

# BLACK BOX



## E U R O P E

---

### ► **Company Profile**

Black Box Europe BV is a privately held recruitment company dedicated to providing niche IT staffing solutions to many different companies across Europe.

Headquartered in Amsterdam, The Netherlands, we are well positioned to provide a Pan-European offering.

Partnership, innovation, integrity, personality, reliability are all constituents of our ethos and the foundations on which we operate.

---

### ► **What we do**

We provide innovative, end-to-end recruitment solutions for 'niche technology' staffing requirements. By working in partnership we can manage the recruitment, screening and induction of staff; advise on and co-ordinate your existing workforce, or help plan for future demand.

### ► **How we do it**

We operate in 'vertical market' teams, allowing our consultants to establish in-depth knowledge of the technologies they recruit for. This means they that they are well positioned to offer an informed, specialist service.

- There are both time and operational cost benefits from appointing Black Box Europe to manage your recruitment assignments.
- 



## ▶ Client services

- ▶ **Contract/ freelance recruitment**
- ▶ **Permanent recruitment**
- ▶ **Executive Search**

For any engagement our approach for every assignment begins and ends the same way:

- ▶ **1. Our clients' business today**
- ▶ **2. Future strategy**
- ▶ **3. Technical requirements**
- ▶ **4. HR process**
- ▶ **5. Client expectations**
- ▶ **6. The solution**

We operate an 'OPEN BOOK' policy on margins, without exception. We do not hide any costs from our candidates or clients. This is an important factor in establishing repeat business and long-term partnerships.

Current clients include: ABN AMRO, Nike, York International Holdings, Ciber, AtosOrigin, LogicaCMG, Essent, Samsung Electronics, Applied Biosystems, KPN, Hospira, Orange, Epson Europe

---

## ▶ Candidate sourcing

- ▶ **Database** - Our key resource is our database of experienced professionals. This is rigorously vetted and updated with the candidates' personal details, skills, career objectives, salary expectations and availability
- ▶ **Networking/ referrals** - Our network and referral base of skilled candidates allows us to tap into a pool of highly skilled candidates that may not be actively searching.
- ▶ **eMedia** - The impact of the Internet has increased the importance and efficiency of using job boards, recruitment portals, user groups and Internet searching. We use a wide range of eMedia to reach the best possible resource available. Partners include: [www.jobserve.com](http://www.jobserve.com), [www.it-jobsite.nl](http://www.it-jobsite.nl), [www.monster.co.uk](http://www.monster.co.uk), [www.megajobs.nl](http://www.megajobs.nl)
- ▶ **Mail-shots** - Mail-shots are a highly effective way of reaching multiple candidates. We have access to a wide variety of mailing lists that are carefully targeted and updated.

---

## ▶ Candidate services

- ▶ **Ongoing candidate care** - We don't forget our candidates when they start a new contract or permanent post. Once we have successfully introduced a candidate we encourage regular site visits or 'follow up' calls. This enables us to act as 'advisors' in the process alongside your HR or Procurement team.
- ▶ **Escalation processes** - We have specific guidelines and contact points for any given query. Our market knowledge combined with a full and complete service builds trust and gives our candidates the confidence they need to perform at their optimum.



## ► Technical skills coverage

- **ERP (Enterprise Resource Planning)**
- **SAP** - full module coverage across Logistics, Financials, SCM/ Procurement, HR , Industry Solutions, Business Warehouse, Portals, Workflow, mySAP
- **EAI (Enterprise Application Integration)**
- **Tibco** – BusinessWorks, Workflow, Integration Manager, Rendezvous, Hawk, EMS, Portal Builder, InConcert, BPM, Collaborator
- **IBM Websphere** - WBI Message Broker, MQSI, MQ Workflow, MQSeries, Websphere Interchange Server (Crossworlds), Websphere Application Server (WAS), Websphere Studio Application Development (WSAD)
- **Microsoft** - Biztalk, Sharepoint, .Net
- **SeeBeyond** - ICAN 5, e\*Gate, e\*Insight, e\*Xchange, e\*Way
- **SAP Netweaver** - Enterprise Portals, SAP XI, WAS
- **WebMethods**
- **Sonic Software**
- **Seeburger**
- **Vitria**

## ► Function coverage

- Analysts
- Programmers
- Developers
- Testers
- Functional/ Technical Consultants
- Support Consultants
- Team Leaders
- Technical and Solution Architects
- Project/ Program Managers
- Competence Center Managers

## ► Competitive edge

- Pan-European capabilities
- Culturally sensitive, multilingual consultants
- Extensive database of local and international skilled candidates
- Use of innovative technology to reach more clients and candidates
- Candidate network and referral base built up over many years.
- Cost – standardized margins.
- We operate a 'no cure, no pay' service
- Fully compliant contract solutions throughout Europe, taking into consideration all country specific legal requirements.

## ► For more information

- please call 0031 (0) 20 520 7474
- email [info@blackbox-europe.com](mailto:info@blackbox-europe.com)
- [www.blackbox-europe.com](http://www.blackbox-europe.com)

