



E-commerce

The Talent to Transform

Stott and May

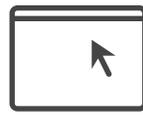
Stott and May

E-commerce

A close-up photograph of a person's hands. The left hand is positioned over a laptop keyboard, with fingers slightly curved as if typing. The right hand is holding a smartphone, with the thumb visible near the screen. The person is wearing a dark blue long-sleeved shirt. The background is blurred, showing what appears to be a desk and a window.

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Success or failure in customer experience is dependent on having the right skillsets available to bring together a rich landscape of technologies and make them interoperable. Stott and May's speed of response and candidate quality has helped us deliver on our e-commerce objectives with the speed to market we craved.”



The State of Play

Spending on digital commerce platforms is expected to reach \$9.4 billion by 2020 as CEO's move the omnichannel experience to the top of their whiteboard of priorities. The motives to invest in e-commerce technologies are clear: reduced cost of sale, the ability to generate more turnover from superior operations, building meaningful digital relationships, exploring new revenue streams and improving the overall customer experience.

The net result is an overwhelming percentage of technology leaders seeing an increase in their digital commerce budget for 2017. But successful implementations are about more than just technology. Business leaders continue to cite speed of implementation and total cost of ownership as two of the major hurdles to developing more effective e-commerce programs. In fact, a recent State of Digital Commerce report outlined that 44% of businesses took over a year to implement their current site. Whether you are designing, implementing or optimising your e-commerce platform it's essential that programmes are resourced effectively to secure first mover advantage and ongoing agility.

In summary, competitive advantage in customer experience relies heavily on acquiring the right blend of talent and technology.

Discovering the Talent to Unify the Customer Experience

We regularly engage with systems integrators, consultancies and end-user organisations to accelerate the implementation of e-commerce technologies by resourcing projects with the right skills in the right timeframes. Through our known network of candidates, we can provide full coverage across the skillsets that are critical in successful customer experience initiatives from solution design, user experience and data all the way through to programme and change management.

Technology Focus Areas

We have seen an explosion of new vendors emerging across the digital commerce platform space over the last few years. We have played a key role in the supply of contract and permanent resources to drive the successful implementation and support of the following platforms:

- SAP Hybris
- Salesforce Commerce Cloud (Demandware)
- Magento – Enterprise/Cloud Edition
- Oracle Commerce (ATG)
- WebSphere Commerce

Recently Filled Roles

Our recent assignments have included single business critical hires as well as sourcing teams of experienced personnel, depending on the client's specific needs, budgets and project timescales. We recognise that the perfect hire not only needs to possess the right technical skills in the e-commerce space but a deep understanding of specific industry use-cases, not to mention cultural fit. Some of our recently completed assignments include:

- Front-End Developers
- Back-End Developers
- E-commerce Architects
- E-commerce Business Analysts
- E-commerce Project Managers
- E-commerce Program Managers
- VP/Director of e-commerce
- VP/Director of Digital Marketing

Why Clients Choose Us

Time to hire

Our business is built on the principle of delivering an executive level of search service executed in contingent timescales. In a market where first mover advantage counts and project delays impact revenue, this matters.

Market expertise

Our team possesses over 15 years' worth of experience in sourcing talent for e-commerce initiatives. We provide full coverage across the design, implementation and support of e-commerce platforms with specialist teams in adjacent areas such as cyber security, business change and data & analytics.

A Solution that Scales

We have a proven track record in helping clients to fill large volumes of open roles when timeframes are tight. Providing peace of mind that you can build teams 'on demand' in the face of aggressive project milestones.

Complete Confidence

Our extensive network, best of breed processes and commitment to delivering rich market intelligence provides project leaders with complete confidence that they have hired the best talent, first time in a fiercely aggressive market.



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We deliver the talent to accelerate the pace of change and create competitive advantage.”

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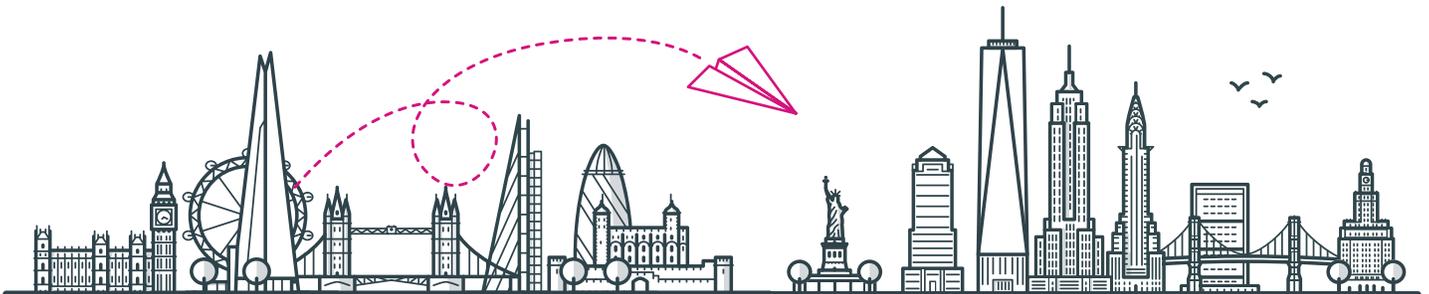
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ABOUT STOTT & MAY.

Founded in 2009 Stott and May are a professional search firm with a passion for helping leaders achieve complete confidence that they have hired the right talent, first time in fiercely competitive markets. We believe you should never have to make the choice between quality of candidate and time to hire.

As a result, our business has been founded on the principle of offering a premier standard of search service delivered in vastly accelerated timescales, that our competition simply cannot match. Because after all this is about more than just recruitment, it's about turning your business vision into reality.



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