

MARCUS DONALD PEOPLE COMPANY BROCHURE

Your global recruitment partner connecting niche
IT professionals to their future careers



DRIVEN BY TECHNOLOGY, EMPOWERED BY PEOPLE

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The consultant worked diligently to contact candidates according to specific requirements. This resulted in effectively filling multi-channel positions that are normally tough to come across, providing a complete match and long-lasting success.

www.spglobal.com

ABOUT US

Our vision is to set the aspirational standards within IT Recruitment, globally, and be known as your recruitment partner of choice.

Marcus Donald People is more than just another brand. More than a typical recruitment agency. We are a family.

A family who cares about its clients, candidates and people. We will offer our undivided attention every time and we build long-lasting relationships with loyalty.

VITAL STATISTICS



WHAT'S MOST IMPORTANT



VISION

Setting the aspirational standards globally,
within IT recruitment.



MISSION

To be known as the recruitment partner of
choice, consistently facilitating the growth
plans for clients, candidates and staff.



COMMITMENT

Our duty of care to our clients,
candidates and colleagues is to deliver
on what we say we will do.



PARTNERSHIP

Respecting every individual and creating
mutually beneficial relationships.



GROWTH

Supporting clients, candidates and
colleagues to achieve their business,
personal and career growth plans.



ADAPTABLE

Adopting a solution led mindset, behaving to
deliver positive outcomes.



DIVERSITY AT MARCUS DONALD PEOPLE

Within our team Marcus Donald People Ltd is proud of its cultural diversity. Disability Confident is creating a movement of change, encouraging employers to think differently about disability and take action to improve how they recruit, retain and develop disabled people. We are leading the way in our community, you might just discover someone your business cannot do without!

OUR PROCESS

Marcus Donald People have dedicated and experienced consultants who are experts in their technical markets. They will utilise their knowledge to support our clients, facilitate growth plans and support candidates in the development of their careers. Our team regularly attend sector specific exhibitions and events to keep up to date with the ongoing changes within our technical markets. We have a network of high quality, referenced and warm passive candidates (some of which are exclusive to Marcus Donald People).

Qualifying process before interview

Technical telephone interviews
(with Technical Consultant),
Referencing (two full references
from previous positions held),
Meeting candidates
(online or face to face).



CV Submission

On average three CV's
(dependent on the
requirement) will be sent within
48 hours (pending speed in
which we receive references).

Post Interview

Provide complete candidate
feedback, discuss role
and cultural fit.



Post Placement

Follow up weekly for the
first month and fortnightly
thereafter (up to 6 months).

TEN REASONS TO CHOOSE MARCUS DONALD PEOPLE

1

Strong presence in the UK
and the US, meaning we
have a greater outreach in
the market.

2

Knowledgeable consultants
working in vertical markets,
offering confidence to those
who work with them.

3

Available technical testing
and background checks
for all positions registered
(Permanent, Contract,
Fixed Term, Temp to Perm
– Both technical and
management).

4

We like to keep things
simple. Listening,
being professional and
maintaining genuine human
qualities such as empathy,
warmth and respect.

5

Extensive pre-existing
candidate network of
passive candidates.

6

We can offer flexible payment
terms for permanent hires.

7

Access to unique channels
of candidates, many who
work exclusively with
Marcus Donald People.

8

Fast turnaround of
candidates to allow for
quick placement times and
speed to hire.

9

Online timesheet systems,
guarantees timely
contractor payments.

10

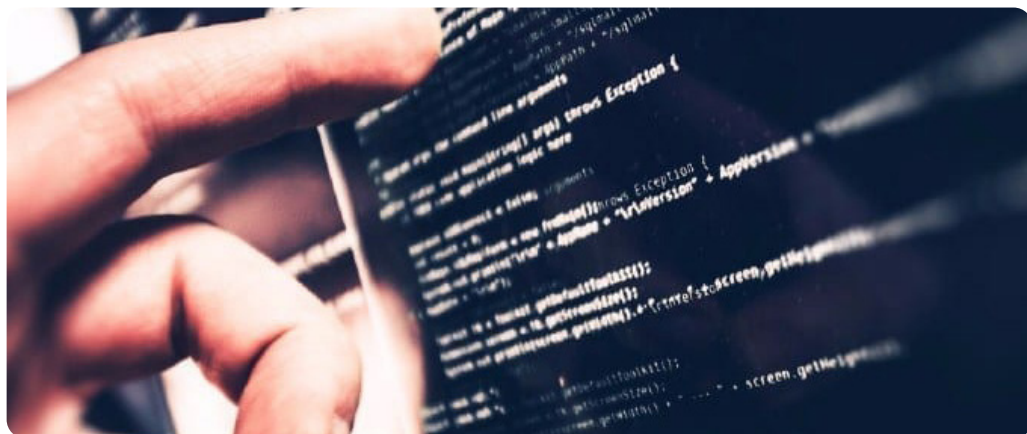
FREE working day trials
with flexible notice periods
through their assignments.

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We contacted MDP on a Monday and by the end of the week we had a Cloud Engineer ready to start. The consultant took into consideration sensitive limitations and role specs, and then delivered tremendously

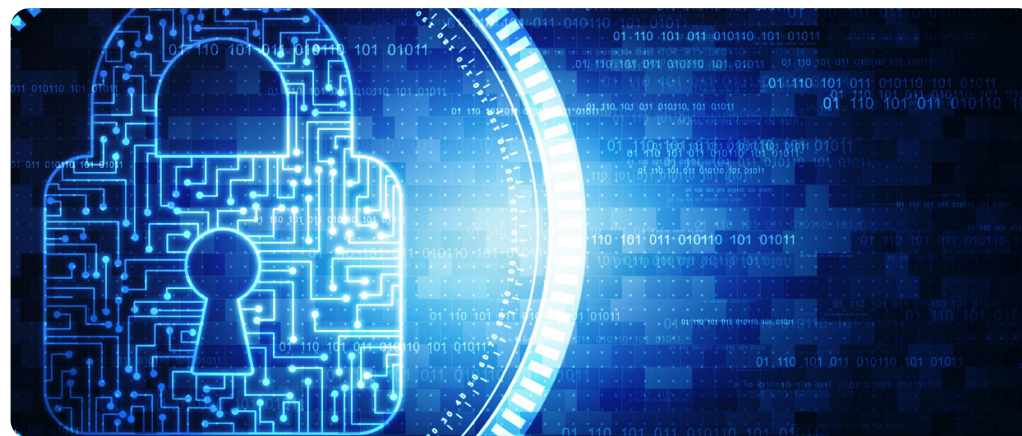
www.bmo.com

SECTORS



INFORMATION & CYBER SECURITY

Organisations need Information Security to reduce the risk of unauthorized information disclosure, modification and destruction. The application of administrative, physical and technical controls in an effort to protect the confidentiality, integrity and availability of information.



DEVELOPMENT

A software development team is a collaboration between great minds, coming together to build robust applications; be it web, desktop, mobile or beyond.

A truly great software development team consists of great code, modern engineering principles and a forever open mindset for the best techniques/ approaches on the horizon such as Microservices, DevOps, New Cloud offerings and the list will continue to grow.



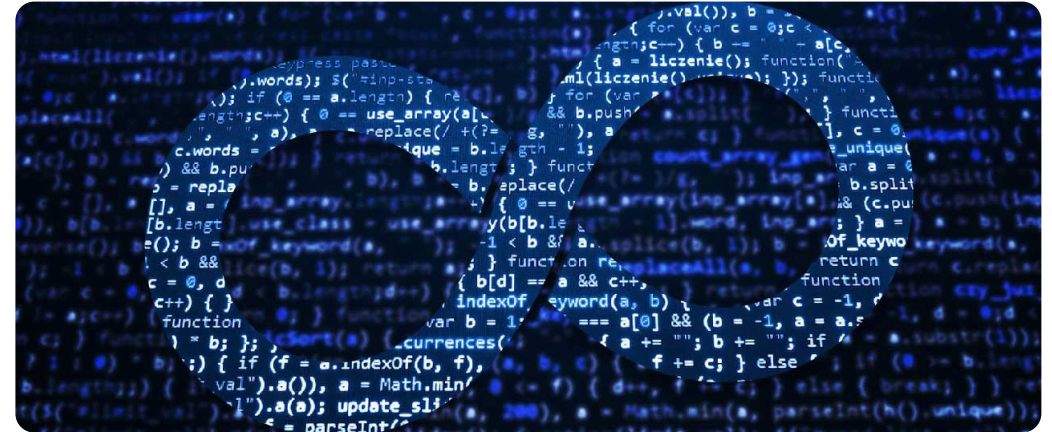
INFRASTRUCTURE, CLOUD & DEVOPS

Although On-Premise environments are still very much useful to some businesses, the overall advantages of Cloud computing (IaaS, PaaS and SaaS) cannot be denied. Furthermore, a Cloud environment with a DevOps methodology running in conjunction, provides businesses with many more advantages - DevOps goes beyond continuous integration and continuous delivery (CI/CD) to enable near-instantaneous deployment of products and services in the cloud.



DATA & ANALYTICS

Data analytics converts raw data into actionable insights. It includes a range of tools, technologies, and processes used to find trends and solve problems by using data. Data analytics can shape business processes, improve decision-making, and foster business growth.



BUSINESS TRANSFORMATION & SENIOR APPOINTMENTS

Organisations undergo business transformations in order to cope with the changing needs of their product markets and achieve measurable improvements in efficiency, effectiveness and satisfaction.

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It was a professional experience, with a quick turn around and we had a valid set of candidates to pick from, something that is always a must on critical positions.

www.wpp.com

CONTINGENT VS EXCLUSIVE RETAINED

Contingent service

When speed is important. The moment a CV is vetted, it is sent to your inbox for consideration.

However, working with other recruitment agencies on a contingent basis reduces the overall quality of CV's, process and efficiency.

Exclusive retained service

Our exclusive retained service saves you and your business huge amounts of time, adds greater quality and allows access to deeper candidate pools. You do not need to have similar conversations with other suppliers, look at multiple CV's or deal with a variety of calls and emails. Marcus Donald People will manage the whole process - one conversation to fully understand your requirements and availability to interview, we will then schedule an average of three applicants to meet with you. The toughest decision you will have to make is who to hire! Outsourcing the whole process to the experts increases the likelihood of an offer being accepted.

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James assisted us at The Salvation Army International Headquarters by identifying quality candidates for our Head of International IT/CIO position. With James' support, we were able to recruit and hire a highly qualified candidate for this position.

www.salvationarmy.org.uk

HEADHUNTING

At Marcus Donald People we are committed to finding and delivering the best person for your business.

We know the finest professional talent in your industry can be hard to obtain and this is why we adopt an innovative and transparent headhunting service to ensure exceptional results on every assignment. This process works effectively whether we are headhunting a CIO for a large corporate, a DevOps Manager for a start-up, or a Security Architect for an SME, plus everything in between.

MEET THE DIRECTORS



ALISON CALDER

Alison started her IT recruitment career in Edinburgh before heading to London to seek fame and fortune. Having become disillusioned with working for a large IT recruitment company, she decided to set up on her own and in October 2005 Marcus Donald was born.

Initially working from her spare bedroom, she dedicated every waking moment to getting Marcus Donald off the ground to redefine and elevate the client and candidates' recruitment experience. In 2010 Alison became a mother of twins. Juggling the demands of a growing recruitment company and two new babies was no easy feat! Quickly learning that balance is key, Alison shifted her focus from hands-on recruitment to managing the back office. Alison still plays a part-time role within the business and loves enlightening the team with her many recruitment 'war stories'.



VAS CONSTANTI

Vas started working in the IT Recruitment sector in January 1999. A true trailblazer, Vas built a highly successful career throughout his eight years with a global FTSE IT recruitment firm. Vas joined Marcus Donald in 2007 to set up the contracts division just as the financial market crash hit. Despite the economic downturn, through Vas's hard work and tenacity, Marcus Donald's contract division grew significantly, winning several multi-sector key accounts and being the catalyst for the company's success. A naturally convivial individual, Vas likes to remain 'hands on' within the business. He believes in creating a fun and rewarding environment to work in, where his team is encouraged to deliver on their full potential through coaching, training, and greater self-awareness.

Outside of work Vas volunteers delivering youth football coaching within his community, a FA licensed, a keen (but average) golfer! He has a passion for football, traveling, and, above all, his family.

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