



A GUIDE TO OUR SERVICES

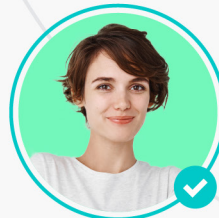
Talent **solutions** tailored for you

stottandmay.com



✓ Applied

Security
Engineer

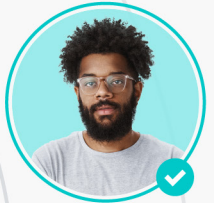


✓ Applied

Software
Engineer



Vision 	Values 	Mission & Purpose
Staff Testimonials 	5 Reasons to Join 	Benefits



✓

Enterprise
Account Exec



Job advert optimized

New Opportunity



Apply now

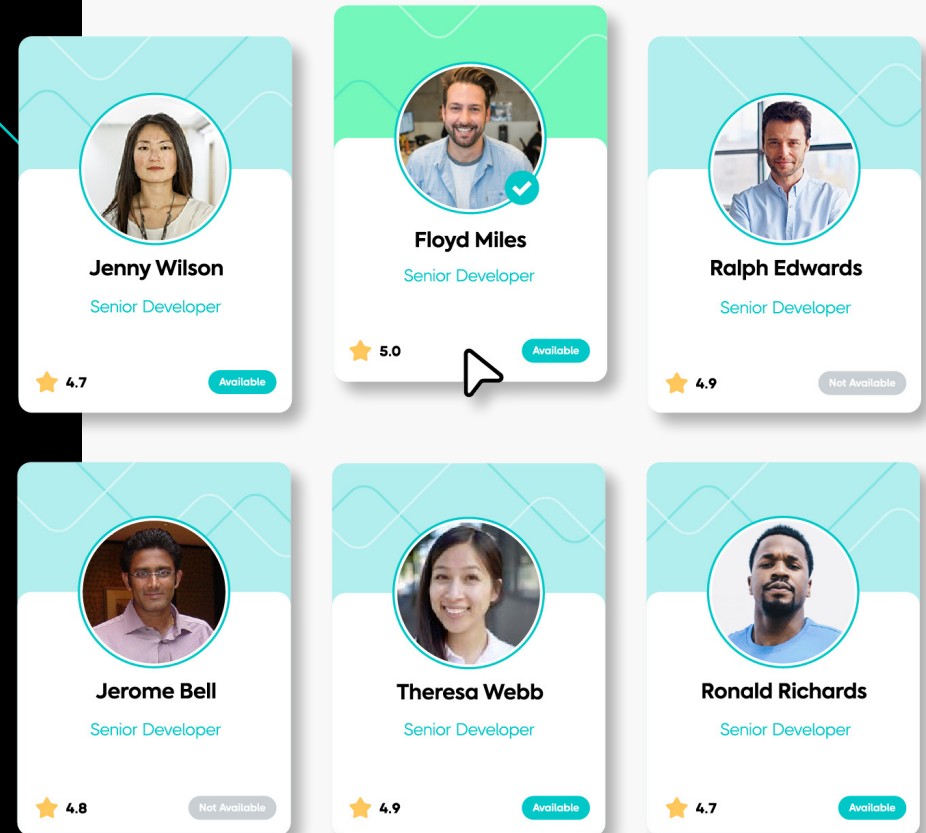
Who are Stott and May?

We are a talent solutions firm that help growing businesses find the right candidates, first time, in fiercely competitive technology markets. We are founded on the firm belief that you should never have to make the compromise between quality of candidate and time-to-hire.

It's about helping our partners manage their talent requirements, from key individual permanent and contract hires, to building teams at pace, offering all the specialist knowledge of a boutique agency but with the added benefit of scale.

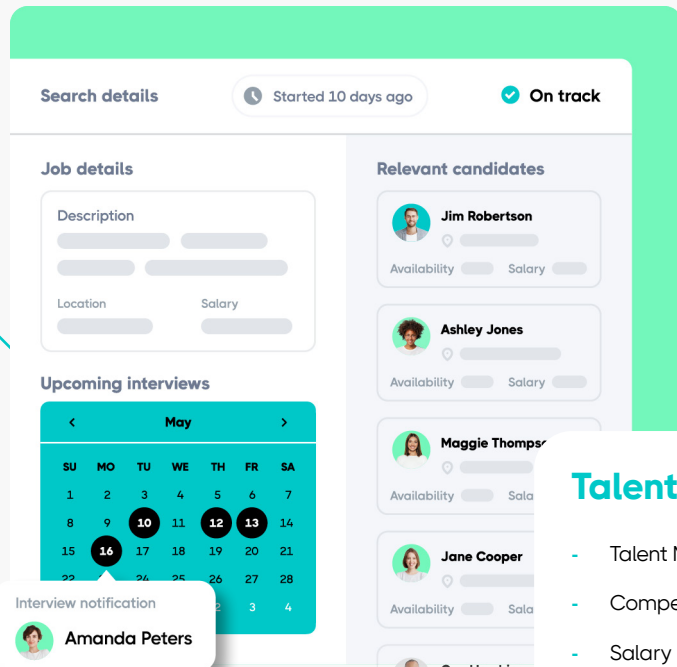
We achieve this by creating a range of tailored, feature rich and scalable talent solutions that align tightly to your unique business challenges

We're here to add more value than your existing talent partners by adding the best combination of features into your recruitment processes. In this document we'll show you how we can make that possible.



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Features at a glance



Best practice recruitment features — all in one place

Stott and May offer a complete set of recruitment solutions with all of the features you'll need to acquire top talent in accelerated timescales. Whether you want to access passive candidates in niche technology markets, ensure your salary benchmarking is on point, promote your employer brand so that you stand out from the crowd, or improve processes to attract more diverse talent - we can add value as an extended member of your team.

Stop wasting time, energy, and budget on recruitment campaigns that miss the mark. Hire the smart way, targeting the right candidates, in the right places, with the right messages.

Talent Acquisition

- Talent Mapping
- Competitor Analysis
- Salary Benchmarking
- Specialist Resourcing Teams
- Candidate Screening
- Project MI & Reporting
- Candidate Care Scheme
- Options for Onsite Support

Employer Branding

- Candidate Briefing Packs
- Featured Employer Microsites
- Bespoke Candidate Community Events
- Social Media Campaigns
- Targeted Digital Outreach
- Co-Marketing Assets

Diversity & Inclusion

- Diversity & Inclusion
- Focus Setting Workshop
- Inclusive Job Advert Design
- Partner Community/Job Board Access
- Optimised Search Phrases
- Access to pre-built D&I Community
- Blind Shortlist Presentations
- Interview Process Guidance

Talent acquisition features

Grow with confidence

Create best in class recruitment processes that deliver an extra level of predictability to your search. Navigate competitive, niche technology skills markets with the right tools and resources to hire top talent. Our comprehensive range of features, covering the end-to-end recruitment lifecycle, make Stott and May a partner that you can depend on no matter where you are on your growth journey.

✔ Talent Mapping

Understand and interpret the availability of desired skillsets. Highlight geographic trends and access pre-built talent pools.

✔ Competitor Analysis

Target named competitors to acquire specialist talent. Get candidate feedback on where you sit in the market and develop strategies to compete more effectively.

✔ Project MI, Reporting & KPI's

Get access to a range of reporting and MI deliverables based on pre-defined project targets.

✔ Salary Benchmarking

Ensure compensation levels are competitive in candidate driven markets. Budget effectively and attract the desired level of applicants.

✔ Specialist Resourcing Teams

Work with consultants that truly understand your requirements. Access resourcing teams with high levels of domain experience and market knowledge.

✔ Candidate Screening

Ensure every candidate has been pre-screened against the brief to dramatically improve interview to offer rates and create efficiencies through time.

✔ Bespoke Candidate Care Scheme

Build bespoke candidate care surveys to create real data to support real recruitment process improvement.

Employer branding features

Make 'standing out' part of the process

We help growing businesses reach their ideal candidate profiles, engage effectively, and make meaningful hires. Working as an extended member of your team, we'll help you promote your roles and brand in a way that helps you stand out from the crowd. So often, internal talent acquisition campaigns take a back seat to external customer marketing. It doesn't have to be that way. We'll keep you on brand.

✓ Candidate Briefing Packs

Articulate your unique brand story, purpose, employee value proposition, and role requirements. Show candidates potential career paths and success stories.

✓ Bespoke Candidate Events

Co-host digital and physical events as part of the candidate acquisition process. Attract talent from our existing communities by sharing key projects and initiatives.

✓ Targeted Digital Outreach

Get the benefit of your own outsourced marketing team to promote your vacancy, across a range of tactics, specifically targeting candidates that meet your desired profile.

✓ Featured Employer Microsite

Drive increased candidate engagement from beautifully designed microsites, that showcase what makes you great. Create a central point of candidate conversion at scale.

✓ Social Media Campaigns

Leverage our digital presence and platforms to promote your vacancy. Build more social engagement and ensure the vacancy is seen in all the right places.

Diversity recruitment features

✓ Focus Setting Workshop

Refine your goals around diversity and inclusion and assess the current state of play in your business to inform the search.

✓ Diversity Sourcing Search Phrases

Our resourcing team use best practice search strings and phrases to actively headhunt for positive action.

✓ Blind Shortlist Presentation

Remove unconscious bias across the hiring manager community by reviewing shortlisted candidates on the qualities that are relevant to the brief.

Different drives better

The benefits of building diverse teams are well understood. A diverse workforce is more productive, more secure and more reflective of end-user customer communities. There's even a direct link between diversity and profitability. But while we all know that diversity and inclusion is important, businesses are less clear on how to optimise their recruitment processes to make sustained progress.

✓ Diversity Friendly Job Ad Design

Leverage AI technology to remove gender bias from job ads to drive a higher response rate from targeted groups.

✓ Targeted Community Engagement

Explore untapped groups promoting your vacancy across our partner communities where diverse talent engages.

✓ Interview Process Guidance

Build an objective and engaging interview process with consideration for accessibility and special requirements.

Talent solutions tailored for you

Your ideal talent team on-demand

Scale and customise your talent acquisition capabilities as you grow. Reduce time-to-hire and build positive, lasting relationships with the candidate community. We are here to help you grow better, by providing recruitment features that matter to you. Allowing you to continue on the journey to winning more business, protecting your most important assets and reaching the next stage of your digital transformation - with confidence. Take back control of recruitment, and start customising your talent solution.

Talent Finder

IDEAL FOR ONE-OFF
TACTICAL HIRES

- Talent Mapping
- Salary Benchmarking
- Specialist Resourcing Teams
- Candidate Screening
- Project Reporting & KPI's
- Clearly defined success plan

Talent Finder +

IDEAL FOR STRATEGIC,
MID-SENIOR OR NICHE HIRES

Everything in Talent Finder



- Competitor Analysis
- Candidate Briefing Pack
- Social Media Campaigns
- Enhanced Reporting & MI
- Candidate Shortlist & Recommendations Pack
- Optional Diversity Recruitment Add-ons

Team Builder Project

IDEAL FOR 8-30 HIRES
OVER 12 MONTHS

Everything in Talent Finder +



- Featured Employer Microsite
- Targeted Digital Outreach
- Bespoke Candidate Event
- Bespoke Candidate Care Scheme

Team Builder Programme

IDEAL FOR 30+ HIRES
OVER 12 MONTHS

Everything in Team Builder Project

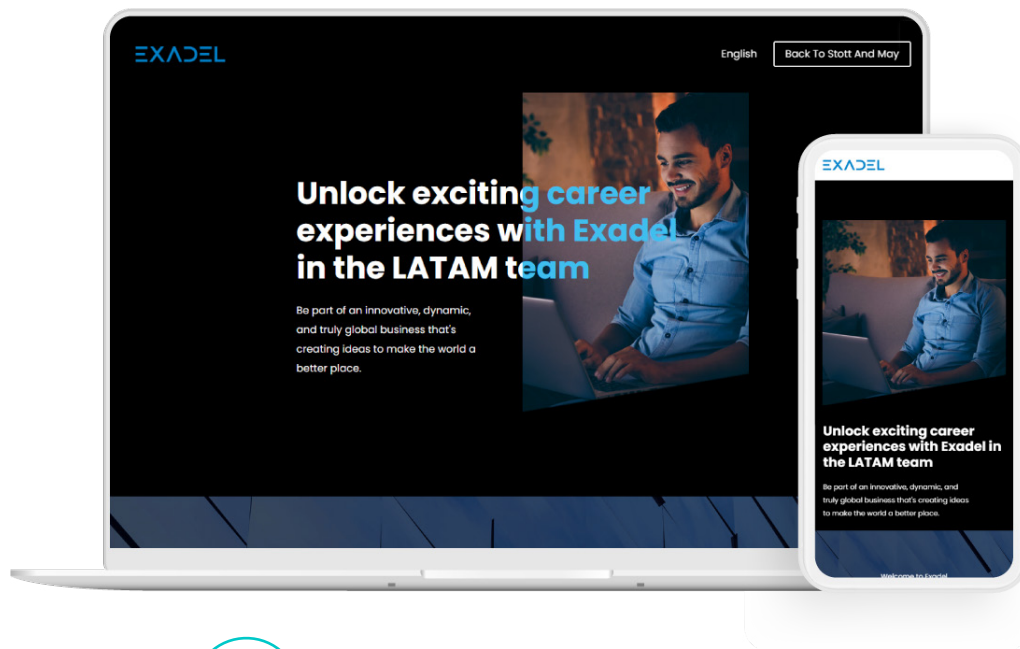


- Onsite Support
- Tiered Vendor Management
- 2x Candidate Events Per Annum

Our Market Specialisms

Cyber Security
Privacy
Technology Sales
Data & Analytics
Software Engineering
ERP & CRM
Business Change & Transformation
eCommerce

Talent Solution Services **in action**



Exadel Team Builder Project

Exadel needed to establish a new delivery hub in the LATAM region as part of their continued geographic expansion. Stott and May were exclusively tasked to resource the project with a goal of making 50 hires over a 6-month period. The campaign targeted Software Developers, Delivery Managers, Business Analysts and DevOps professionals across Mexico, Colombia, and Argentina.

Top of the funnel metrics

6,408

Microsite views

484,000

Facebook impressions

174,000

Google adwords impressions

154,990

Organic LinkedIn impressions

10,000+

Video views

2.6 min

Average time on page

Bottom of the funnel metrics

380

Candidates sent

355

First interviews

285

Second interviews

130

Technical interviews

81

Number of offers made

62

Placements made

Examples of our work

CANDIDATE BRIEFING PACKS

FEATURED EMPLOYER MICROSITES

See more examples of our work

[Take me there](#) ➤



About Stott and 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