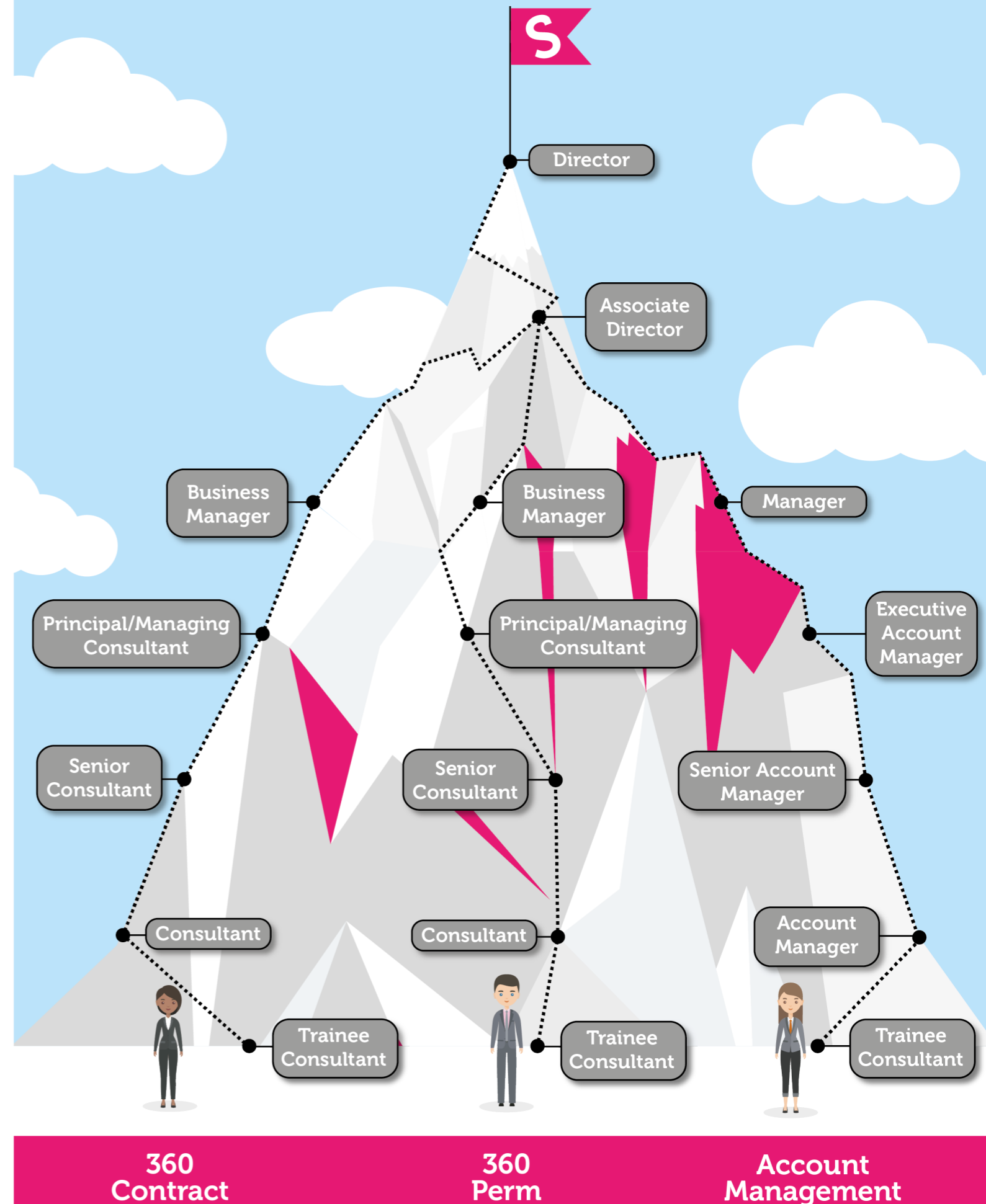
To survive or better yet thrive we needed to find an angle. A USP. A reason for people to use us. With that in mind, Stott and May launched with the intention of successfully bridging the gap between the pace and volume of contingent recruitment and the quality and service associated with executive search.

We are built on a belief that hiring managers should never have to make the choice between candidate quality and time to hire. The deep relationships we have developed with some of the world's most innovative and exciting technology brands demonstrates our ability to execute on this mission.

Proud.
To be trusted by the best tech brands.



Career progression plan



OUR ALL TIME COMPANY RECORDS

Role	FY18 Billings	Tenure in role
Perm	£1,132,406	2 Years 1 Month
Contract	£1,024,810	8 Years 9 Months
Contract	£576,622	4 Years 8 Months
Contract	£470,890	3 Years 2 Months
Contract	£429,319	7 Years 4 Months
Contract	£354,622	8 Years 11 Months
Contract	£352,098	5 Years 6 Months
Contract	£345,130	5 Years 6 Months
Contract	£306,415	1 Year 2 Months
Perm	£304,738	6 Years 2 Months
Perm	£277,101	1 Year 10 Months
Contract	£271,501	7 Years 9 Months
Perm	£265,773	1 Year 8 Months
Perm	£253,540	2 Years 2 Months
Contract	£249,853	2 Years 9 Months
Perm	£245,727	1 Year 6 Months
Perm	£229,422	2 Years 8 Months
Contract	£218,210	1 Year 3 Months
Perm	£212,603	1 Year 4 Months
Perm	£208,232	6 Years 4 Months

BIGGEST CONTRACT MONTH	£101,000 NOVEMBER 18
BIGGEST WRITTEN PERM MONTH 18	\$187,000 FEB 18
BIGGEST SINGLE INVOICE	\$237,500
BIGGEST PERM NFI IN 1 MONTH	\$574,333 FEB 18
BIGGEST CONTRACT NFI IN 1 MONTH	£272,248 MAR 14
MOST NB DEALS IN 1 MONTH	4 DEALS
MOST DEALS WRITTEN IN 1 MONTH	11 DEALS
QUICKEST 360 DEAL	2 WEEKS 9 HRS

TOP BILLERS IN FY18

UK Employee Benefits

All the perks from a high growth business



25 Days Annual Leave (plus 3 extra at Christmas)



Free breakfast



Subsidised Gym membership



Private Medical Insurance



Christmas Party (Previous venues include the Belfry & Melville Castle)



4 x Basic Salary Life Assurance



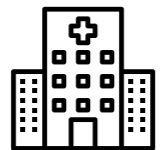
AE Pension Scheme



Monthly & quarterly funded events



Exclusive Employee Discounts



Medical Cash Plan



Incentive trips (Vegas, Cancun, Skiing etc.)



Homeless giving scheme



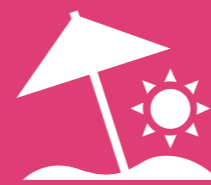
Company Social Experiences (e.g. cookery classes)



Employee Wellbeing Program



Monthly Gym Allowance



25 Days Annual Leave (plus 3 extra at Christmas)



Free breakfast



1 Exercise Class a Week as an Office



Monthly/Quarterly Events



Company Social Experiences



Commuter Benefits Program



Aetna/Cigna Healthcare Benefits



Charity Volunteering Experiences



Dental Benefits



Incentive trips (Vegas, Cancun, Skiing etc.)



Christmas Party

US Employee Benefits

We believe in building communities

 Software Development Community	 Diversity Community	 Security Leaders Community
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Partnering with thought leaders

 100 Deployments a Day 301 registrations	 The Digital Network 162 registrations	 Modelling your career 128 registrations
 Knowing your number in Agile 220 registrations	 Navigating to Enterprise Agility 152 registrations	 Balance for Better Business Outcomes 129 registrations



“

I joined Stott and May to help build out their Cyber Security Practice in 2017 initially in New York where I had a good network. In May of 2018 I was tasked with helping build our presence in California, which had been a lifelong dream for me, so I leapt at the opportunity and am excited to see what the future holds as we grow our business in Los Angeles.

- Stuart Mitchell, Head of Cyber Security

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Our core markets

At Stott and May we offer a mature approach to recruitment. All of our practice areas have been built around senior recruiters with the highest levels of domain experience in the markets we choose to operate in.



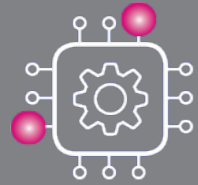
Software & Data
Engineering



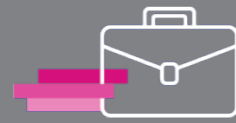
Cyber Security



Technology Sales
& Services



Enterprise
Applications



Business Change



Finance
& Accounting

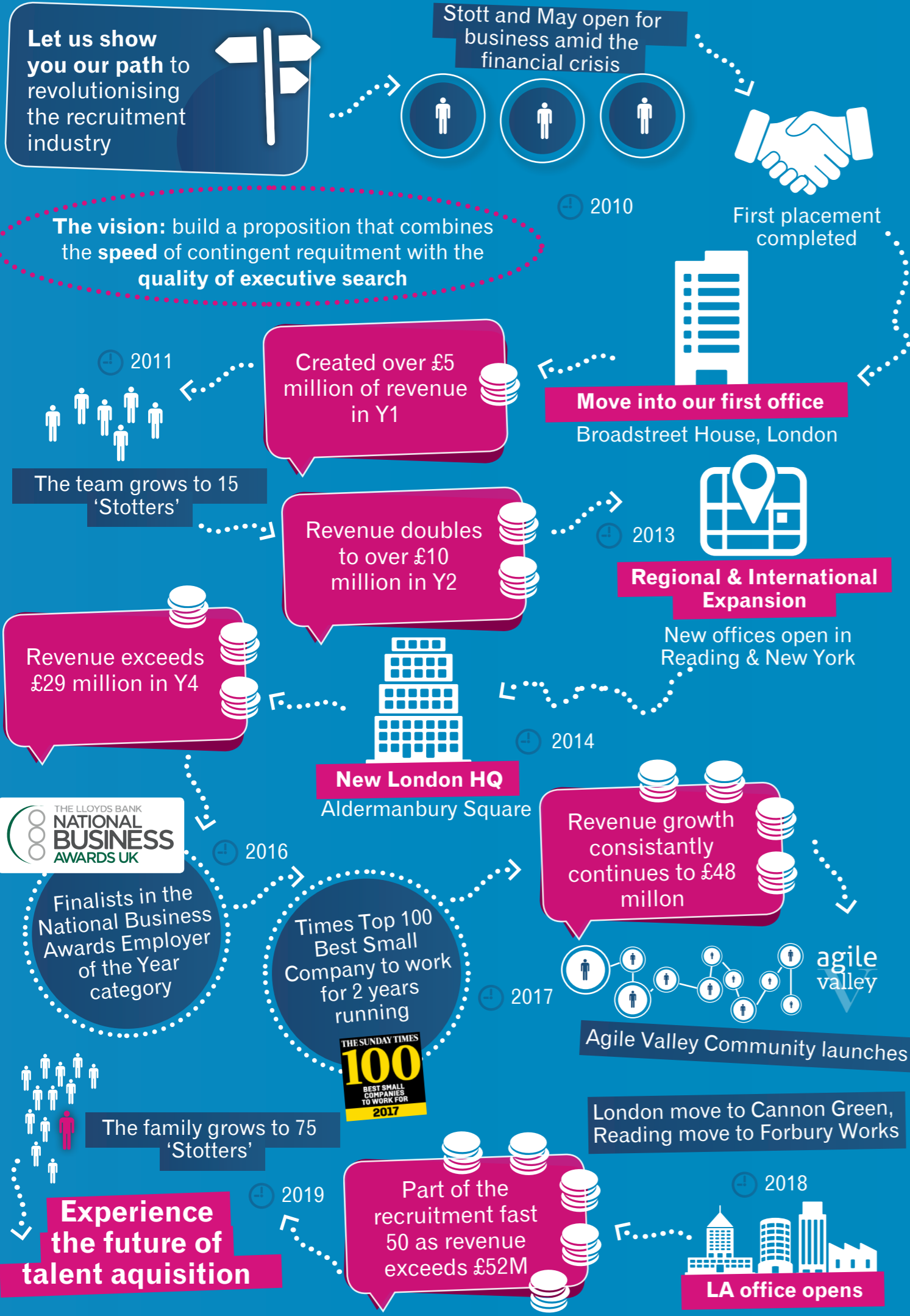


Telecoms



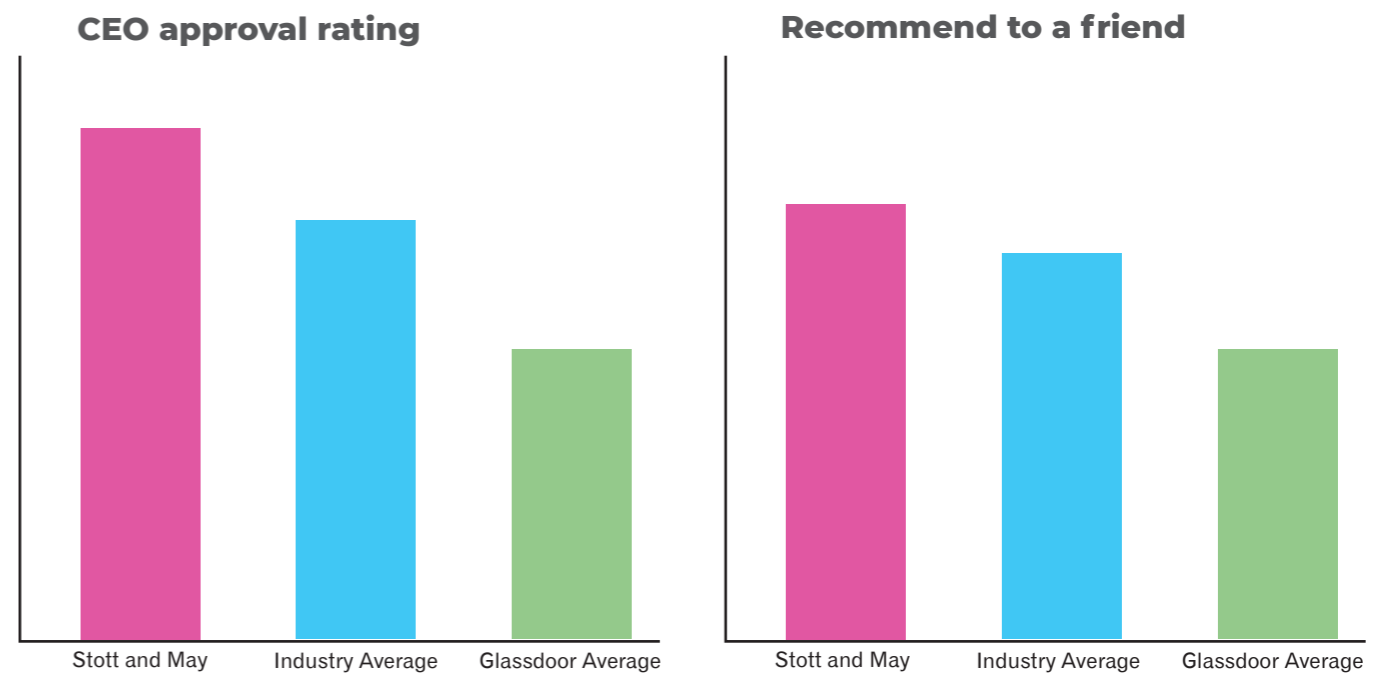
Executive Search





How are we rated?

by our staff



How are we rated?

by our candidates



Our core values

We believe culture comes from within. That's exactly why our staff dictate the values that we hold dear in all of our internal and external relationships.



Passion

Stotters are passionate about the outcomes they create. We come to work to help disruptive businesses change markets forever. We help start-ups follow their dream, whilst supporting some of the world's biggest brands realise their growth ambitions. We build entire departments from the bottom up or the top down. We make business transformation happen on time. And we love doing it.



Family

Stotters believe in the power of working as a team. But it's about more than just team work. We care deeply and take the time to point people in the right direction. There's no egos and no such thing as 'slopy shoulders'. We celebrate each other's success.



Need for Speed

Our business is built on the concept of the marriage of speed and quality. Providing a premium level of service in contingent timeframes is a founding principle for us. That requires speed of thought to identify opportunities all the way through to being ultra-responsive in all aspects of our communication. We get there faster and take pride in it.



Deliver on Promises

Attitude to work and belligerent commitment to delivery are core to every Stotter. When we make a promise internally or externally - we make it happen. We trust our people to act in our clients best interests to build long term relationships. That means managing expectations. That means partnership. That means looking at the big picture. It's about representing and caring about our clients brands as if they were our own.



Be a Value Leader

It's in our DNA to be knowledge hungry. We are content with just understanding our clients but seek to be experts in the markets they operate in. But 'thought leadership' means nothing if it doesn't translate into tangible results. This is a world where value to the customer needs to be delivered at pace. That means never accepting the status quo or embracing the ordinary. It means sharing best practices and voicing opinions. We are entrepreneurial thinkers that will do more than just take a brief, we'll add value to it.

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I've been at Stott and May for 3 years, during this time I have progressed from **Consultant to Managing Consultant through our CPP programme and support from the Directors and Managers in the business. I initially joined as a Finance Contract recruiter, before moving into our Tech Sales team. Stott & May gave me the opportunity to develop and grow my career faster and more effectively than any other recruitment firm in London could.**

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- Thomas Warner, Managing Consultant, Technology Sales

Become part of the family



Barbados Incentive
2018



Morzine Incentive
2018



Cancun Incentive
2017



Summer Sports Day
2019



Bloomberg Sq. Mile
Relay & Tough Mudder



Halloween in NYC
Office 2018



Christmas Party 2018 @
Danesfield House

Our Favourite Incentive trips

- Barbados
- Morzine
- Cancun
- Chamonix
- La Manga
- Solden
- Dominican Republic
- New York
- Las Vegas
- Paris
- Ibiza
- Portugal

Memorable Lunch Clubs

- Hakkasan
- Nobu
- Old Homestead
- STK
- Gotham Bar & Grill
- City Social
- Roka
- Pollen St Social
- Boundary
- Rules
- Sea Containers
- Sushi Samba
- The NED

Recent Christmas Party Venues

- Hanbury Mannor
- Danesfield House
- The Belfry
- Melville Castle

Example Company Activities

- Tough Mudder
- Sports Days
- Yosemite Half Marathon
- Bowery Mission Volunteering



**Transform your career.
Transform your growth.
Transform recruitment.**

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