

ecm 

THE HIGH-TECH RECRUITMENT EXPERTS


CAMBRIDGE • UK

brightsparksneeded



make the most of
your achievements...

ecm is one of the most
respected high-tech
recruitment specialists
in the UK

A blurred image of several hands clapping, set against a dark blue background. The hands are in various positions, suggesting a group of people celebrating or applauding. The image is out of focus, emphasizing the motion and energy of the scene.

the clever way to
secure your perfect
high-tech job

We secure exceptional roles for bright, numerate candidates from graduate to technical director. You'll have to be pretty special, but so are our clients: leading high-tech consultancies and product development companies, from small start-ups to multinational blue-chips. They offer some of the most exciting, challenging and rewarding career opportunities at the cutting-edge of technology.

For over 25 years **ecm** has recruited the best...for the best

At **ecm** we work with our candidates to provide an open, honest & highly effective route to the right high-tech job. We have built an enviable reputation for our services – with over 25 years experience of securing challenging roles for top candidates, with the UK's most innovative high-tech companies.

In addition to the regular notification of new client vacancies, we are often asked to keep a watching brief for many clients on an ongoing basis, so are aware of positions that have not been publicised elsewhere. In addition, many candidates that we placed in the early days are now in senior positions and use **ecm** exclusively when they are recruiting.

We aim to offer a refreshingly different approach

It is in our interest to find the right opportunity for you – so we aim to focus on those roles that can offer a very close match to your requirements. If we can't help, we will tell you. Furthermore, you can rest assured that we will only submit your details to a client when you have authorised us to do so. Pushy sales techniques have no place in our organisation.

With our reputation for finding challenging, well-matched vacancies for high-calibre candidates, **ecm** are widely considered to be the high-tech recruitment experts.



Candidate FAQs

I don't want my CV sent without my permission. Can you guarantee this?

Yes, absolutely. Once we have a CV from you, we are happy to discuss client companies openly and point you to websites for background information (unfortunately not all agencies will operate in this way). In return, we expect you to tell us if your CV has already been sent to the company recently, directly or via another agency.

Candidates sometimes think it won't do their chances any harm to make multiple applications, but if we unknowingly resubmit your details to a client it doesn't help anybody – you, the client, or us. It just wastes everybody's time and gives a poor impression. So if you have registered with other agencies, do make sure that you know where they have sent your CV so we don't go over the same ground.



Doesn't it increase my chances if I register with more agencies?

It's said that "90% of everything is crud"...and there are a lot of agencies out there. Find a good recruitment consultancy and stick with them. Ask around – a large proportion of new candidates (and clients) come to **ecm** because of personal recommendation from people we have previously worked with.

Many companies who are recruiting have a 'first CV received, regardless' policy – meaning they don't consider whether the agency has discussed the company with you, or even obtained your permission to submit your CV. Unfortunately this does encourage agencies to 'spray and pray' – to send out CVs indiscriminately in the hope that some will hit the target, and also to fire out CVs quickly without first properly discussing jobs with you.

In contrast, at **ecm** we like to take a more considered approach. Our ideal candidate is someone who wants to work with us – one to one – to explore a range of possible opportunities, and ultimately secure the right job. And it may be best to take the time to fine-tune your CV for a particular vacancy, highlighting your relevant experience and boosting your chance of interview. If you have already registered with lots of other agencies, we may be able to help but it's less likely.



we have been
recruiting for over
25 years

Don't all agencies have the same jobs?

Different client companies do things differently. Some are happy to take CVs from anyone, most use a small number of consultancies, some – among them companies with the most interesting jobs – only use us. But it's a fair comment to say that there are a lot of jobs that are advertised by multiple agencies. Some agencies will have been instructed directly by the client company, others may have simply copied the vacancy from another website and reposted it as their own. At **ecm** we have known many of our clients for years – in some cases we've helped them grow from tiny start-ups to multinational companies. We aim to give you a realistic assessment of how clients match up with your requirements – not just in terms of the technical aspects, but also the work environment and other 'softer' elements of the job.

Shouldn't I just post my CV on the job boards and let the job find me?

You can try, and good luck. We've found that candidates who rely on job boards can get inundated by calls from agencies regarding unsuitable jobs. It's your choice.

Aren't recruitment consultants just failed used-car salesmen?

If you've had unfortunate experiences with recruitment agencies before, you might wonder! But in fact **ecm** consultants are graduates or postgraduates in electronics or computer science. We have ourselves worked in the high-tech sector, and we know what's it like to be looking for jobs in the industry.

In addition, we have a rather better idea what our candidates and clients are talking about. We understand the ideas behind the keywords, and aren't just blindly matching terms in CVs and job descriptions.

When was **ecm** set up?

ecm was founded back in 1980 – the days of mini computers the size of fridges, 8” floppy disks, Fortran, COBOL, the ZX80 with massive 16k RAM pack... ah yes, we remember it well (some of us, anyway). Slightly alarmingly, more and more of our candidates weren't even born then.

You just deal with jobs in Cambridge, don't you?

Er, no. We have clients across the UK but Cambridge is, arguably, the high-tech centre of Europe, so naturally we have lots of jobs in that area. Also, we are based just outside Cambridge, and it's obviously quicker to pop in to see clients who are just up the road and, over time, candidates and clients move on – often to early stage companies in the same geographical area – and contact **ecm** when their new company is seeking to recruit. So, over the years, we have acquired more clients locally. But we are keen to keep and develop a broader geographic spread.

What does '**ecm**' stand for anyway?

It's rather lost in the mists of time, but back in the early days the company was Electronic, Computer and Management Appointments Limited. We think **ecm** is a bit snappier.

Aren't you just interested in making your commission?

Ultimately we are a business and we like to make a profit. But, without being too complacent, **ecm** has been around for 25+ years so we must be doing something right. Recruitment is rather paradoxical – ultimately it's the client company that pays the bill, but we are very focused on the candidate. By finding the right job for you, the client will have someone keen, motivated, and well suited. When you are offered a position through **ecm**, we try to treat you as we would like to be treated ourselves. So we don't 'lean' on our candidates to make decisions one way or another – it has to be your choice. And if we do a good job for you, even if you don't join a company through **ecm** this time round, we hope you come back to us first when you are next looking.

we have clients
across the UK

A photograph of three business professionals in a meeting. In the foreground, a man in a dark suit and tie is looking down at a document on a clipboard, holding a pen. Behind him, another man in a suit is also looking at the document. To the right, a woman in a white top is partially visible, looking towards the same document. The background is blurred, suggesting an office setting. The entire image is framed by a white border and set against a green background with faint, repeating text like 'Digital Design', 'Robotics', 'Mobile Developer', 'C++ Software Engineer', and 'Technical Author'.

**ecm's services
are free to job
seekers**



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Our approach is unique

ecm take the time to discuss your career aspirations to ensure that we understand your aims and ambitions. Our experience has proved that in finding the right job for you, our client will secure the right person for their vacancy. By keeping both candidates and clients informed at all stages, we build a relationship based on trust and confidence.

Bringing together top calibre candidates and clients for over 25 years

ecm's clients can offer some of the most exciting career opportunities in the UK – at the cutting edge of technology.

To find out more please contact us:

www.ecmselection.co.uk

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