



# Utilities

## Practice Overview





navigate.

## HAVE YOU GOT ACCESS TO THE BRIGHTEST TALENT

The utilities industry is going through an unprecedented amount of change and disruption. Tightening regulation, the drive to become more customer-centric and the launch of high profile programmes such as Smart Metering and Open Water are fundamentally changing the competitive landscape and creating a requirement for new and difficult to acquire skillsets within organisations. Over the years we have forged close partnerships with some of the UK's largest utility providers, helping them bridge the gap between strategy and people to effectively manage the challenges of change.

Our Utilities Practice has established itself as one of the most respected in the industry with a proven track record of being able to deliver at scale and exceed client expectations even in the most demanding of circumstances. It's not unusual for our clients to require exceptionally large volumes of roles to be filled in highly aggressive timeframes where other recruiters may fall short.

## HOW WILL YOU KNOW WHEN YOU NEED US?

1. Briefs to internal or external recruitment partners are getting lost in translation.
2. Too much time and money is being spent sourcing for niche skills.
3. Key metrics like CV to interview and interview to offer rate are sub-optimal.
4. Major initiatives drive a requirement to fill a large number of roles in short timeframes.
5. Requirement to understand market information such as salary benchmarks.
6. Desire to improve recruitment processes to drive predictability of result.

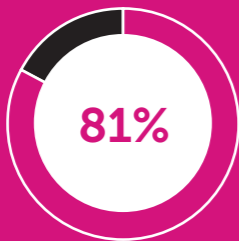
execute.

## RECENTLY COMPLETED PROJECTS

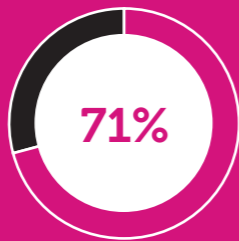
To give you a sense of the types of assignments we engage in here's just a few of the roles we have recently filled:

Technology Architect	Development Manager	Software Programmer
Project Manager	Business Analyst	PMO
Systems Administrator	Network Security	Security Engineer
Test Analyst	Infrastructure Engineer	Application Support

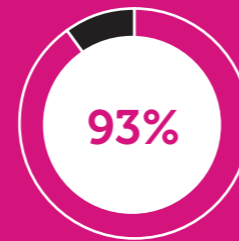
## OUR CREDENTIALS IN UTILITIES



CV to interview rate



Interview to placement rate



Offer acceptance rate



Success rate in delivering 3 CV's within 24 hours

“The Stott & May team have been a breath of fresh air; they listen to our requirements, understand our needs, provide high quality candidates in a timely fashion, work very quickly to resolve any difficulties and are patient with our internal process. As a result, our placements have continued to grow and are now in excess of 150 contractors.”

- Smart Metering Program Director, CGI

enable.

## FINDING THE SMART PEOPLE TO DRIVE SMART METERING

**The roll out of Smart Metering is the biggest national infrastructure project of our generation aimed at delivering a solution to the long term challenges we face in the provision of affordable, secure and sustainable energy.**

Stott and May are already playing a significant role in the delivery of technology professionals to support the Smart Metering Programme. We have seen a client engagement that started out with the need for a single Java Developer grow into a strategic partnership that has led to the recruitment of over 150 high quality IT professionals to date to support this major initiative for change.

## OPENING UP OPPORTUNITIES FOR OPEN WATER

**From April 2017 non-household water consumers in England will be able to choose their retailer for the first time, it's called the 'Open Water' programme. The introduction of competition in the non-domestic market in England will be one of the most historic moments in the water industry since privatisation 30 years ago, and aims to drive down prices and improve customer service.**

Stott and May are working closely with water incumbents, operators and consulting partners to source the talent that can drive significant improvements to core IT systems and all customer facing applications from registration through to switching and settlements between wholesalers and retailers. We are helping to put the people in place so that are clients are ready for change.

# deliver.

## WHAT DO OUR CLIENTS SAY ABOUT US?

"I have been working with Stott and May for 18 months as a strategic partner for the hiring of contract and interim staff within the IT department. The environment we are operating in means we need a very select skill set, quickly and within tight budgets – Stott and May's understanding of our culture and needs ensure that they deliver 1st class contractors within exceptional timeframes – typically 24 hours from briefing. We wouldn't be able to deliver the volume and scale of projects within the timeframes without the staff Stott and May have provided, and with that I would have no reservations in using them in the future."

- IT Business Enhancement Leader, Affinity Water



"Having very specific requirements for recruiting within a challenging and non-traditional industry it was essential that the candidates fitted the role, the team and the culture. Stott & May have made the process exceptionally easy for me by ensuring they understood the dynamics of the team and work environment as well as the required skills and experience. They definitely do not subscribe to a 'one job title fits all roles' approach and for that I am extremely grateful!"

- Head of IS



# partner.

## MEET THE KEY PEOPLE.

It's our passion for delivery coupled with over 60 years of combined team experience in providing first class technology professionals that sets us apart. Here are the key people that will help turn your business vision into reality.



**Paul Wakeman**  
Managing Director

Paul has more than fifteen years' experience in leadership and sales within enterprise software and recruitment industries. He began his career as a Software Development specialist for a well-known recruitment group. In 2005, Paul co-founded his own company, which allowed him to expand his ideas and offer an outstanding professional client management service. He sold his interests and joined Stott and May in 2014. Paul leads the delivery of all our Utilities accounts.



**Annette Smith**  
Associate Director

Annette has gained 16 years of invaluable experience in recruitment and boasts an in-depth knowledge of a host of diverse clients. In her current role as Stott and May's Associate Director of Client Services, she uses her expertise to establish unique relationships with corporations within the technology, utilities and finance sectors. Annette is passionate about the utilities market and sees it as a key area for growth. Her ability and skill to adjust to the unique demands and expectations of her clients is a major factor of her success.



**Joshua Springer**  
Client Services Manager

Joshua has over 6 years' experience in client account management, coming from a technical recruitment background where he specialised in Software Development and Architecture. Operating in our client services practice specialising in utilities, he understands there are various nuances to every business and every recruitment process and is focused on being consultative when offering effective solutions.

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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.



# Stott and May

Professional Search Limited