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Welcome to PCR, a different style of recruitment!

We are a leading Digital Media and Broadcast technology recruitment consultancy. We have specialist teams servicing both contract and permanent requirements. No other UK agency commits the people, time or effort to this sector as we do.



PCR is not a typical recruitment consultancy, and we don't want you to have a 'typical' recruitment experience. We want you to find, not just any job, or any candidate, but the job, or candidate that suits you or your company best.

Whatever your motivation for contacting us, you will be treated to a level of service second to none in the industry. Existing clients will testify to this with pleasure.

We're not just a supplier, we're a partner in our clients' businesses, working with them on their business plans so we can plan to provide them with the right people at exactly the right time. Working closely like this has led us to develop specialist facilities such as our industry leading Showcase service, proactively looking for talent in the areas of highest industry demand.

Our expertise may be industry specific, but the types and levels of roles we recruit for are as broad as our clients' requirements. During 2006 we placed people in job categories such as:

- webmasters, client side developers, java developers, accessibility specialists, flash design experts, information architects
- business systems analysts, project managers, technology managers, business development managers, product managers
- software engineers, systems engineers, broadcast engineers
- IPTV and VOD delivery platform managers, trials managers, solutions architects, managers
- operations support, ingest operations, systems support.



During 2006 we invested heavily in state of the art IT systems and leading industry search technology to ensure our consultants' skills and abilities are complemented by the best automated tools in the industry. In 2007, as well as rolling out our online Showcase profiling the best candidates available in key skills areas, such as web development and project management, we will be introducing client-specific extranets to further improve our service and interactive relationships with all our clients.

Recruitment Facts and Figures – minus the Flannel

One of the most difficult things for most companies to work out is if they are getting real value for money from their recruitment company. There are lots of measures to use in trying to get a picture; some examples might be:

- (a) which agency delivers the most CVs for each job (can be measured by number, weight, or height of pile on your desk....)
- (b) which agency will work for the lowest fees (can often be measured in a direct relationship to the length of time it takes to find out your competitors actually are getting all the best candidates before you because they pay more....)
- (c) which agency annoys you with the most phone calls asking randomly for new business with no idea of where in the staff planning cycle you are
- (d) which agency delivers you a small selection of candidates at precisely the right time, all pre-screened and referenced, all right for the role and your team, all fully briefed about the opportunity and career prospects – in fact gives you the pleasure of taking the final decisions in the selection process rather than labouring with them all the way through it. A service provided at a fair rate for doing a great job.

At PCR we are delighted to say we fall into the final category of measurement. We're transparent with our clients about how well we are doing – providing regular service level reports to them, and holding regular account review meetings with the key HR and business managers – not just as an opportunity to review history, but as an active planning exercise to make sure we never fall into category (c) above.



And just to prove we're not flannelling, the actual facts speak for themselves. We placed 26 people from 31 jobs in one division of a key media client last year – That's 84% productivity!

No. of Placed Jobs	1.26 CVs to interview
26/31	4.08 Interviews to placement

No. of Placed Jobs	3.2 CVs to interview
60/66	2.7 Interviews to placement

These really are the sorts of service levels we achieve working with clients who really want the sort of service we provide. We could shovel CVs with the best of them – but who really wants that sort of service in today's manic work environment? At PCR we feel we're at an advantage because our directors have been in your shoes, so understand the benefit of working with a consultancy who understands their time pressures as well as their staffing needs. So we won't hassle you, we'll be there when you need us, and we guarantee to do a great job!



switched on staffing solutions

Recruitment 2.0:// Altogether Better

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