



# We deliver talent

Take a look inside our business

**Stott and May**

# Welcome from the 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 Greenville. We've collectively delivered high double digit growth year on year and now create annual revenues exceeding £48 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.



**Stephen Stott**  
CEO



## Stott and May

## 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.



# What does it mean to be a Stotter?

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. Coming up with those values was a process we called **Stottercise**. It's a bit like exercise but not as challenging as it comes naturally to every Stotter.



## 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 'slopey 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.

stott





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

Discover more.  
Contact us at [recruitment@stottandmay.com](mailto:recruitment@stottandmay.com)

**Stott and May**