

## Hints & Tips

Use a personal email address when possible when adding “primary email” to a candidate and work email address when adding “primary email” to a contact

Audits will cover 11 different checks:

- Duplicate Profile
- Functional Expertise
- Industry
- Sub Industry
- Grading
- Desk Type
- Email
- Primary Number
- Current Address
- DOB
- Job History

## Adding / Editing a profile on Vincere

**George Collier** Active

Manchester, UK  
13/11/2024

georgecollier88@yahoo.co.uk  
+44 20 3907 8460

13/11/2024  
7 days

0  
Alvin Boampong

**Delete any unnecessary talent pools**

**LinkedIn address**  
Candidate Brief  
linkedin.com/in/georgecollier1

**Primary email to be personal email if possible**  
georgecollier88@yahoo.co.uk  
Work Email  
george.collier@amicusjobs.com

**Primary phone to be cell/mobile if available**  
+44 20 3907 8460  
+44 Enter Mobile  
+49 30 21783604

**Cleansed code**  
First 3 letters of cleanser first name and 3 letters of surname follow by date dd.mm.yy  
grade 8 X  
DANGOS 19.11.24 X

**Grading**

**Additional vital skills, 1 or 2 at most**

**Date of Birth is when the person started in recruitment**  
13/11/2024  
George  
Mr.  
Collier  
Male  
03/09/2018  
Age 6  
Source LinkedIn

**Personal information**

**Work History**

Industries  
IT X  
Sub Industries  
IT - Development X  
Desk Type  
Contract

**Perm or contract recruitment**

**Put specialisms in job title, not broad titles**

**Only put recruitment jobs on the list**

NO.	JOB TITLE	EMPLOYER	START DATE	END DATE
1	Contract Division Manager - Germany ...	Amicus	01/11/2023	Empty
2	Founder	Tech Talent One	01/05/2023	01/11/2023
	Principal Recruitment Consultant	Venturi	01/09/2018	01/04/2023

**Add only one:**

- Functional expertise
- Industry
- Sub industry

**THERE CANNOT BE MORE THAN 1**

**Permanent (Direct Hire)**

**Contract**

**Tags**

Functional expertise  
Sub functional expertise  
Preferred Language  
English

**Work History**

Industries  
IT X  
Sub Industries  
IT - Development X  
Desk Type  
Contract

**Permanent (Direct Hire)**

**Contract**

### Grading a Candidate

Every candidate is graded out of 8 using the below

Good Career Trajectory (Evidence of promotions/good career progression)	1 point
The candidate does work for or has ever worked for a Golden Company	1 point
Relevant location to vacancies	1 point
Relevant experience (From an industry that is desired)	1 point
Have a degree or 2+ years in recruitment	1 point
Never made a move or 2+ years per recruitment job on their CV	1 point
Does 360 recruitment (Full recruitment process – BD and Sales)	1 point
Suitable age for the position (e.g. not too old / too young for the junior position)	1 point

## Functional Expertise

- ION Founder

### 360° Contingent

- ION Consultant

*Associate consultant / Trainee consultant / Graduate Consultant / Recruitment Consultant / Headhunter / Senior Consultant / Lead Consultant / Principal Consultant*

- ION Manager

*Team Leader / Managing Consultant / Manager / Senior Manager / Business Manager*

- ION Director/AVP/VP

*Associate Director / Director / Associate Vice President / Vice President / Head of*

- ION MD/SVP/EVP

*Managing Director / Senior Vice President / Executive Vice President*

### 180° Delivery Contingency

- ION Delivery Consultant

*Recruiter / Candidate Manager / Delivery Consultant*

- ION Delivery Manager

*Account Manager / Recruiting Lead / Recruiting Manager*

- ION Delivery Director

*Recruiting Director / Director of Recruitment*

### 180° Business Development Contingency

- ION BDM

*Sales Lead / Business Development Manager / Client Solutions*

### Executive Search

- ION Researcher / (Search)

*Analyst / Researcher / Search Coordinator*

- ION Associate (Search)

*Associate / Senior Associate*

- ION Consultant (Search)

*Consultant / Senior Consultant*

- ION Principal (Search)

*Principal*

- ION Partner (Search)

*Partner / Managing Director*

## Industries & Sub Industries

**REMEMBER: Candidates can only have 1 industry & 1 sub industry on their profile**

### Industry: Accountancy

Sub industry: AC - C&I NQ & PQ

*AAT / Transactional / Purchase ledger / Accounts Assistant / Credit Controller / Sales Ledger / Payroll / Bookkeeper*

Sub industry: AC - C&I Qualified

*CIMA / ACCA / ACA / Treasury / FD / Finance Director / Management Accountant / Financial Controller / CIPFA / CTA / CPA*

Sub industry: AC - FS

*CIMA / ACCA / ACA / Treasury / FD / Finance Director / Management Accountant / Financial Controller / CIPFA / CTA / CPA*

Sub Industry: Tax – C&I

*CTA*

Sub Industry: Tax – FS

*CTA*

Sub Industry: Audit – C&I

*Public Practice / Advisory / Internal / External*

Sub Industry: Audit – FS

### Industry: Change Management

Sub industry: CM - FS

*Project Management / Business Analyst / Programme Management / BPI / Business Process Improvement / Sigma / Transformation / PMO / Portfolio Management*

Sub industry: CM – C&I

*Project Management / Business Analyst / Programme Management / BPI / Business Process Improvement / Sigma / Transformation / PMO / Portfolio Management*

### Industry: Executive Search

Sub industry: ES – Senior Appointments

### Industry: Financial Services

Sub industry: FS - General

Sub industry: FS - Actuarial

*Lloyds of London / Syndicates / Pricing*

Sub industry: FS – Buyside

*Asset Management / Investment Management / Wealth Manager / Hedge Fund / Private Banking / Fund Management*

Sub Industry: FS – Commodities

*Crude / Power / Coal & Freight / Metals / Soft & Ag*

Sub Industry: FS – Compliance

*AML / Anti Money Laundering / CISSP / CISM / CISA / Card Payments / Fraud / FSA / KYC / Regulation / Compliance Officer*

Sub Industry: FS – Front Office

*Sales / Trading / Foreign Exchange / FX / FICC / Equity / Derivatives / Fixed Income / Commodities / Credit / Bonds / Quants / Analysis / Origination*

Sub Industry: FS - Insurance

*Broking / Claims / Underwriting / Life / Pensions / Reinsurance / Liability / Personal Lines / Marine / Financial Lines / General Insurance / BCU / Lloyds*

**Sub Industry: FS - Operations**

*Product Control / Settlements / Trade Support / Valuations / Back Office / Middle Office / Distribution / Cash Management / Pricing & Valuations / Reconciliations / Collateral Management / Loans Administration*

**Sub industry: FS – Quant**

**Sub Industry: FS – Risk Management**

*Solvency ii / Basel ii / Market / Credit / Operational / Liquidity / Quantitative / VAR*

**Industry: HR**

**Sub industry: HR – C&I**

*Rewards / Benefits*

**Sub industry: HR – FS**

**Industry: Healthcare**

**Sub industry: HC - Nursing**

**Industry: High Street**

**Sub industry: HC - FMCG**

**Sub Industry: HS - Fashion**

**Sub Industry: HS - Hospitality**

**Sub Industry: HS - Retail**

**Industry: IT**

**Sub industry: IT - General**

**Sub industry: IT – AI/ML**

**Sub industry: IT - Cloud**

**Sub Industry: IT - Data**

**Sub Industry: IT - DevOPs**

**Sub Industry: IT - Development**

*PHP / C# / ASP / .Net / Visual Basic / VB / Java / JavaScript / Perl / SQL / Visual Studio / C++ / Scrum / Silverlight / Analyst / Developer / Software / J2EE / Agile / Ruby on Rails / Drupal / Python*

**Sub Industry: IT – Digital Media**

*Design / HTML / Adobe / CSS / JavaScript / Front End / Content*

**Sub Industry: IT – Digital Technology**

*UX / UI*

**Sub Industry: IT – Dynamics**

*CRM / AX / NAV*

**Sub Industry: IT – ERP Other**

*Salesforce / AWS / Azure / NetSuite / Siebel / Enterprise Resource Planning / Cognos / Stratix / PeopleSoft*

**Sub Industry: IT - ECommerce**

**Sub Industry: IT – FS**

*Fintech / Charles River / Murex / Calypso / Fidessa / Risk Technology / Electronic Trading / Fintech / Systematic Trading / Algorithmic Trading*

**Sub Industry: IT - Gaming**

**Sub Industry: IT - Infrastructure**

*Support / Help Desk / 1st Line / 2nd Line / 3rd Line / Windows / Active Directory / Citrix / VMware / Virtualisation / LINUX / UNIX / Migration / Storage / Service Desk / Hardware / Network Engineer*

**Sub Industry: IT – Public Sector**

*Government / Defence / Security Cleared / SC / NHS / CTC / DV / NHS / Housing / Education / Charity / Non for Profit / Not for profit / Federal*

**Sub Industry: IT - SAP**

*SRM / FICO / FI-CA / HANA*

**Sub Industry: IT – Sales**

*GTM / Go To Market*

Sub Industry: IT - Security

*eDiscovery / Cyber / Firewall / Red Hat*

Sub Industry: IT – Senior Appointments

*PM / Project Manager / Programme Manager / PMO / Portfolio Management / Transformational Change / BA / Business Analyst / Agile / Prince 2 / Solutions Architect / IT Manager / CIO*

Sub Industry: IT – Telecoms

*Cisco / VoIP / Voice / Voice over IP / WAN / LAN / OSS / BSS / IP / TCP / Networks / Mobile / Data Centre / Cellular / Wireless / 3G / VPN / Radio / Android / 4G*

Sub Industry: IT – Testing

*QA / Quality Assurance*

## **Industry: Technical**

Sub industry: T – Construction

Sub Industry: Energy - Renewables

Sub Industry: Energy – Oil & Gas

Sub Industry: T – Engineering

Sub Industry: T – Manufacturing

Sub Industry: T – Supply Chain

## **Industry: Legal**

Sub industry: L – Inhouse C&I

Sub industry: L – Inhouse FS

Sub Industry: L – Practice

## **Industry: Life Sciences**

Sub industry: LS – Pharma

## **Industry: Sales & Marketing**

Sub industry: SM - Digital

Sub industry: SM – PR

Sub industry: SM – Sales

## **Industry: Public Sector**

Sub industry: PS - Education

Sub industry: PS – Social Care

No Longer in recruitment

When “No longer in recruitment” then decode the candidate of all codes bar location and “no longer in recruitment”

## No poach list

### UK

Cititec Talent  
CLM Search  
Cyberteam  
Developrec  
Eliot Partnership  
Focus Cloud - *Cognitive*  
Heat  
ICG Medical  
InterEx Group  
Masento  
MDE Group  
Next Ventures  
Parallel  
Prism Digital  
Oliver James  
Qurated Network  
SR Group - *Brewer Morris, Carter Murray, Frazer Jones, Keller West, Taylor Root*  
SystemsAccountants  
Third Republic  
Zenith Search

### US

CLM Search  
Developrec  
Eliot Partnership  
Focus Cloud - *Cognitive*  
ICG Medical  
InterEx Group  
Next Ventures  
Oliver James  
Qurated Network  
SR Group - *Brewer Morris, Carter Murray, Frazer Jones, Keller West, Taylor Root*  
SystemsAccountants  
Third Republic



## Golden company list

### London - IT

AI Futures  
Albert Bow  
Anderson Frank  
Annapurna  
Arthur Recruitment  
Catch Resource Management  
CD Recruitment  
Cloudway  
Computer Futures  
Connecting Experts  
Developrec  
Eames  
EC1 Partners  
Ellis Group  
Empiric  
Enzo Recruitment Group  
Explore Group  
Finatal  
Focus Cloud  
Forsyth Barnes  
Franklin Fitch  
Goodman Masson  
Gravitas  
GQR  
H&P Executive  
Hamilton Barnes  
Hamlyn Williams  
Harnham  
Harrington Starr  
Henderson Scott  
Huxley  
InterEx  
Investigo  
JCW  
La Fosse  
LHi (Lawrence Harvey International)  
Linksap  
Masento  
Mason Frank  
Montash  
Montreal Associates  
Nelson Frank  
Nexus Search  
Next Ventures  
Nicoll Curtin  
Nigel Frank  
Noir  
Oliver James  
Optimus Search  
Opus Recruitment  
Orbis Group  
Phaidon  
RED Global

Roc Search  
Salt  
Saragossa  
Select Tech  
Signify  
Socium  
Source Technology  
Space Executive  
SR2  
Stott & May  
Storm 2,3,4,6  
Strativ  
SystemsAccountants  
Third Republic  
Thor Companies  
Trilogy International  
Understanding Recruitment  
Vivid  
Washington Frank  
Wave Talent  
Whitehall Resources  
X4 Technology  
Xcede

## **NYC**

Bamboo Crowd  
Barrington James  
Brewer Morris  
Carrington Fox  
CD Recruitment  
Codex  
Computer Futures  
EC1 Partners  
Frank International  
Frazer Jones  
Goodman Masson  
GQR  
Hamlyn Williams  
Harper Harrison  
Harnham  
Henderson Scott  
Huxley  
Investigo  
Interex  
Jarvis Cole  
Jarvis Rose  
JCW  
JD Ross Energy  
Landing Point  
Lawrence Harvey  
Madison Black  
Meet  
Metric Search  
Michael Page  
Next Ventures  
Oliver James  
Orbis  
Piper Maddox  
Phaidon  
Planet Pharma  
Primis  
ProClinical  
Real Staffing  
Robert Walters  
SALT  
Spencer Ogden  
Sthree  
Storm 2  
Strom 3  
Storm 4  
Storm 6  
Systems Accounts  
Talent International  
Taurus Search  
Taylor Root  
The Barton Partnership  
The Green Recruitment company  
Trilogy  
Venturi  
X4

## **Florida**

Addison Group  
Altus  
Ascendo  
Beacon Hill  
CFS  
ERSG  
FRG  
Hays  
LHH  
Jarvis Cole  
JFS Par  
Oscar  
PRS  
Spencer Ogden  
SR Group  
StevenDouglas  
Systems Accountants  
Tews Company  
Randstad  
Robert Half  
Ultimate Staffing  
Veritas