

| Ellis Recruitment Group .



EXPERTS IN WORLDWIDE NICHE IT RECRUITMENT

Award-winning market leaders,
we have been connecting ***outstanding*** IT specialists
with ***prestigious clients*** since 1999.

INTRODUCTION

The Ellis Recruitment Group is a global leader in staffing for IT professionals. With over 250 people globally, across eight countries, the Ellis Recruitment Group is a major force in IT recruitment.

Since 1999, our niche market offering has offered a seamless service to clients looking to engage candidates and candidates looking for their next assignment.

We've worked hard to build our network of talented, driven individuals. Day after day, they place highly skilled people in the most rewarding roles within prestigious global organisations. Through a culture of high-quality outcomes and continual innovation, we are already a market leader in the sector. Our company mission is simple: to make The Ellis Recruitment Group a global first choice for enterprises.

It's an ambitious target, but we have the talent and know-how to get there, and we are already one of the most respected names in the industry.

The Ellis Recruitment Group's four brands are aligned to specific industry areas. These range from established technologies and applications, such as Oracle and Microsoft, through to next-generation cloud solutions like Salesforce.

Jason Howlett, CEO

OUR KEY PERSONNEL



Jason Howlett
CEO



Reg Thakrar
CFO



Rory Dwyer
CIO



Sean Flynn
Group Brands Sales Director



Mark Thomas
Group Corporate Sales Director



OUR VALUES

Everything at The Ellis recruitment Group starts with our core values:



- **Understanding Needs.**
We will ensure that our team has a detailed understanding of employers' and candidates' needs.
- **Rapid, Reliable Response.**
We will offer our clients vetted, qualified candidates when and where they are needed.
- **Unmatched Customer Service.**
We will deliver the best customer service, bar none.
- **Continual innovation.**
We will continually strive to improve our service and adapt to the ever-changing industry.

More than anything, it's our commitment to these values that has fuelled our growth. Clients know that they can trust us to deliver the candidates they need, allowing us to forge lasting relationships.

“

[You] demonstrated top tier service, excellent communication & stakeholder management during March/April 2020 which was arguably one of the most challenging times we've all seen...

”

Leigh Wilson



OUR CLIENTS

We have worked with close to 500 different organisations.

Our clients span many different sectors and include dozens of well-known names.

Selected clients include:

COBHAM

T.K. MAXX

HSBC

Deloitte.

THE UNIVERSITY of EDINBURGH

IR
Ingersoll Rand

wood.

OUR BRANDS

To better serve our clients and candidates, The Ellis Recruitment Group operates through four synergistic brands. Each aligns with specific technology areas.

Two of these brands supply clients with Oracle specialists: Oracle Contractors recruits experts for contract needs, whereas Talenterprize provides candidates for permanent positions. Our third brand, Prodapta, locates Microsoft specialists. Finally, the Intagralis team focuses on finding prized talent - this time in the Salesforce ecosystem - for your company.

“ The Oracle Contractors team goes above and beyond and most notably; really understand the industry, the product and the future of Oracle’s product range... ”

Okari Roberts

| Ellis Recruitment Group .

| Oracle Contractors . | Talenterprize . | Prodapta . | Intagralis .



Oracle contract recruitment.

Our most well-known brand with a fantastic record in supplying Oracle specialists to prestigious organisations. The company won the coveted 2019 Recruitment Investing in Talent Award for Best Contractor Care

Website: www.oraclecontractors.com

INDUSTRY AND STAKEHOLDER RECOGNITION

It's really gratifying when our efforts are recognised by industry experts. We're also delighted to receive overwhelmingly positive feedback from our clients and candidates.



Best Recruitment Team of the Year 2019

Awarded Highly Commended status in a tightly competitive category.



Best Contractor Care 2019

"Oracle Contractors have a very thorough and personalised approach to contractor care."
- RITA Judging Panel



Recruitment Team of the Year

Oracle permanent recruitment.

Talenterprize match the best and brightest Oracle permanent candidates to clients across the globe.

Website: www.talenterprize.com



Best Recruitment Team of the Year 2019

Awarded Highly Commended status in a tightly competitive category.

“

If you get the chance to work with Talenterprize then you will appreciate their professionalism, expertise and personal approach...

”

Neil Barrett

Microsoft recruitment.

Prodapta is our global IT recruitment business which specialises in sourcing expertise for enterprises in the Microsoft space.

Website: www.prodapta.com



Best Recruitment Team of the Year 2019

Awarded Highly Commended status in a tightly competitive category.

Salesforce recruitment

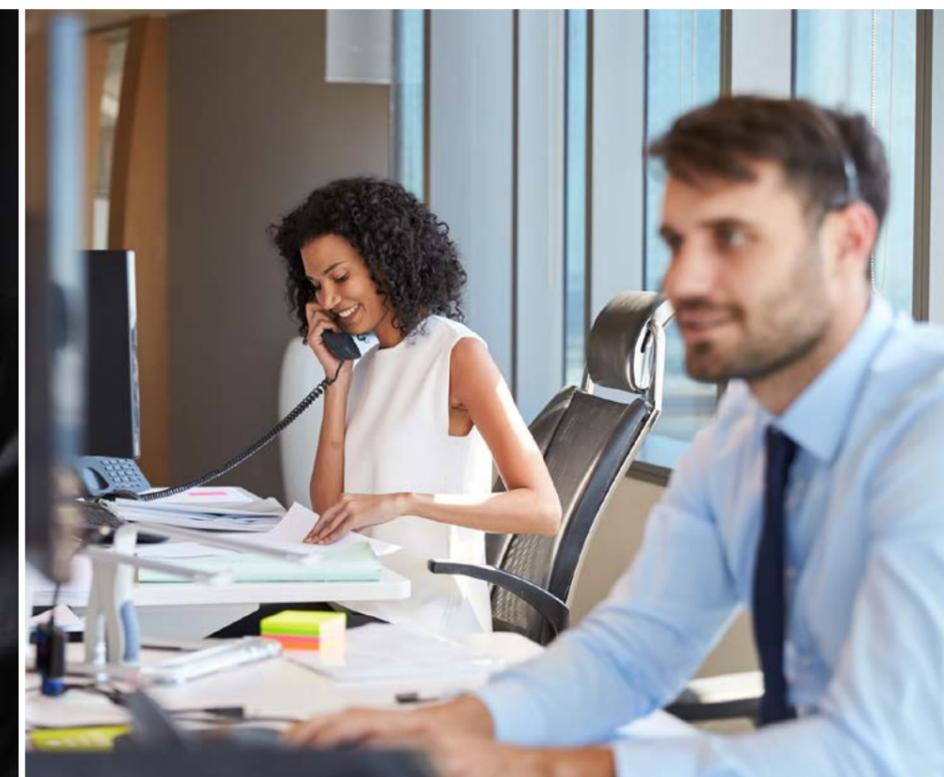
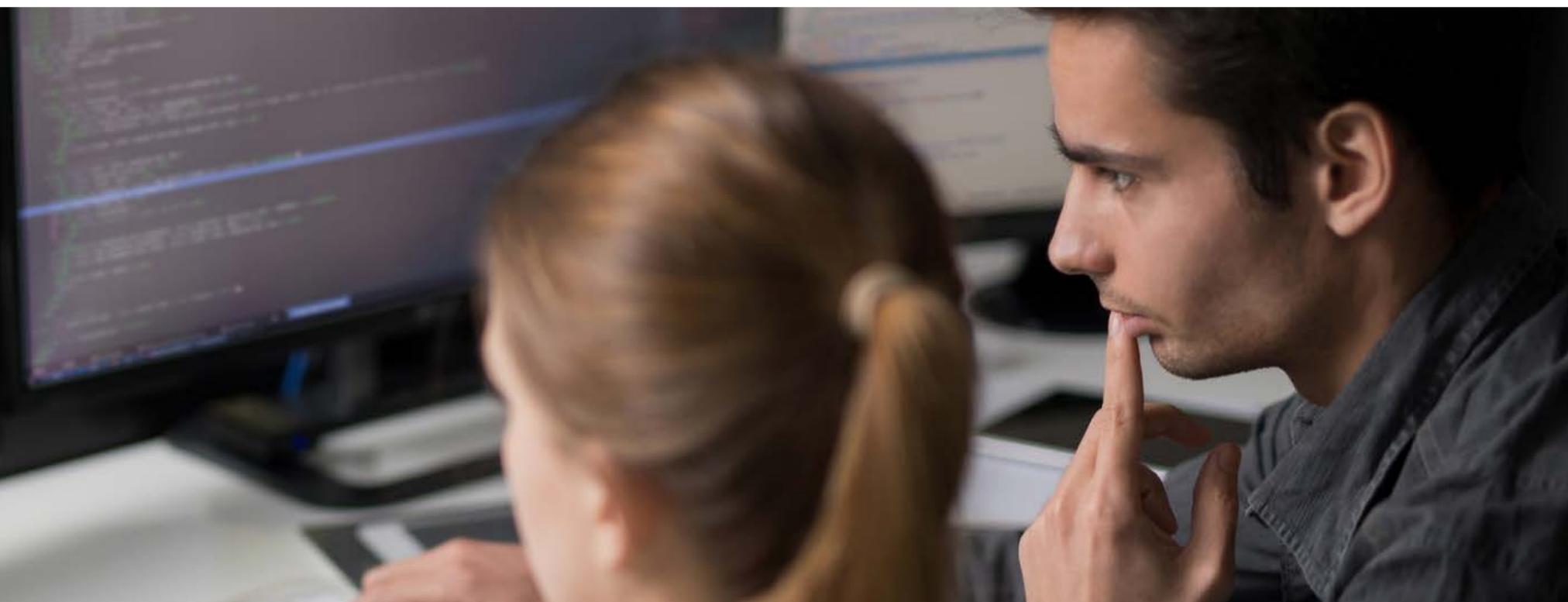
Integralis specialises in the Salesforce ecosystem. With a worldwide reach, our Integralis team has a deep understanding of both client and candidate needs.

Website: www.integralis.com



Best Recruitment Team of the Year 2019

Awarded Highly Commended status in a tightly competitive category.



GLOBAL AND WEB PRESENCE

With offices located across eight countries, The Ellis Recruitment Group operates a 24 hour, 7 days a week service, with calls handled in English, Italian, Spanish, French, German and Dutch.

For our clients, that means we can deliver a follow-the-sun service, meeting their needs wherever they are.

For our candidates, it offers wonderful opportunities to work across the EMEA, Americas and AsiaPac markets!

Our brand websites reflect this global presence. Each is available in English, Italian, Spanish, French, German and Dutch. This radically increases the pool of IT talent that we can draw upon.

Each site has full job advertising and allows users to search current roles, register as a candidate, submit a role and request our terms of business.



U.S.A.
Houston

U.K.
Richmond, Horsham
and Ashford

Ireland
Dublin

Spain
Barcelona

The Netherlands
Amsterdam

Germany
Berlin

Belgium
Brussels

Australia
Sydney

OUR PROCESS

The Ellis Recruitment Group doesn't believe in hit-and-miss.

Before any candidates reach our clients, we've already ensured their suitability through a rigorous screening process.

Here's how it works:

- 1 Assessing your needs.** As a new client, a member of our team will contact you for a detailed discussion of your needs.
- 2 Recruitment.** Our team start searching for suitable specialists. With a deep talent pool to draw on, we may already know the right candidate.
- 3 Screening & Briefing.** We ensure that the candidates we find are fully screened and briefed.
- 4 Delivery.** Within 24 hours, we aim to have presented you with three suitable candidates.
- 5 Ongoing support.** Of course, we will want to know how things are working out with your candidates and how we can support you further.
- 6 Long-term relationship.** If we've done our job right, we hope this will be the start of a long-term relationship between your enterprise and The Ellis Recruitment Group.

“ Recruitment can be a difficult task at the best of times, however, the team at Prodapta have been able to understand the type of individuals we feel make a great team and adjust quickly to our changing requirements to enable us to find the right candidates time and time again. ”

Marc McGurk - Project Manager at Project (EU) Ltd



INNOVATION AND INDUSTRY ENGAGEMENT

In the ever-changing world of IT recruitment, it's the innovators that stay ahead.

The Ellis Recruitment Group understands this and we're always looking for ways to anticipate, understand and respond to current trends.

We also believe that sharing our efforts helps everyone: clients, candidates and our own company.

Recent examples include:

Our 2019 Salary Survey.

A comprehensive survey carried out to better understand the current state of play from a contractor point of view. This has helped us to better serve clients and contractors.

www.oraclecontractors.com/remuneration-survey-2020

IR35 Days of Future Past.

Based on original research and written by industry experts, we believe this is the definitive practical guide to IR35 regulations in the UK.

www.ellisgroup.com/ir35-days-of-future-past

IR35 Comparative Calculator.

A proprietary web-based calculator that allows stakeholders to comprehensively compare the financial consequences of working 'Inside and Outside IR35.'

www.ellisgroup.com/ir35-comparative-calculator

COUNTRY-SPECIFIC COMPLIANCE

Compliance with the relevant laws of the land is a crucial, but often neglected aspect of recruitment. Failure to understand or abide by country-specific laws can cause issues for clients, candidates and recruitment agencies.

As a global organisation, The Ellis Recruitment Group takes its responsibilities regarding country-specific compliance very seriously.

We work collaboratively with legal teams and specialist providers in each country to ensure our clients, contractors and permanent candidates make legally compliant arrangements that are appropriate for their region.

This means that we can help candidates and clients navigate a morass of local requirements, including:

- Working practices e.g. IR35 legislation in the UK.
- Local income & social security taxation.
- VISA /Work Permit requirements.
- Local reporting legislation.
- Company registration for non-domiciled companies and individuals.
- For contractors, appropriate levels of Professional Indemnity Insurance.

In each case, our local knowledge means we understand the nuances of contract law and employment business legislation for that region.

CONTACT

If you would like to know more about The Ellis Recruitment Group, including our current job opportunities, please don't hesitate to get in touch.

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Brands

www.oraclecontractors.com

www.prodapta.com

www.integralis.com

www.talenterprize.com

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