

ERIN  
ASSOCIATES

only the best  
**it professionals**





# Erin Associates

## SOURCING ONLY THE BEST IT PROFESSIONALS

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Erin Associates was established to offer a consultative and expert approach to IT Recruitment both locally and internationally. We bring a wealth of experience and knowledge to your recruitment process with over **20 years experience** of working within the IT recruitment market.



# Erin Associates

## RECRUITMENT PARTNER OF CHOICE

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Erin Associates has quickly developed into one of the country's leading IT recruitment organisations. With clients we approach your requirements with unrivalled market knowledge and expertise, as each one of our consultants are highly experienced within specific technologies and this has attracted some major FTSE 100 organisations as well as niche-boutique software houses to working with Erin Associates.

For candidates we work pro-actively finding you the right company. We understand technology and we know the market-place. Our job is to find you the best possible career. Whether you're a permanent employee looking for your next step-up, or a contractor looking for your next role - we are here to offer advice and solutions.

With offices in **Manchester** we serve the UK & European markets across a variety of industries including Investment Banking, Financial Services, Commodities, Retail, Gaming, Public Sector and Consultancy from major global organisations to small software consultancies.



# Erin Associates

## EXPERTS IN TECHNOLOGY

Every one of our Consultants **specialises** within a niche.

**Senior Management**

CTO, Head of Technology, IT Director, Programme Director, IT Manager

**Project Management**

Programme Manager, Project Manager, Business Analysis, PMO, Change & Transformation

**Microsoft**

.NET, C#, ASP.NET, Sharepoint, Microsoft Dynamics CRM, AX, NAV, MVC, Episerver, Umbraco, Ektron, Sitecore, SQL Server, SSRS, SSIS

**Oracle & Java**

J2EE, J2SE, J2ME, Spring, hibernate, Flex, Tibco, JDEdwards, struts, gemfire, Eclipse, Fatwire, Vignette, Documentum, Alfresco, Liferay, PL-SQL, PeopleSoft, E-Business suite, Siebel, Weblogic

**Opensource**

PHP, Drupal, Magento, HTML, CSS, AJAX, Flash, Codeigniter, Wordpress, C++, MySql, Zend, Joomla, Symfony, Cake PHP, SilverStripe, Moodle, Yii, JavaScript, Ruby

**Mobile Applications**

IOS, J2ME, Android, Blackberry, Windows, JMango, Python, WebMobi

**Banking**

Murex, Summit, Calypso, Fidessa, Sophis, Openlink

**Commodity Trading**

Openlink Endur, Zaniet aligne, Sungard aligne, Allegro, Triple point, Brady, Amphora

**Testing**

HP QTP, HP QC, Loadrunner, SOAP UI, SOA, Test-Director, Jira, Behat, Mink, Cucumber, Selenium

**Mainframe Technologies**

IBM, UNIX, Cobol, CICS, DB2, SQL, Assembler, Supra, Adabas, Rational Tools

**Infrastructure & Support**

Virtulisation, VMWare, Hyper-V, Citrix, Cisco, Windows, Unix, Linux, TomCat, Apache, LAN, SAN, WAN, Storage, Network Security

# Environmental Policy

## Mission Statement

Erin Associates believe that we have a responsibility to care for and protect the environment in which we operate. We are fully committed to improving environmental performance across all our business activities and we see this as an integral part of our successful business. We are also dedicated to encouraging all members of our team and business associates to follow this example.

## Responsibility

Erin Associates recognise its responsibility to ensure the implementation of this policy. However it is also the responsibility of all employees have a responsibility in their corresponding areas to ensure the aims and objectives are met.

## Policy Aims

### We aim to:

- Minimise waste by evaluating operations and efficiency such as minimising and limiting printing
- Purchase sustainable and “environmentally friendly” products where possible
- Reduce the carbon footprint of employees by using public transport rather than motor vehicles where possible
- Encourage and train employees in effective environmental strategies
- Actively promote recycling both internally and amongst its customers and suppliers
- Meet or exceed all the environmental legislation that relates to the Company
- Continually assess and monitor the our environmental impact by annual meetings of our advisory panel.

## Key Areas

### Paper:

- Minimise the use of paper in the office
- Purchase recycled or recyclable paper products where possible
- Reuse and recycle paper

## Energy and Water

- Seek to reduce the amount of energy used
- Electrical equipment and lights will be switched off when not in use
- Heating will be monitored and adjusted accordingly
- Analyse the energy consumption of new products

## Office Supplies

- Favour more environmentally friendly and energy efficient products
- Reuse and recycle everything where possible
- Evaluate the carbon footprint of any new products intended for purchase

## Transportation

- Promote the use of travel alternatives such as email or video/phone conferencing
- Encourage the use of public transport methods when travel is necessary to reduce employee carbon footprint

## Monitoring and Improvement

- Comply with all relevant regulatory requirements
- Continuous monitoring and reviewing of policy
- Continually improve and reduce environmental impacts
- Increase awareness through training
- Erin Associates periodically reviews its performance and policies on its environmental impact.

# Equality & Diversity

## Purpose of our Policy

Erin Associates has a commitment to be an inclusive organisation that provides equality of opportunity to all in terms of employment, recruitment and the service we provide to our customers.

### We are committed to:

- Working within all equality legislation
- Treating everyone we come into contact with in a fair and equitable manner
- Encouraging and valuing diversity
- Providing a working and business environment which is free from harassment, bullying and discrimination
- Creating an organisational culture where everyone knows their contribution is valued

## Legislation

Erin Associates complies in full with the following legislation and does not discriminate against:

- Race (1976 / 2001)
- Gender (1975 / 2006)
- Disability (1995)
- Sexual Orientation (2003)
- Religion and Belief System
- Age
- How we recruit

### (i) For our own team

Erin Associates is committed to ensuring that we take all steps necessary to ensure diversity and equality in our culture. We monitor all employee applications to ensure that we select on the person's ability to carry out the task regardless of the person's race, gender, disability, sexual orientation, religion, belief system and age.

### (ii) For our clients

Erin Associates has a responsibility to inform clients about our diversity and equality policy and the methodology used to ensure that we recruit ethically for our clients and on behalf of our candidates. All candidates that apply for any position we advertise are sent, electronically, an equality and diversity monitoring form to allow us to statistically ensure we do not discriminate against any candidate on the basis of race, gender, disability, sexual orientation, religion, belief system or age.

In terms of candidate generation we pro actively ensure that we advertise in a variety of mediums, specialist, and online job boards that focus on specialist ability and not discriminatory against any person and without a focus on a particular race, gender, age range, sexual orientation, religion.



Erin Associates takes pride in its staff training, particularly in the field of equality and diversity. Equality and Diversity training starts on day one, this policy is included in every employee's handbook and the importance and consequences of such a policy are explained in detail. All employees are tested in this area; to pass you must score 100%. Areas covered in training are the legal framework, stereotyping and prejudice, and challenging unacceptable behaviour. The Director's of IT Ventures have been on external equality and diversity training and take responsibility in ensuring that all new legislation and practices are rolled out across the business.

### Staff retention and development

Training is at the heart of Erin Associates, we use a variety of training including daily on the job training, personal weekly training sessions and three weekly meetings for the whole office, including workshops.

Personal Development at Erin Associates is a key selling point about our brand. All consultants are placed on a Cycle of Development, where consultants have the opportunity to progress based on competencies and achievements regardless of any employees race, religion, belief system, age, gender, sexual orientation, or disability. Alongside this we have a monthly review, personal weekly development plans, and six-monthly appraisals.

We also encourage a culture that is inclusive and free from harassment and bullying – a positive culture that is geared towards thriving as an individual as well as a strong team bond.

Erin Associates policy's to support our staff, i.e. parental leave, maternity etc are all recorded in our employee handbook.

### Working with clients & observing the policy

Erin Associates employee's work with our clients to be diversity aware and we deal in a fair, honest and open manner.

We have an ongoing commitment to observe and follow our policy, it is placed visibly in our offices, a large part of our training is dedicated to this area, it is published on our website and in every employee's handbook – all employees are tested and we implement proactively this policy in our own business with a bi-annual review of our policy.

# IF YOU WANT TO BE THE BEST, COME AND JOIN THE BEST!

**Want to be part of our ambitious, entrepreneurial and innovative business? Here is what we offer.**

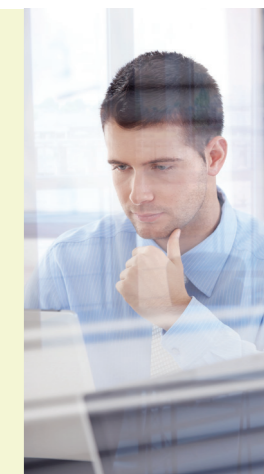
## What's do we look for?

We only want people who want a long-term career - who have a cutting edge. We look for entrepreneurial spirit and a high level of ambition as we are able to provide you with an unrivalled level of support and commitment to ensure you are successful.



## What's makes us successful?

We believe that good is no longer good enough! So in order for Erin Associates to stand out from the crowd, we search high and low for only the outstanding people to join our specially hand-picked team of consultants.



## What's on offer?

### Career progression

Erin Associates is a true meritocracy, we have a structured cycle of development with clear and transparent targets to develop all the way to a Board Director. We can only grow if our Consultants and Managers are progressing.

### Incentives

From weekend breaks to Barcelona, skiing in Austria, days out at the races, spa weekends, helicopter flights, indoor sky-diving... these are just a few of the incentives up for grabs for our high performing consultants at Erin Associates.

### Training & Development

From basic recruitment and resourcing training, all the way through to detailed management training no other recruitment business can beat us in terms of the level of training that you will receive throughout your career at Erin Associates.

### Environment & Culture

Our philosophy is that we are a high-performance team. Our environment is fun, lively and competitive. We have a great team spirit and every person has a responsibility to perform individually for the greater benefit of everyone as a whole.

# Erin Associates

## INTERESTED IN JOINING OUR TEAM?

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Here's all the information you need

### Erin Associates

Didsbury Business Centre,  
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Didsbury M20 2PW

Telephone **0161 438 1177**

Email **[info@erinassociates.com](mailto:info@erinassociates.com)**

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MANCHESTER

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