



GCS

GCS COMPUTER RECRUITMENT SERVICES

we stand out



C O M P A N Y P R O F I L E

R E A D I N G • L O N D O N • P A R I S

SPECIALIST SUPPLIER OF INFORMATION TECHNOLOGY PERSONNEL

www.gcsLtd.com



GCS COMPUTER RECRUITMENT SERVICES

INTRODUCTION

GCS are a privately owned specialist IT recruitment consultancy. We provide all areas of the commercial and technical computer industry with high-quality permanent and contract IT personnel.

Formed in 1989, GCS have grown consistently, principally by reputation and referral. Our head office is situated in Reading in the heart of the UK's 'Silicon Valley', our European office is located close to the Champs-Élysées in Paris and our London office is ideally situated in Holborn.

Our reputation for providing exceptional levels of customer service is founded on our vision to be not only the most successful independent recruitment firm but also the most respected. We ensure that all of our customers are treated with integrity, courtesy and honesty.

GCS have made a large investment in our own information technology – our in-house developed search and selection system is recognised as being the best system in our marketplace and our fully interactive website offers our customers a 'best of both worlds' recruitment solution. We have also invested in sophisticated and reliable back office and accounting software. This infrastructure provides the basis for our Quality Management system for which we have been awarded the ISO9002 European Quality standard.

GCS also recognise that our staff are the key to achieving exceptional customer satisfaction. We pride ourselves on training and developing extremely talented staff and all of our recruitment consultants specialise within clearly defined vertical markets. GCS have also been awarded the prestigious Investors in People award, principally for our Master-class training programme. The benefit of this programme is clear, GCS is producing business focused individuals who appreciate the importance of developing long term relationships with our customers.

I hope that after reading this profile, you will contact GCS and join an ever-growing band of individuals and organisations who have found out for themselves that GCS really does **Stand Out**.

We look forward to speaking to you soon.

A handwritten signature in black ink that reads 'Chris Bartlett'. The signature is fluid and cursive, with a long horizontal stroke at the end.

Chris Bartlett
DIRECTOR

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THE BUSINESS

GCS have grown consistently over the past few years and have evolved into an extremely well run and well-regulated business structure. We are proud to have achieved both the ISO9002 and Investors in People standards well within our project time scales. GCS is now audited regularly by both of these organisations which ensures that our quality management systems remain effective and efficient. GCS are members of both the REC (Recruitment and Employment Confederation) and ATSCo (Association of Technology Staffing Companies), principally so that our opinions on our industry in terms of legislation and regulation have an arena in which to be heard.

www.atsco.org

www.rec.co.uk

QUALITY / ISO9002

GCS have always fully embraced the concept of quality and have striven to ensure that all of our employees whether Directors, Management or Administration and Support personnel are fully compliant with all of its procedures and processes in order that they can provide exceptional customer service. We successfully achieved the ISO9002 European quality standard for service industry during March 1999.

INVESTORS IN PEOPLE

GCS were awarded the Investors in People accreditation in February 2001. We attained the award by clearly demonstrating that we are an organisation that is fully committed to the structured development of all of our employees. Everyone can then see how their individual contribution and achievements help the company to reach our objectives.

The independent assessor working with GCS said at the time that he was very impressed to see a company achieve the standard in such a short space of time. *"If I could bottle and sell what you have here at GCS, I would be a very rich man"* was his parting statement to our IIP Project Manager and Personnel officer, Fiona James.



CERTIFICATE NO. 10172



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FINANCIAL

In an industry renowned for transience, GCS are remarkably secure. Since our inception, GCS have grown consistently and our level of growth for the trading period 1996 - 2000 led to GCS being featured in the 2001 Sunday Times Virgin Atlantic Fast Track 100 list. The figures below show our performance in terms of revenue generated over the past few years. Our company year-end is April 30th.

	95/96 <i>(Audited)</i>	96/97 <i>(Audited)</i>	97/98 <i>(Audited)</i>	98/99 <i>(Audited)</i>	99/00 <i>(Audited)</i>	00/01 <i>(Audited)</i>	01/02 <i>(Due)</i>	02/03 <i>(Projected)</i>
Turnover EM	1.4	2.2	4.8	8.0	12.0	15.4	16.0	19.0

PERSONNEL

GCS have always recognised that our staff are the key to retaining loyal customers. We are proud of everyone who is part of GCS and we train and develop them to achieve the highest possible standards in every aspect of our business.

Our sales team is comprised of Managers, Recruitment Consultants and sales support staff and we have developed a unique structured training programme called the GCS Master-class programme. This programme ensures that we constantly train and develop people to reach their full potential. All of our new recruits attend a series of training classes presented by Senior Consultants, Managers or Directors and must pass an assessment after six months in order to progress further within our company. This programme has helped GCS to achieve an unusually low rate of staff turnover compared to others in our industry. This retention of staff guarantees that our customers develop long-term relationships with individual recruitment consultants who grow to closely understand their needs. All of our consultants are graduate calibre and become specialists in their particular IT sector.

Our administration and accounts team also receive extensive training and development, both internally and externally. We provide financial support for all of our support staff to extend their skills and knowledge further. Our accounts staff attend the Association of Accounting Technicians (AAT) course and once they have passed this three-year course we fund further study via CIMA or ACCA. Our senior administrators are all funded to study a particular aspect of our business e.g. personnel matters or IS9002 auditing etc.

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FACILITIES

Our head office is situated in a modern building in the centre of Reading. This new building is ideally placed in the heart of the Thames Valley, with fast road and rail links to all areas of the country. It provides a professional and relaxed environment for interviews and client meetings.

Our London office is situated in an extensively refurbished Georgian office suite in Holborn. This location affords easy access to the both the West End/Mid town and City/Docklands business regions. Closest tube stations are Chancery Lane and Holborn.

Our French office is situated centrally in Paris, close to the Champs-Élysées and also offers a very professional environment where both client and candidate meetings and presentations can take place.

SERVICES PROVIDED

All three offices provide permanent and contract recruitment solutions and in each office our recruitment teams are organised by vertical market in order that we can offer a recruitment consultant with specialist knowledge for each vacancy that we handle.

GCS has a enviable track record in providing specialist recruitment solutions in the following areas:

PROJECT MANAGEMENT

APPLICATIONS DEVELOPMENT

MAINFRAME / MIDRANGE SUPPORT & DEVELOPMENT

RDBMS

PC / NETWORK SUPPORT

ENGINEERING

WEB DEVELOPMENT / INTERNET

TELECOMMUNICATIONS / COMMUNICATIONS (GSM, CISCO, SDH)

IT SALES & MARKETING

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FRONT OFFICE INFORMATION SYSTEMS

Any organisation handling large volumes of customer data needs an efficient database system to manage it. GCS investigated all of the available applications in the recruitment marketplace and found that none of them had the power, flexibility and facilities needed to deliver the efficiency of service we demand for our customers. The only solution was to develop our own system. It was written after detailed consultation with our customers and user base, using Delphi / Interbase development tools.

The system has been refined and enhanced over the last 5 years and has been acclaimed by an independent analyst as "...the best client/server recruitment management system I have seen. In any database of over 40,000 contractors the key issue becomes not the size of the database but the ability to accurately search it and get fast responses. This is a very slick system."

Any system, though, is only as good as the input it receives. All customer data is coded directly by recruitment consultants who understand the technology and marketplace. This facility allows consultants to accurately match the needs of our customers with speed and efficiency. The system works seamlessly with our fully interactive Web site.

IT RECRUITMENT CONSULTANCY ON THE WEB

GCS have also developed our own fully interactive Web site in order that we can offer a 'Best of Both Worlds' recruitment solution. Our site gives our customers the speed and freedom of the Internet in addition to direct desktop links to the specialist market knowledge and expertise of our highly trained recruitment consultants. Whether you have a vacancy to register, wish to browse our candidate database or are looking for a new position www.gcsltd.com will provide you with everything that you need.

www.gcsltd.com

- **Interactive Searches** – updated on a real-time basis from our own systems, both clients and candidates can search our databases and make email enquiries direct to consultants
- **Easy client and candidate account set-up** – with 24-hour CV and vacancy download facility
- **JobMail and CandidateMail profile** – save your searches and GCS will send you daily updates of prospects that match your requirements
- **Links** – News and Views from the World of IT recruitment

The GCS Website is the Recruitment Website with the personal touch.

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I am very happy to provide you with this testimonial letter. Sendo became a customer of GCS Computer Recruitment Services during May 2000. Since that date GCS have been instrumental in finding key staff for Sendo, often at short notice. Their consultants, particularly Matt French have demonstrated a full understanding of our requirements and have handled the entire recruitment process in a polished and professional manner.

We formalised the partnership between our two companies on June 28th 2001 when we agreed to give GCS full exclusivity on our contract software engineering requirements. We undertook the decision to select GCS as our sole supplier based not only on their track record of delivering the correct solutions but also because they handled all contractual issues in a timely and efficient manner. We are also happy that all contractors supplied are paid on time and in full.

Overall GCS have been a pleasure to deal with combining a high level of professionalism with a friendly attitude.

A handwritten signature in blue ink, appearing to read 'Adam Butwilowski'.

Adam Butwilowski, *Resource Development Manager*



Ultima Business Solutions is a Reading based provider of secure, available and scalable IT infrastructure solutions. The company was founded in 1990 and now employs around 150 people. Our customers include many major corporates based in the Thames Valley and City of London.

Our association with GCS began about 5 years ago. We have always found that the GCS team could rapidly respond to our requests and provide us with candidates with the appropriate skills to get the job done. They took the time to understand our business needs and as a result invariably meet our requirements first time.

As our relationship with them has matured over the years, we now have a solid trust in GCS that they can deliver the right people to us with the minimum of effort from ourselves: they do all the work for us!

A handwritten signature in blue ink, appearing to read 'Annette Shuff'.

Annette Shuff, *HR Manager*



Brooks Automation have dealt with GCS a number of times in the past and have always found them to be highly professional and experienced company. The staff who are always helpful and courteous are extremely knowledgeable in their fields of expertise and consistently provide their service to a very high standard. GCS are a pleasure to deal with and will certainly be our agency of choice in the future.



Rebecca Somerville, *Facilities Manager*



We have recently taken on board contractors for a project that's taking place in our Region, I managed to source the relevant contractors via GCS Computer Recruitment Services. GCS realised our criteria and sent a host of CVs that were applicable for the positions that were available.

GCS were helpful and efficient in ensuring that we had quality candidates with both technical and client facing skills. Another important factor for us was that we needed contractors that were based locally and this was a reasonably easy task for GCS.

Thank you for your help.



Hiten Katbamna, *CRS Team Leader*



On several occasions Litton Marine Systems have contacted GCS asking them to locate and provide highly specialised contract staff. In some cases we gave only one day's notice – quite a challenge!

We have found GCS to be extremely reliable and professional and our requirements have been met to our complete satisfaction.



Malcolm Bruce, *European Operations Director*



GCS COMPUTER RECRUITMENT SERVICES

10 REASONS WHY YOU SHOULD CHOOSE GCS AS YOUR PREFERRED IT STAFF SUPPLIER

- 1 You will be dealing with a company that believes in delivering a high quality service. GCS are both an Investors in People and an ISO 9002 accredited company. During spring 2002 we were audited by both organisations and were praised for the effectiveness of our Quality Management system. GCS also conforms to the Data Protection Act.
- 2 You will be dealing with a Sunday Times Virgin Fast Track 100 listed company. GCS have grown rapidly principally by reputation and referral. Your competitors probably use us to find their IT staff – so should you.

Both of our Directors have extensive IT backgrounds, Martin Smith worked in hardware engineering for British Telecom and Chris Bartlett was a Production Manager for ICL. Both Chris and Martin were also extremely successful recruitment consultants and are still very much involved with the day to day running of the business ensuring that you receive a quality service from GCS.
- 3 Our in-house developed search and selection system is recognised as being one of the best recruitment systems in our marketplace. This guarantees that we can comprehensively search our database and provide you with excellent candidates in rapid time.
- 4 Our database is comprised of a vast selection of candidates, giving you greater choice and quality. We currently have more than 60,000 IT professionals, registered on our system.
- 5 Our highly acclaimed fully interactive Web-site. You can either search our database of candidates for yourself, register a vacancy that you wish to fill or set up the profile of the ideal candidate for the role and let our system do the rest. You will automatically receive details of candidates that fit your profile as we register them on our database.
- 6 You will have the full resources of GCS at your disposal. Our recruitment consultants work as a tightly knit team across all of our locations. This team effort ensures that the experience and knowledge gained from our 12 years in the industry will provide you with the candidate that you are looking for.
- 7 All of our recruitment consultants graduate through our unique Masterclass training programme. Everyone in GCS who reaches a senior level presents a training course on a specific aspect of recruitment, legislation or technology. This process ensures that you will be dealing with a recruitment consultant who is well trained and knowledgeable.
- 8 All of our recruitment consultants are specialists in their own vertical markets. They will fully understand the technical aspects of your requirements ensuring that you receive excellent candidates first time, every time.
- 9 Using GCS' services is cost effective for your organisation. It costs you nothing to try our services. You are only invoiced when a permanent candidate actually commences employment with you* or when we are in receipt of an authorised timesheet for a contract or temporary employee. You can even use GCS as a benchmark of how your own recruitment efforts are doing. Just tell us which staff you wish to recruit and then determine for yourself whether GCS does indeed 'STAND OUT'.
- 10

* We also give a 100% money back guarantee if you recruit a permanent candidate from GCS who's employment is subsequently terminated within the first four weeks of their employment for any reason other than redundancy.

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