



Microsoft Dynamics™ Recruitment Specialists





Welcome to Hunter Charles

When we founded Hunter Charles, our aim was simple, build an organisation of consultants not recruiters.

Too many recruitment companies employ sales professionals that have very little technical knowledge who prioritise hitting KPIs and sales targets over providing added value to their clients.

At Hunter Charles, all of our Account Managers have a minimum of 5 years' of experience recruiting within the Microsoft environment. They will take the time to understand your business and your objectives before providing consultative advice and guidance.

The following information will provide a brief overview of Hunter Charles but if you have any questions, we'd love to hear from you - so feel free to reach out directly to me or any of our Account Managers.

A. Phillips

Alex Phillips
Managing Director
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We have experienced teams dedicated to recruiting in the following areas:





What makes us different

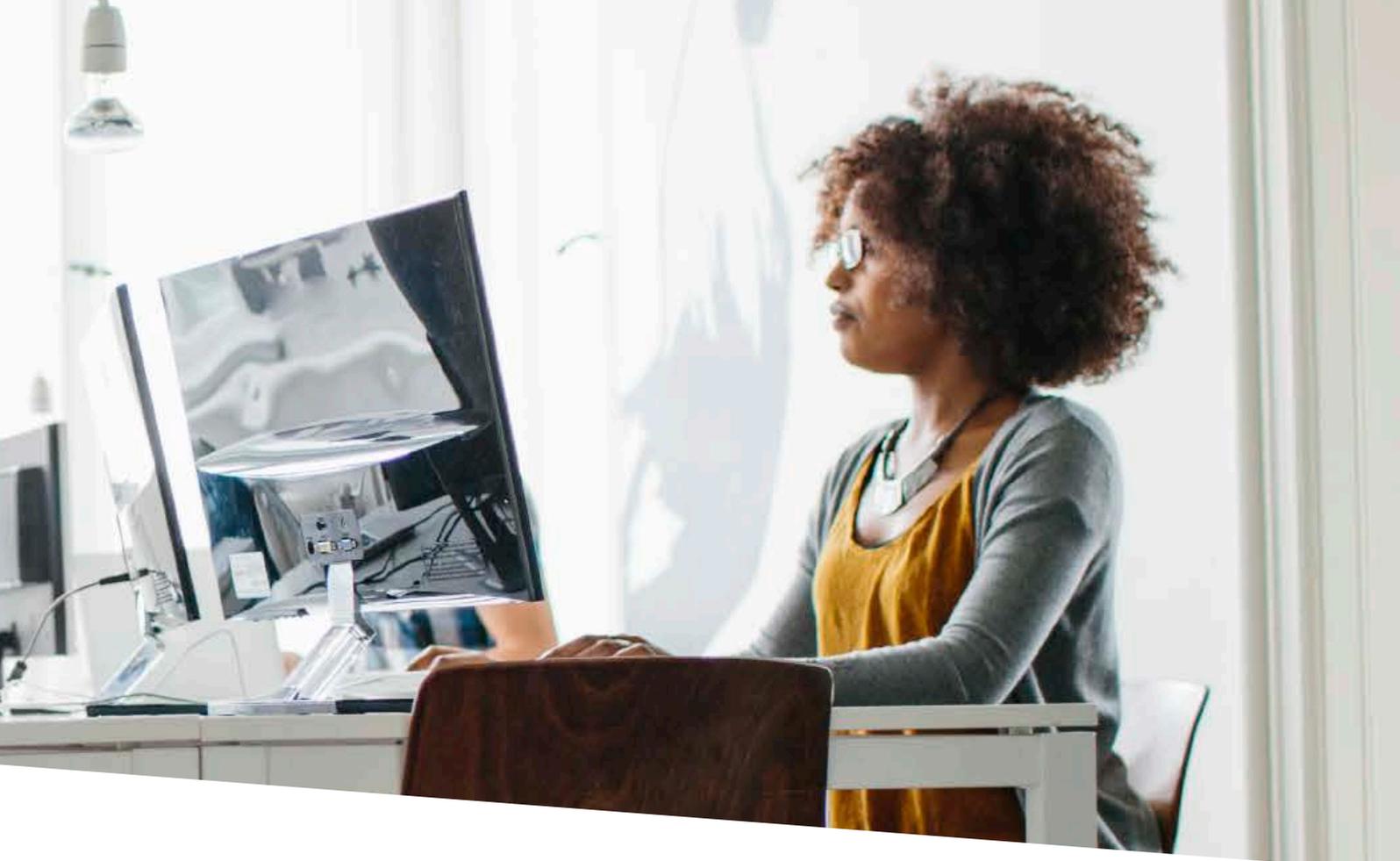
Hunter Charles is a leading specialist technology recruitment organisation, providing recruitment solutions for ERP, Change Management and Analysis, BI, Project and Microsoft Dynamics, as well as the recently launched Microsoft Dynamics 365 product suite.

The projects we support range from fully managed teams supported by our own Project Management through to the provision of teams or individuals. We have supplied teams globally on complex roll-outs to both end clients and implementation partners such as Avanade.

Our consultants have vast experience in the industries we recruit for, which allows us to apply market-specific knowledge and expertise in order to deliver tailored recruitment solutions to every client and candidate.

Our research function has assisted numerous clients with budget planning and skills availability for both new and existing projects. The research that we have provided has enabled our clients to budget more accurately and plan their resource needs more effectively.

We are one of the only companies in the world to have signed terms with Microsoft UK to supply them with suitable resources across the Microsoft Dynamics market.



Delivering **quality candidates** on time and within budget

Our reputation as the market-leading Microsoft Technologies recruitment partner has been built by combining market expertise with outstanding customer service. We only employ the most professional and experienced consultants to assist our clients.

Every client is allocated a dedicated Account Manager. Your Account Manager be responsible for:

- Ensuring that they fully understand your business and project objectives.
- Creating a bespoke resourcing solutions plan to deliver against these objectives.
- Coordinate our global team of Microsoft recruitment specialists to source the best technical talent for your business.

Typical Roles We Recruit

- Business Analysts
- Developers
- Functional Consultants
- Practice Leads
- Pre Sales Consultants
- Project Managers
- Solution Architects
- Support Analysts
- Technical Consultants



Sourcing the **best candidates** on the market

Hunter Charles undertakes a wide range of assessments to ensure the candidate has the skills, aptitude and cultural alignment for the available role.

Skill Check

Hunter Charles utilises IKM TeckChek to assess the candidate's technical aptitude for a position, where required. IKM's online assessments utilise proven methodologies to reliably conduct pre-hire testing of candidates for employment screening and effectively evaluate their skills and abilities. Tests feature a powerful combination of performance and knowledge based approach. Assessments are tailored, making them specific to the position being assessed, targeting skills and ensuring the best fit.

Interview

Hunter Charles operates a highly structured candidate vetting and interview methodology which we refer to as the "candidate 10 point check". The candidate 10 point check provides a consistent transparent process to evaluate candidates against.

The criteria for assessment includes:

- ✔ Motive for application
- ✔ Skills assessment (relevant to the role)
- ✔ Work history
- ✔ Professional/academic qualifications
- ✔ Career expectations/ambition
- ✔ Salary expectations
- ✔ Suitability to selection criteria
- ✔ Cultural fit to prospective client
- ✔ Presentation and appearance
- ✔ Personality assessment

Candidates are scored out of 10 in each of the categories and must reach an overall score of at least 70 to be considered for shortlisting. A score of less than six in any category will automatically eliminate the candidate unless there are special circumstances. On occasions where skills are scarce and highly sought, candidates will be represented to the client with any areas of concern clearly outlined.



Microsoft Envision

Engagement with the Microsoft community

We invest heavily in both online and offline advertising and marketing channels to ensure that Hunter Charles maintains exclusive access to the world's largest and most up-to-date Microsoft Dynamics talent pool.

Our advertising campaign goes far beyond traditional jobs boards. We manage highly targeted digital campaigns which blend sponsored keywords with search and social media advertising to create global online exposure to Microsoft professionals.

**120,000 CANDIDATES
LIVE ON OUR
DATABASE**

**VISIT HUNTER CHARLES AT
THE LATEST MICROSOFT
CONFERENCES AND
NETWORKING EVENTS**

**ASK YOUR HUNTER
CHARLES ACCOUNT
MANAGER FOR THE LATEST
MARKET INSIGHTS AND
SALARY DATA**

**WE CURRENTLY MANAGE
OVER 20 ONLINE
GROUPS/COMMUNITIES
DEDICATED TO MICROSOFT
DYNAMICS**

Advertising on the following
digital platforms:

Google

Bing

LinkedIn

stackoverflow

XING

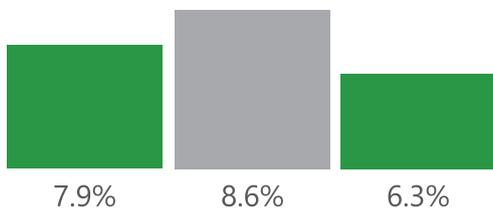


MICROS

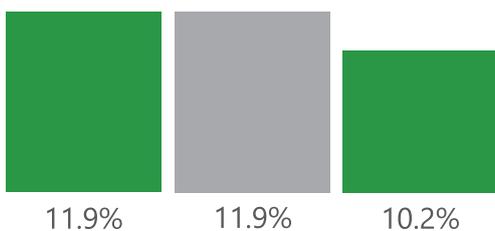


Market Insights from the experts

With the recent launch of the Microsoft Dynamics 365 product suite, coupled with the fact that Microsoft is becoming the preferred solution for more and more businesses worldwide, the market is evolving rapidly, with continuous innovation radically changing the way businesses do things. We offer a snapshot of the key market trends, giving an insight into how the market is currently developing.



Globally, there have been more migrations to Dynamics Products from Oracle than from any other provider of ERP and CRM solutions provider (8.6%), followed by Sage and Salesforce, with 7.9% and 6.3%.



In the UK, Microsoft Dynamics Products have won the most business in the past 12 months at the expense of Sage & Epicor, each accounting for 11.9% of total migrations to Microsoft products, followed by Salesforce with 10.2%

There are a number of reasons as to why companies are beginning to favour Microsoft Dynamics solutions to other products. These include:



Functionality (67%)



Cost Reduction (36%)



Ease of user adoption (31%)



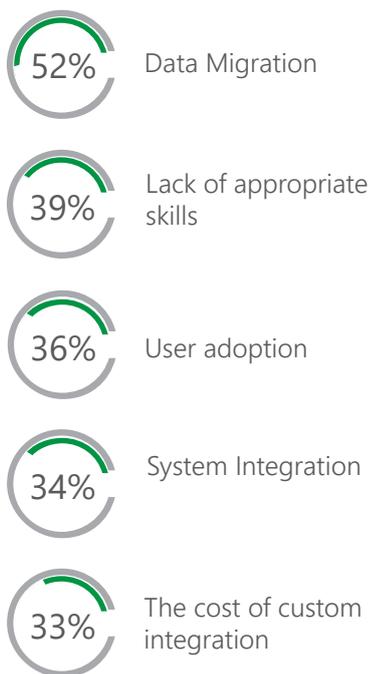
Ease of Implementation (27%)



Integration of 3rd party vendors (21%)



The greatest challenges that companies face during the implementation of Dynamics products are:



Gender Disparity

On average, women are paid 7.7% less than their male counterparts in the same role.

Average Salaries

Average global salaries increased over the past 12 months by 8.7%, with the most senior roles seeing a 3.2% increase.

Job Satisfaction

Around 1 in 4 employees are dissatisfied with their career progression and training and development in their current role.

Movement between jobs

33.1% of Dynamics professionals don't expect to be working for their current employer in 12 months time.



Diverse clients from multiple sectors

We are constantly growing and expanding our reach around the globe. With a strong client base in the UK and expanding networks throughout Europe, the US, Asia and the Middle East, we can tailor solutions for almost any situation - making Hunter Charles the perfect Microsoft Dynamics resourcing partner.

At Hunter Charles, we pride ourselves on working with some of the very best organisations in the industry. Our clients range from FTSE 250 global brands to niche, innovative start-ups across the four major continents. We aim to build long-term, strong and trusted relationships with all of our clients, many of which choose to work with Hunter Charles exclusively on their recruitment projects.



Private medical insurance, care homes and health clinics provider



Designer clothing and accessories for men and women



A leading provider of consulting and outsourcing solutions



Business technology services provider with expertise in Microsoft Technologies



Global provider of customer care and billing solutions

MARC JACOBS

Global fashion designer with stores worldwide



Global bank accounts, mortgages, loans and savings provider



Some of the feedback from our 2016/17 client satisfaction survey, where 99.4% of clients stated that they would be happy to recommend Hunter Charles.

CIBER

"Very proactive and swift in presenting candidates when requested. Good working relationship which allows honest and straight forward interaction."

IWM

"Hunter Charles are very responsive and from making the initial request for candidates I received CVs that have covered the skills that I have been looking for within a week."

EXPRESS GIFTS

"Our Account Manager Chris, understood the EGL business and was able to identify candidates to meet our needs effectively. Speedy and efficient."

*Further testimonials and a copy of the full client satisfaction survey is available upon request.





Contact us today to find out how we can help:

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Brisbane
Canberra
Melbourne
Perth

Global **coverage**, local **expertise**

Hunter Charles is part of the Talent International Group and operates out of 18 offices across the UK, Europe, America and Asia-Pacific.



