

COMMUNICATIONS



redrock

CONSULTING ● ● ●

Anticipating future client requirements in the light of new technology and market changes in the communications industry, as well as being able to respond with speed and innovation, is the way forward at Redrock.

The company's vision is to create an international business combined with local knowledge, committed to delivering an outstanding service from its wholly owned offices and strategic alliances across the world.

Redrock Consulting provides strategic business solutions to meet the demands of global communication clients.

As a leading provider of recruitment, project and managed services within the information communications technology (ICT) sector we are ideally placed to support companies who manage the latest fixed and wireless technologies.

For us at Redrock Consulting it is all about listening to customers - coming up with innovative solutions and sharing risk and responsibilities to help them achieve their business goals. We have a successful track record in delivering business solutions tailored to clients with core competencies in:

● **Wireless Network**

- 2G
- 2.5G
- 3G
- 4G/HSDPA
- WiFi
- Tetra
- WiMax/Microwave

● **Fixed Networks**

- Data
- Voice
- Optical
- Video

● **Network Development**

● **Research**

● **Pre and Post Sales Support**

● **Project Management**

● **Sales**

We can provide a single contractor, a permanently placed candidate or a fully managed on site solution. Our proven approach helps companies design, build and operate efficient and successful businesses worldwide.

Global presence

With wholly owned offices in the UK and Australia we are building a global footprint throughout Europe and the Asia Pacific region.

Whether our consultants are based in the UK or Australia, we have the skills, knowledge and experience to operate as an effective ICT resource partner helping clients deliver communication systems via the integration of voice, data, imaging and video technologies anywhere in the world. We work with many of the leading wireless and fixed vendors and our current clients include: COLT Telecom, Alcatel Lucent, Motorola, Nortel, France Telecom and Vodafone.

Partnership approach

Where specific skills and resources are limited we support customers by developing long-term strategies. Our solutions are often a combination of providing the right skill sets in the short term and then setting up programmes to pass on the expertise to the local workforce. Our

approach also includes cross training and multi vendor training to enable clients to have the ability to implement multi vendor solutions. In this way we can provide a short term tactical support together with a longer term staffing solution.

Redrock expertise

All our consultants combine recruitment experience with a niche sector specialisation which mirror our client technologies and provide a central point of contact. This ensures that all client issues are dealt with and that all aspects of a client's company culture and technical requirements are fully understood and represented throughout the company. Our team of dedicated, experienced consultants are focused on supplying excellent candidates utilising both local resources as well as sourcing professionals with the right skills from anywhere in the world. We pride ourselves on our speed of response and our technical understanding to enable us to deliver the right skill on time anywhere in the world to predetermined budgets.

Contract

Our specialist Contract Consultants 'live and breathe' telecommunications Resourcing solutions, enabling them to deliver quality outcomes at speed time and time again. This enthusiasm to deliver results at speed is underpinned by the use of market leading resource search and planning technology.

Redrock Consulting makes significant investment in award winning data parsing technologies alongside our standard sourcing methods. This allows us to respond immediately to our clients with highly relevant, interim resource.

Where appropriate, we can manage internal resource capacity through the Resource Utilisation Management (RUM) suite of products. This focuses on maximising project orientated resource utilisation, internal and external project resourcing efficiencies whilst delivering powerful executive and detailed resource and project reporting.

Permanent

We take a strategic approach to permanent recruitment because we

know that having a core of pivotal people in place to manage complex projects and teams of contractors is the key to success for many dynamic telecommunications organisations. Our permanent recruitment proposition is driven by our appreciation that quality recruitment is more than just filling a vacancy with someone who can technically do the job. It's about working in partnership, offering added value services and having specialist consultants that deliver a first class service.

We are passionate about developing long term partnerships and we take a highly structured and personal approach to finding you the right people to join your organization based on a thorough knowledge of your industry, your ethos and your culture. We aim to meet all our candidates personally but if for any reason this is not possible we will carry out in depth telephone interviews. Our consultants have excellent contacts as well as access to our refined recruitment database and will network on your behalf to find candidates that will hit the ground running and make a difference to your business. We know that your top performers will be displaying a set of competency and personality traits that make them successful in your organisation and we have a number of scientific

assessment and profiling tools, which can provide a detailed analysis. By identifying the behaviors, skills and personal qualities that influence and create success we can recruit against these factors and recommend candidates that will replicate your success.

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Digital Video interviewing

For more senior roles we can offer digital Video interviewing which enables employers to see and hear a short list of candidates without leaving the office. Not only does digital video interviewing create significant time savings for our customers but this facility gives them the edge in the recruitment process when candidates are being sourced from overseas.

Business solutions

We work with our clients to determine the correct resource solution for their business. Our added value services include:

● Managed Services

A key issue with larger projects is the maintenance and management of the whole recruitment process. Redrock Consulting's managed service takes on all aspects of the staffing solution including day to day running of the the Contactors engaged on a project as well as the responsibility for delivery, working with other recruitment suppliers and providing management information. This includes contract policies and frameworks, service level agreements, resource scheduling and resource delivery to meet headcount and project milestones.

● Dedicated Resource Pools

Working in spirit of true partnership we can identify local resources that can be trained and developed to provide on-going skilled resources. This training and development approach provides our clients with continuity of service and people who have a thorough understanding of their business.

● Management Information

Providing detailed management information with consolidated billing advice enables Redrock Consulting customers to manage their recruitment strategies and their budgets more effectively. Whatever the geographical location we can provide a single monthly invoice, along with other key information such as project costs, expenses, skill availability, rates and contract details as well as visa extension dates.



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