

# Recruitment Internatio

Stephen Hall, Managing Director/CEO, SAPHire International



SAPHire International Limited is a specialist in the SAP world, providing retained search, contingency, contract and Interim recruitment solutions to end users and consultancies alike. It sources and places highly qualified and skilled SAP consultants for clients on a pan-European basis, and these can be both permanent or contract. It has access to over 9000 SAP Professionals due to its huge network of contacts built up over the last 15 years.

SAPHire's scope of Activities covers the UK, Ireland, Germany, France, Belgium, Holland, Austria, Portugal, Spain, Italy and Switzerland which is its biggest market.

In addition, SAPHire International is the chosen SAP division of CNA Executive Search, part of the UK's largest independent recruitment business - the £306M Pertemps Group.

For the last 25 years, since the R2 days, its consultants have specialised in SAP Recruitment for Functional and Configuration of all SAP modules, ABAP developers, Basis consultants, Solutions Architects, Project Managers and IS-Solutions as well as SAP Sales. It also has expert knowledge of multi-lingual consultants. The company's own recruiters are all bi-lingual.

As an REC accredited company, its process follows the REC Code of Professional Practice.

It is registered under the data protection Act; ensuring that any information provided to them is secure. Saphire is partnered with Accurity GmbH in Zurich who manages all of its Swiss business in terms of licensing, payroll,

work permits, pensions and mandatory deductions.

It has partners for financial advice, career coaching and outplacement, as well as relationships with several SAP consulting companies. As a result it can implement full projects as well as finding individual consultants.

We asked Stephen to tell us more about his business and thoughts about the industry:

"Our business ethos is to build long, strategic and successful relationships to allow your business to continue to grow along with ours. We believe SAPHire International to be the leading SAP Executive Search Consultancy for Europe and as such have a client and candidate base that reflects this. As a business, we take honesty, integrity and ethics very seriously and as such, abide by the REC code of conduct."

"The SAP market today has a constantly changing dynamic as projects are rolled out from country to country. There are many more SAP consultants in the market today than a decade ago and as such there has been downward pressure on salaries and rates for contractors. There is still huge demand for the specialist modules such as Bank Analyser, business Intelligence and HR."

\* What do you think defines the leadership style at your company?

"As the leader of Saphire, I have over twenty years' hands on IT recruitment experience with the last 15 specialising in SAP. SAPHire's ethos is to treat

people as we would like to be treated and this approach has led to the company being a preferred supplier to over 30 major companies throughout Europe."

\* What are the essential qualities of employees in your company?

"SAPHire's employees are the key to the company's success so we offer ongoing in house and external training to each of them."

\* What do you think makes your company different from others working in the same field?

"SAPHire's attention to detail and quality service motivation makes us stand apart from the agency style recruiters. We provide executive search led solutions, even to out contingent clients and have a huge network of contacts throughout the globe."

\* What do you think are the main strengths of your organisation?

"We treat profit as a by product of quality service and as such the company is going from strength to strength."

\* How is recruitment changing?

"Recruitment is changing steadily towards "portal driven" IT based recruitment solutions. These seem good in principal, however do not capture those candidates that are the best at what they do and happily employed elsewhere where as a professional executive search firm does deliver these hard to find quality candidates. Also there are many Vendor Managed Services and the so called RPO companies. Whilst these have a place with high volume lower skilled roles they do not have the detailed industry knowledge of the professional recruiter. Also they tend to drive fees down which means they will often get only the "also ran" candidates

# onal Profiles....

as the recruiters will naturally place the best candidates with the clients who are paying sensible fees.”

\* What is your company doing to pioneer changes within its organisation?

“We are pioneering change by partnerships with training, career coaching, umbrella, SAP Consultancies and outplacement companies to offer our client base several additional services.”

\* How do your employees go about their role, what’s an average day/week/month like?

“Our consultants treat their “desk” as their own business so it is in effect a profit/loss centre in its own right. This works really well as they will, and do, put in the time necessary to do the job at the highest standard.”

\* What would you say is the biggest success story for your company, and what do you see as the secret behind this success?

“SAPhire’s success has been down to hard work from the team and confidence from the Directors and Management team. We have found tri-lingual candidates for multi-national roles with hard to find SAP skills, where our competition has failed. It is nice to beat the “big boy’s” at their own game.”

\* What are the three main challenges that the company faces?

“The main challenges we face as a business are lack of financing from the banks, the fact that the criteria for government schemes such as the EFGS are almost impossible to access for small businesses despite Government pledges to the contrary and perhaps most damaging of all will be the huge public sector cuts which will knock on to the private sector in a large way.”

## In Brief....

### Job Title:

Managing Director/CEO

### Located:

Tunbridge Wells, Kent

### Married/Children:

Divorced 2 Children

### Drives:

A small hatchback and a hard bargain!

### Hobbies:

Formula 1, Fishing and Reading

### Currently Reading:

How They Blew It - Tony Goodwin

### Favourite Book/author:

Pillars of the Earth - Ken Follett

### Favourite Film:

Zulu and Apollo 13

### Best Restaurant:

Angry Annie’s Barbados

### Which Team:

McLaren Mercedes

### Inspiring quote:

“The real leader has no need to lead-- he is content to point the way” - Henry Miller

### Role Model:

Jim Lovell (Astronaut)

### Work/life balance:

Work smart and play with caution

### Biggest achievement:

My two beautiful children

### Embarrassing moment:

Too many to mention

### Current projects:

Moving House and Growing SAPhire.

### Secret to your success:

Never being afraid to ask!



# SAP hire