

REFLEX

COMPUTER RECRUITMENT



**REC**  
Corporate  
Member



## A fast-paced world

The tech industry is competitive and any advantage that can be gained could be the difference between success and failure.

Against this backdrop, Reflex Computer Recruitment helps businesses and professionals thrive. We use deep industry knowledge, unrivalled research and a wide network of recruitment resources to bring tech companies and specialists together.

## A people business

Established in 1990 based on the core belief that tech is a people business, Reflex has become a successful independent recruitment consultancy for technology (IT, digital and communications).

30 years since we launched, the industry is almost unrecognisable.

But despite the relentless pace of change, our belief in the importance of people in tech still holds true – and is perhaps even more valid today.



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## Vision and values

Our broad experience makes us ideally qualified to support IT businesses and professionals - regionally, nationally or internationally.

Our approach is always to provide a professional, thorough and ethical service to clients and candidates.

As a prominent member of the Recruitment and Employment Confederation (REC), we abide to the strict REC Code of Conduct.

Reflex has continually brought IT professionals and businesses together throughout the UK and in countries such as Ireland, the USA, Germany, Nigeria and Australia, among others.

Our professional approach, far-reaching network and industry expertise has enabled us to build a large client base, from start-ups to global corporations.

The story of tech is a story of change. What never changes is the need for great people. That's where we come in.

We match the best tech people to the right tech jobs - giving you peace of mind.



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## Why us?

Why Reflex? Here are ten reasons.

### **We offer unrivalled support**

We use the latest and best technology to get you the people you need.

### **We're quick**

Contractors can be on-site within 24 hours.

### **We're cost-effective**

We deliver the best service with very competitive fees.

### **We're ethical**

We're committed to maintaining sound business practices at all times.

### **We have guaranteed safeguards**

These include a no-placement, no-fee policy.

### **We're personal**

Each client is assigned an Account Manager, who is their main point of contact for all services.

### **We're certified REC members**

All consultants operate to the Recruitment and Employment Confederation guidelines.

### **We work with businesses of all kinds, nationwide**

Our clients are varied, from start-ups to government and public-sector bodies, as well as non-profit organisations and FTSE 100 companies.

### **We recruit all the way up**

From junior levels to directors.

### **We interview and screen candidates.**

Our consultants are all trained in interview and screening techniques, so can thoroughly screen CVs and candidates ahead of interviews - saving you time and money.





## How we can help

The services we offer encompass all levels of employee, from junior staff through to directors and senior management.

Typically, these include:

IT Security	Business analysts	Mobile developers
Systems analysts	Infrastructure specialists	Network specialists
Helpdesk support	Digital specialists	Hardware engineers
Database designers	Sales executives	Software engineers

## Specialist sectors

To meet our clients' and candidates' needs, we regularly train our consultants to keep pace with the rapid technological changes in the market.

Our specialist sectors include:

Networking & Security	Business Analysis & Project Management	Software Development
Banking & Finance	Managed Service Providers	Technical Support & Telecoms
	Digital	

# The Reflex Approach

## **Reflex Expertise**

Technology is a fast-paced industry. We train our consultants regularly to keep them up-to-date on the latest advances in the sector, in order to continue delivering the best possible service to our clients.

We mostly work with UK businesses, but we also have global experience, including with clients in the USA, Germany and Ireland.

## **Contract Recruitment**

We can provide skilled contractors, interim management or specialist technical experts to meet project deadlines at very short notice.

We can find the right blend of skills, both in technical and personal ability, in a prompt and cost-effective manner.

## **Permanent Recruitment**

Our services reduce recruitment times for clients, while still providing a broad range of applicants as possible.

Our consultants use a broad network of recruitment resources, tools and skills, including the widest-ranging databases, extensive contacts and agile social media techniques to match the best people with the right jobs and effectively coordinate the whole recruitment process.

## **Support Services**

We offer additional assistance, including facilities management, service level agreements, resource management, technical and psychometric testing, remuneration consultancy, and a comprehensive outplacement programme.

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