



The UK's Leading Digital Recruitment, Search and Talent Solutions Agency



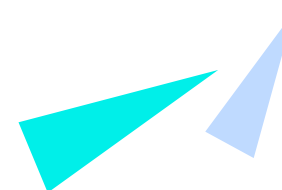
www.blu-digital.co.uk



About Blu Digital

Blu Digital are Digital Recruitment Specialists based in the heart of the city. We began our journey in 2013. Since starting, we have taken big strides to be at the position we are in today; within just three years we have established ourselves as a market leader within the digital recruitment space.

Blu Digital want to be different. We pride ourselves on our high levels of service to both clients and candidates. We are incredibly pro-active and personable which ensures that we are servicing our clients to a high standard.





Who we work with

Blu Digital work with a wide variety of companies which include Start-ups, E-Commerce brands, FMCG, Blue Chip organisations, Digital Agencies and Technology specialists. Some of the companies are leading digital transformation and strategy across the globe.

We work with the very best across many verticals, including fashion, consultancy, retail, B2B, FMCG, insurance, food and pharmaceutical; which allows us to maintain a high degree of knowledge in the areas we recruit for, making us a market leader.



Areas

The recruitment consultants cover a wide range of sectors; including Analytics, Creative, Digital Marketing, Digital Product/Project, Digital Strategy, Ecommerce, UX/UI and Web Development.

As a client of ours, you will be working with a dedicated consultant who is a specialist in your sector disciplines and marketplace.

They will be up to speed with your business, your requirements and the status of your recruitment process.

The roles that we work with are situated all over the UK, covering all of London and the South East. We also deal with roles from major cities in the north and the midlands, additionally working with various international roles as well.

Analytics

Creative

**Digital
Product/
Project**

**Digital
Marketing**

**Digital
Strategy**

UX/UI

**Web
Development**

Ecommerce

BLU.

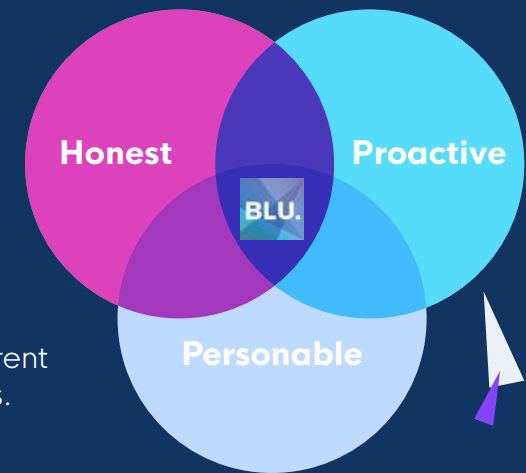
Company Ethos

"We don't just aim high, we strive for out-performance"

Our success at Blu Digital has been a direct result of being incredibly ambitious and pro-active. Our consultants are known to go that extra mile in order to provide the best possible service and always be a step ahead of our competitors. Being personable means that we get a real understanding of clients and candidates and forge genuine, long-lasting business relationships.

Finally, we are an honest agency. We offer a transparent and consultative service to our clients and candidates.

We are a strong advocate of organic growth at Blu Digital and this has helped the company grow effectively in a short space of time into becoming one of the market leaders in digital recruitment. It is important to us that we provide an outstanding service as well as build long-lasting relationships.



Services we offer

Consultancy

We specialise in providing consultancy and managed service solutions for Technology, Digital & Business Intelligence projects.

Whether your requirement is a short term, single project resource, or a long-term, large project/programme team, or a full on site managed service solution, we will provide a talent-led solution that - optimises your budget.

Outsourced In House

Our outsourced in-house model is the in-house consulting part of the business.

Our talent partners work with your business and embed themselves into your company to source great talent at scale and for various projects.

Contingency

We recruit people right from entry level up to senior management filling individual roles as they emerge due to team expansion or employee departures.

We also help companies find contractors who can start immediately, a freelancer or in need of an interim solution. We can help you find someone within 24 hours if you have any needs to fill gaps.

Executive Search

Our Search function helps businesses of all sizes to find Senior Executives with proven track records who can help to transform the businesses we work with.

We find senior executives to increase shareholder value and be at the core to a successful business. We help to recruit NED's, C-Suite, Director Level and Head of level.



Consultancy

Digital / Ecommerce consultancy to omnichannel retailers, consumer brands and their investors

Who is this ideal for?

If your requirement is a short term, single project resource, a long-term, large project/programme team, or a full on site managed service solution, we will provide a talent-led solution that optimises your budget. We leverage our global network of digital consultants to deliver. Now more than ever, CMOs have to deliver hyper-relevant, adaptive customer experiences for their brands in order to deliver on business growth objectives.

How we do it

Our digital strategy arm to the business, consists of consultants who have worked across various industries and can implement digital transformation, lead our remote teams to develop websites and help with Ecommerce setup and review.

Key Services



Blu Digital Strategy can act as an Ecommerce or digital team for well known retailers and consumer brands



We act as a digital advisory helping private equity firms and portfolio companies to add value to the investment lifecycle



Our teams of strategy consultants and Partners help with digital transformation



We combine data, analytics and technology to future scope your business



We help to attract more customers to your website to spend money

Key Benefits

Your business will gain expert knowledge and experience instantly, without a long term commitment on internal resource.

For the full breakdown of the strategies offered, visit www.blu-digital.co.uk/consultancy



Contingency

Permanent and Contract Recruitment as and when you need it

Who is this ideal for?

Businesses that have urgent hiring needs to fill certain gaps within their teams or to back-fill newly opened positions within teams.

How we do it

We recruit people right from entry level up to senior management filling individual roles as they emerge due to team expansion or employee departures. For permanent hiring, we offer contingency or retainer solutions. We would take a detailed job description of the role and utilise our marketing channels, and our network to manage the process until the role is filled.

Key Services



No-Win No-Fee



12 week
rebate period



Pre-Screened and
Vetted Candidates



The fastest way of recruiting
delivering a shortlist over to
you within 24 hours



Fees vary based on the
level of role you are
recruiting for

Additional Services

Speed of hire for newly created positions within the team to fill skill gaps or to back-fill a newly vacant existing role, on an ad-hoc basis.

- Save hours of screening and interviewing candidates to get a shortlist
- Save on Internal acquisition resource commitment for ad-hoc hires
- Serves in place of an Internal Acquisition team if this is absent from the organisation

Outsourced In House

Outsource your talent Acquisition function for scaling businesses and team builds

Who is this ideal for?

Businesses with team-build requirements and who need a talent partner that understands specific disciplines within Digital Marketing, Ecommerce, Tech and Design. As a business, you may be time-poor and needing someone for a short-term project rather than investing in a long-term internal resource.

How we do it

Our talent partners work with your business and embed themselves into your company to source great talent at scale, and for various projects. We have various models to meet your needs with our most popular options being a monthly subscription model or Retainer model, which gives you access to a full tech recruitment suite.

This includes our video interviewing service, recruitment brand management, access to our full advertising suite, extensive databases, fully seo optimised digitally focused sites to assist with candidate attraction and social media channels, which is the perfect solution for startups and SME's who need excellent resources to build a great team. You also may be a large corporation planning restructures and Digital Transformations, or even building an in-house agency. We can help with all of these changes to your organisation.

Key Services



Control your costs and hire for multiple roles at any time



Support for under resourced talent teams



Hire at Scale on a monthly retainer with no additional costs



Dedicated member of the Blu Digital team to work onsite with the business



Access to Blu Digitals' extensive network and database



We can help you set up your own database and employer branding



Promote your business through our networks with marketing material such as events and videos



Creating direct relationships with hiring managers



We gather analytics and produce reports and insights to help with better decision making



Ensuring compliance and mitigating risk



Executive Search

UKs leading executive search business finding the best senior talent across digital

Who is this ideal for?

Businesses needing senior executives to increase shareholder value and be at the core in helping transform their businesses. You may need help with exit strategies, Digital Transformation and organisational restructures.

How we do it

When partnering we work to understand our clients challenges, goals, culture and focus to help deliver great results. We work with Private Equity and Venture Capitalist investors with their portfolio businesses, as well CEOs and Board Members looking to hire leadership teams. We are pioneers with the way we source senior talent for our clients by using traditional search methodology combined with latest technology to find great talent in days not months.

We offer a personalised service providing full visibility of the available talent in the market both in the UK and internationally. We offer this solution based on a Retainer model.

Key Services



Creation of Dedicated branded employer job adverts across all of our channels



A branded Advert on our website which is ranked high on SEO



An assigned consultant to work solely on your hire



Work with us exclusively



Pay a proportion of the fee upfront and the rest on completion



In-depth client research

Key Benefits

We help to recruit NED's, C-Suite, Director Level and Head of level.

Our Search function help businesses transform their teams, revenue and ensure that companies can pivot successfully within a market that is more competitive than ever.

- Creation of Dedicated branded employer job adverts across all of our channels
- A branded Advert on our website which is ranked high on SEO
- Creation of Dedicated branded employer job adverts across all of our channels





How we work with clients and candidates

How we work with clients

It is critical that we maintain a comprehensive and up-to-date database; registering new talent daily. Our influential brand presence, which has been established on various social and digital platforms, enables us to stay on top of market trends as well as attracting top candidates. This will allow us to tailor the service we provide around your recruitment needs.

How we work with candidates

The key to long-term relationships with candidates is the transparent and honest service that we provide. Candidates are supported throughout and are screened before they enter the recruitment process. It is in the candidate's best interest to register and stay with us because we work exclusively in this area, understanding the pace and demands of the digital industry.



We have access to;



Market leading job
boards



A market leading
database



High search
ranking



LinkedIn Recruiter



Social Media channels;
Facebook, Twitter,
LinkedIn, Instagram



Access to candidates
not actively seeking
new roles

Testimonials



"Jack worked with me every step of the way to ensure that I was right candidate for the job and that the job was right for me. His detailed knowledge of the industry and recruitment process was imperative to my success and his instruction and enthusiasm kept me right from day one. It is safe to say I have no problem recommending Jack and I wish him every success in the future."

**Digital Solutions Business Analyst,
Reckitt Benckiser**



"It's not often you find a recruitment agency with such a strong dedication and focus as Blu Digital. I had a fantastic experience working with them in helping me find my new role as an Analyst. I was particularly impressed by the level of communication and updates I received regarding the progress of my application. Blu Digital earns my strongest recommendation."

Analyst, NowTV



"I can't recommend Jack enough, one of the best recruitment agents I've worked with for a long time. He helped me throughout the process, keeping me updated and always responsive. When I'm looking for my next role, Jack will be my 'go to' person!"

**Web Content Manager,
The Body Shop**





Analytics

Provide the insights that directly improve performance

Business is increasingly carried out online via websites, social media and blogs. It is vital that the resulting data is understood and processed into a useable format. Analytics professionals are an invaluable part of business as marketing decisions are based on analytics and valuable insight.

We recognise that clients are looking for individuals that should be interested in technology, up to date on the latest data capture software and able to provide the most effective insights.

Roles that are currently covered under the Analytics sector:

- Digital Analysts / Analytics Managers
- Senior Analytics Lead
- Conversion Optimisation Managers
- Digital Optimisation Lead
- Ecommerce Business Analytics
- Web Analytics; Senior Web Analytics, Head of Web Analytics, Web Analyst
- Insight Analyst



Creative

Make the web a more vibrant place

We understand businesses need to ensure that their brand can not only be found online, but that it's appealing when it is viewed.

Knowledge of the creative sector helps in recognising that creative teams include professionals from each discipline and skillset involved in producing cutting edge content for the web. Our consultants work with all these specialists, helping both individuals and businesses to find their model creative environment.

Roles that are currently covered under the Creative sector:

- Digital Designers, Senior, Junior and Freelance
- Graphic Designers
- Web Designers
- Motion Graphic Designers
- Design Managers
- Integrated Designers
- Interaction Designers
- Copywriters
- Creative Directors



Digital Marketing

Developing strategies to gain traffic

As customers can access an international range of companies at a moment's notice, it's safe to say that there has never been so much competition for businesses.

We understand that professionals are hybrids or specialised, and are able to envisage and execute campaigns across a range of channels. We work across all platforms; including PPC, SEO, CRM, email marketing, affiliates, social media and content; to find the people who can get a company in front of their audience. We prioritise keeping on top of emerging trends and channels, e.g. biddable, programmatic.

Roles that are currently covered under the Digital Marketing Sector:

- Social Media
- PPC
- SEO
- Biddable
- Programmatic
- CRM
- Email Marketing
- Content, Website Editor, Copywriting
- Mobile Marketing
- CRO
- Digital Experience
- Digital Performance

Digital Agency roles:

Digital Account Executives – Director,
Business Director, Strategy Director,
Head of



Digital Product/Project

Developing new and exciting products

Digital Product Managers oversee the development of a new online product, from its inception to its launch. Using market data, they manage existing products, and identify ways to enhance those products based on public perception.

Blu Digital understand the importance of knowing the market and specific requirements to find the perfect individual for each client when working on creative and technical positions. Product Managers are usually more technical than other marketing careers, digital product managers must have a solid understanding of web development, from coding to layout as it becomes a key factor of their daily work.

Roles that are currently cover under Digital Product/Project:

- Digital Product/Project Manager
- Digital Product Owner
- Project Manager
- Scrum Master
- Onsite Search
- Head of Product/Project
- Agile



Digital Strategy

Develop plans that lead the way

We know that having dedicated digital strategists ensures all of a business' activities pull in the same direction, regardless of channel or device. We cover roles ranging from digital strategy managers and consultants to entry level positions knowing individuals will be required to provide client-facing documents and possibly consultation.

Roles that are currently covered under the Digital Strategy sector:

- Digital Strategy Consultant
- Digital Strategy Senior Consultant
- Digital Strategy Manager
- Digital Strategy Director



Ecommerce

Optimise each step that leads to revenue

From the warehouse to the website, every aspect of an Ecommerce business needs to be primed for success. This involves optimising the customer journey to drive sales and create the best platforms to sell on.

Roles that are currently covered under the Ecommerce Sector:

- Head of Ecommerce, Ecommerce Manager
- Senior Online Marketing
- PPC Executive, Manager
- CRM Manager, E-mail Marketing
- Online Merchandising
- Online Trading
- Digital Business Analyst
- Website Editor, Website Manager



UX/UI

Create the optimal digital experience

Blu Digital understand that offering a high quality user experience is essential to online businesses and UX/UI professionals play a major part in creating this.

We understand that the knowledge of readability, functionality and effective navigation are all vital parts of a digital experience and even the slightest change can increase conversions and user satisfaction by a significant percentage.

Roles that are currently covered under the UX/UI sector:

- UX/UI Researchers
- UX/UI Managers/Director
- UX/UI Designer
- UX/UI Architect
- Mid-Weight UX Designer



Web Development

Build a better web, one page at a time

We understand the plethora of coding languages and software options provide a vast number of specialised areas, each with their own selling points.

The technical and creative team cover developer roles in just about any code, script or software. The team work with those individuals with meticulous accuracy and a fluent understanding of their chosen computing language.

Roles that are currently covered under the Web Development sector:

- Frontend Developers/HTML Developers
- PHP Developers
- Web Designers
- .Net Developers
- Mobile Developers



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