

CAREERS[®]
EVOLUTION

Your Evolution Begins Now



Director's Message



**Chris Hopkins,
Regional Director APAC**

Hello! Thank you for your interest in learning more about Evolution as an employer.

When we started Evolution Singapore in 2011, we adopted the tools and ways of working that have made our UK business successful. With a Singaporean twist, of course! We continued our focus on **creating an outstanding IT recruitment consultancy** and **investing in training and developing** our people.

The relentless efforts we have made **to create a great recruitment experience** for our clients, candidates and employees have won us numerous awards over the years. From a standing start, we have now successfully placed candidates with well over 250 companies here in Singapore, and many more around the APAC region.

The IT recruitment landscape in Singapore is competitive but we have seen stellar growth in our business, which would not have been possible without such a strong team. We place a big emphasis on teamwork and are always looking for **ambitious, innovative and collaborative** people to join us. If your personal values align with ours, we'd be delighted to discuss the opportunities we have available.

Your Evolution Begins Now.



About Evolution

We are a specialist in all aspects of permanent and contract IT recruitment. When we started Evolution in 2000 in the UK, our aim was to create an outstanding IT recruitment consultancy - outstanding for clients, candidates and the people in our team. This aim has remained unchanged for the past 18 years.

We have since grown from three people to a global supply of IT recruitment solutions. We now have 150 consultants across 6 offices in 4 countries and have an annual turnover of more than S\$100 million.

Evolution Singapore was established in 2011. It now has a team of 14, consisting of 11 consultants and 3 back office staff.

What We Stand For

Our purpose:

Committed to helping people and organisations realise their potential

Our brand promise:

Working *with* you to create a great recruitment experience

Check this out

Video: "About Us"

<https://vimeo.com/271835296/03b25b6a70>

What We Stand For

Our values:

AMBITIOUS

PASSIONATE

We love what we do

MOTIVATED

We believe we can

DETERMINED

We will find a way

INNOVATIVE

VISIONARY

We encourage new ideas

ENTREPRENEURIAL

We make it happen

CREATIVE

We use our imagination

COLLABORATIVE

COOPERATIVE

*We achieve more
working together*

COMMUNICATIVE

*We listen, understand
and share*

RESPECTFUL

We care

Our Clients

We work closely with a wide range of clients from different sectors. These are just some of the people we have worked with:



What Our Clients Say About Us



Chris and team have been really on point in identifying the right talents to fill our vacancies. I have even recommended them to my other friends and businesses. Thank you!

Maxim Thaw Tint,
Founder and CEO



“Evolution is able to understand SP’s manpower needs, expectations and requirements and has always listened to our issues and delivered as per our requirements, no matter how stringent.”

Jacqueline See,
Deputy Director, HR



“I am happy to make a recommendation of Evolution to companies with specific IT requirements, as they are efficient and provide a high level of service.”

Alan Tan,
Senior Manager, Infrastructure & Service Delivery



“Evolution have been my ‘go-to’ guys for the last 3 years and they know our security business exceptionally well - I wouldn’t hesitate to recommend them.”

Tim Sharp,
APAC Head of Talent Acquisition

Check this out

Video testimonial by Maxim Thaw Tint, Founder and CEO of GTRIIP:
<https://vimeo.com/275243036/6d15331507>

Why Evolution?

As an Evolution consultant, you get access to the **Evolution Database (ED)**, specially developed to give you the competitive edge over your industry peers.

With a meritocratic culture, uncapped earnings, monthly, quarterly and yearly incentives, your success will be recognised and celebrated in many ways.

The Power of ED

Evolution Database, or ED, is our in-house proprietary software that pulls in passive and active candidates from multiple channels, enabling you and your clients to have access to the best possible candidates in the market.

Our in-house IT team has been accredited **Microsoft Gold Partner** for the development of ED.



Our BHAG

At Evolution, we have a Big Hairy Audacious Goal. This is a concept inspired by Jim Collins, a best-selling author who has researched and written extensively about what makes companies successful and sustainable.

Our goal unifies our team, sets us in the right direction and let us know when we have reached the finish line.



Big. Hairy. Audacious. Goal.

**WE WILL BECOME
THE COMPANY**
most known for
IMPROVING
the
**RECRUITMENT
EXPERIENCE**
within the tech industry

Our Awards

Evolution attracts top talents and invests significant resources to make Evolution a great place to work, learn and excel. Here are some of our recent awards.

HR Asia Recruitment Awards
Best Client Service 2018

Computing Security Awards
Security Recruitment Company of the Year 2015, 2016, 2017

Computing DevOps Excellence Awards
Best DevOps Recruitment Firm 2017

Cloud Hosting Awards
Cloud Recruitment Company of the Year 2016

Recruitment International
IT and Technology Recruitment Company of the Year 2016





Your Evo-Perks

No one likes a workplace that's all work and no play.
That's why we've made ours fun. Expect:

Table tennis table
X Box
Foosball table
Beer o'clock
Free flow soft drinks
Unlimited chocolates
Healthy snacks
Fruits
and much more...

We also offer mobile subsidy, medical insurance that covers zero-dollar co-payment for GP visits, and 20 days annual leave (with scope to increase to 25 days)

Your Evo-adventures

Evolution incentive trips bring you on adventures locally and globally. We have done trampolining, go-karting, dined at top-end restaurants and travelled to Bali, New York City, and Tokyo.





Team bonding event - Trampoline



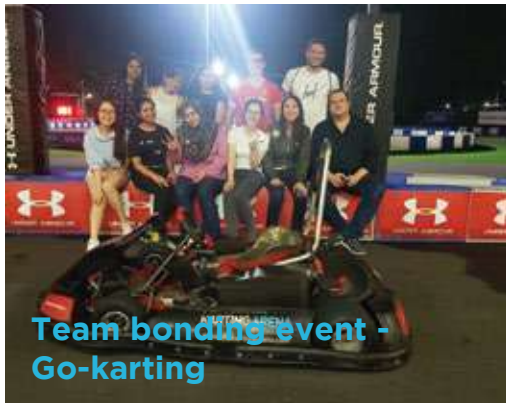
Team bonding event - Bowling



Annual Achievers Trip 2018 - Tokyo



Lunch Club at Cheek by Jowl



Team bonding event - Go-karting



Yacht Xmas Party 2017



Yacht Xmas Party 2017



International Women's Day Lunch Gathering



Lunch Club at OSC Ristorante

Meet the Team



Jake Bridge,
Client Solutions Director

Jake has more than 10 years of experience in the recruitment industry. He joined Evolution Singapore in 2016 and currently leads the Client Solutions and Business Development functions.

What attracted you to join Evolution?

There were three main things about the business that attracted me:

- Specialisation in Technology
- Privately owned so we have the ability to make decisions quickly to benefit people and clients
- Great infrastructure and platform to be the No. 1 recruitment company globally

What do you like about working at Evolution?

There is a genuine focus on Candidate, Client and Employee Experience. This aligns with my personal and professional values.

What does success mean to you?

Success is seeing my team grow and develop.

Check this out

Video: "Careers @ Evolution"

<https://vimeo.com/275054306/f30c0a3c3d>

Meet the Team



**Genevieve Seah,
Client Solutions Consultant**

Genevieve joined Evolution in 2016 as a Talent Consultant. A civil engineer by training, she joined Evolution without prior experience in the recruitment industry. One year on, she has been promoted twice and is now a Client Solutions Consultant.

What attracted you to join Evolution?

When I asked my recruiter friend which is the best recruitment firm in Singapore, she introduced me to Evolution. She has a lot of experience in recruitment and is currently working in another firm.

What are your favourite memories in Evolution?

Our daily foosball matches, and all the times we get together to have fun!

If it's my first day at Evolution, what would you say to me?

Your success is all down to yourself and your hard work. If you are determined to succeed, you have all the resources you need in Evolution to help you get there. You just have to believe in yourself and do it.

Meet the Team



Stella Li,
Talent Consultant

Stella was a 360 IT Recruitment Consultant at Michael Page Singapore. Her interest to focus more on candidates brought her to Evolution. She is currently part of the Talent Team where she specialises in sourcing for the right candidates for clients.

What do you like about working at Evolution?

It is really fun to work in Evolution!

My colleagues and team are great and the management is supportive. It is a fair environment where I can fully concentrate on my work, share my thoughts freely and raise new ideas that I have.

What has been your biggest challenge?

Probably the same as what many IT recruiters face - finding good local candidates for our clients.

What does success mean to you?

Success means achieving my career objectives, doing well at work, attaining my personal targets and, at the same time, making sure I have work/life balance.

Check this out

Video testimonial by Stella's candidates:

Du Zheng Da - <https://vimeo.com/275861749/5ed5524e99>

Chen Min - <https://vimeo.com/276444868>

Impacting Communities

We are dedicated to serving and making an impact in the industry we operate in. Since expanding our marketing function in Evolution Singapore in 2017, we have organised events and activities to engage the community and share our knowledge in IT recruitment.



Sharing Session on “How to attract the best tech talents for your start-up” at BLOCK 71, a start-up incubator.

Supporting Women Who Code monthly coding session



Social Responsibility

Since November 2016, Evolution Singapore has been actively supporting the Shadrach Children Home in Myanmar. This home was started by Ms Khaw Shin in 2014.

Ms Khaw was a teacher in the politically unstable Wa region. In 2014, she was forced to leave the area due to political reasons. As she was leaving, parents begged her to bring their children along as children in the village typically end up in the drug trade or join the local resistance movement. A group of 20 children followed Ms Khaw to the That Yan village in the Northern Shan State where there are proper government administration and a better environment for the children.

Employees at Evolution Singapore contribute a portion of their monthly earnings to the home. Apart from that, the company matches the contribution by employees on a 1-for-1 basis. With Evolution's support, the underprivileged children now have the resources and opportunities to receive formal education and have access to medical care and adequate nutrition.



Current Opening

Principal Recruitment Consultant (Technology)

We're looking for dynamic, driven individuals to join Evolution as Principal Recruitment Consultant. As one of the few recruitment companies out there with a genuine USP in the market, you'll benefit from the use of our powerful bespoke database system and an unrivalled company culture.

Responsibilities:

As a Technology Recruitment Consultant you will be involved at every stage of the recruitment lifecycle which includes identifying new business opportunities through various sourcing channels and becoming a true expert and trusted recruitment partner in your market. Evolution focuses on quality and delivering a great recruitment experience to our clients and candidates so you should be aligned to this approach.

Qualification and Skills:

- At least 2 years of success in an IT Recruitment Consulting role
- Strong interpersonal and communication skills

Benefits:

We offer an attractive remuneration package which includes

- A highly competitive commission structure
- Local, regional and global incentives on a monthly, quarterly and annual basis
- A defined career advancement plan for every employee regardless of function, grade or length of tenure

SPECIALISTS IN ALL ASPECTS
OF PERMANENT, CONTRACT
AND INTERIM IT RECRUITMENT

Tel:
+65 6511 4080

Website:
www.evolutionjobs.sg

Address:
#13-01, Anson House,
72 Anson Road,
Singapore, 079911

CAREERS[®]
EVOLUTION

 evolution
recruitment solutions