



Technology Recruitment Solutions

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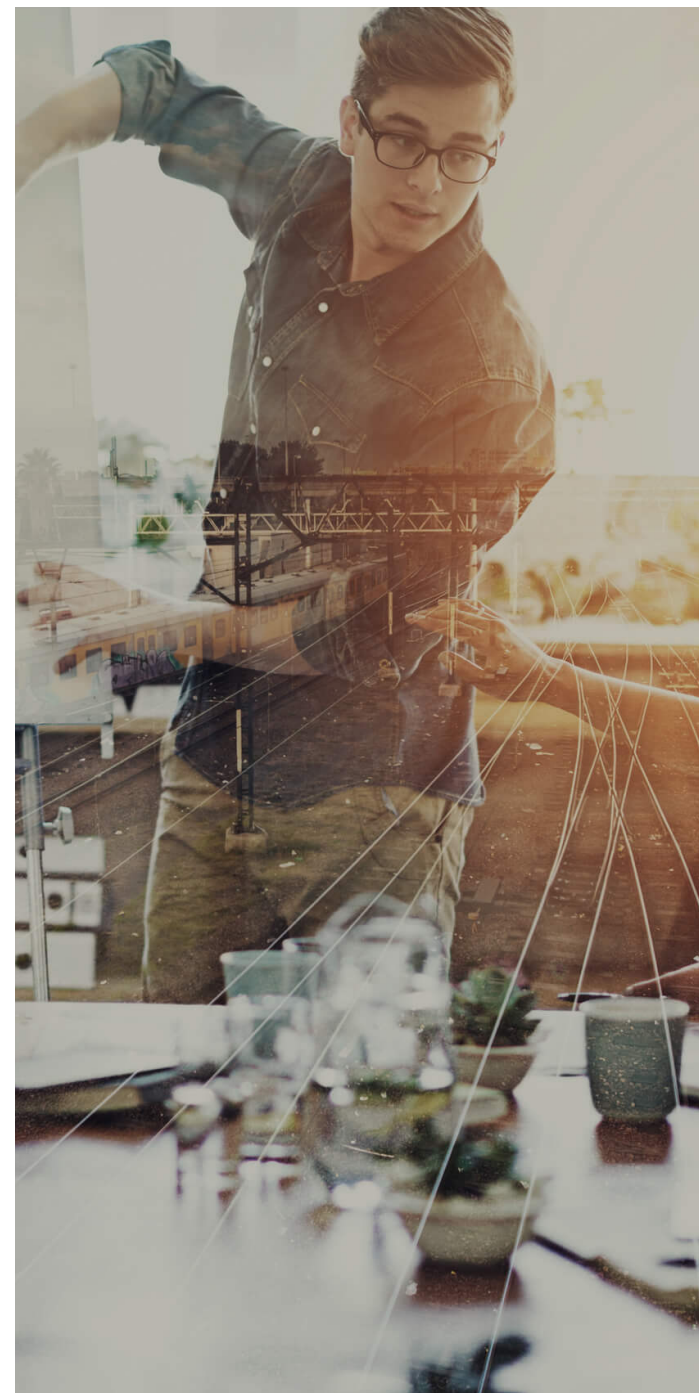
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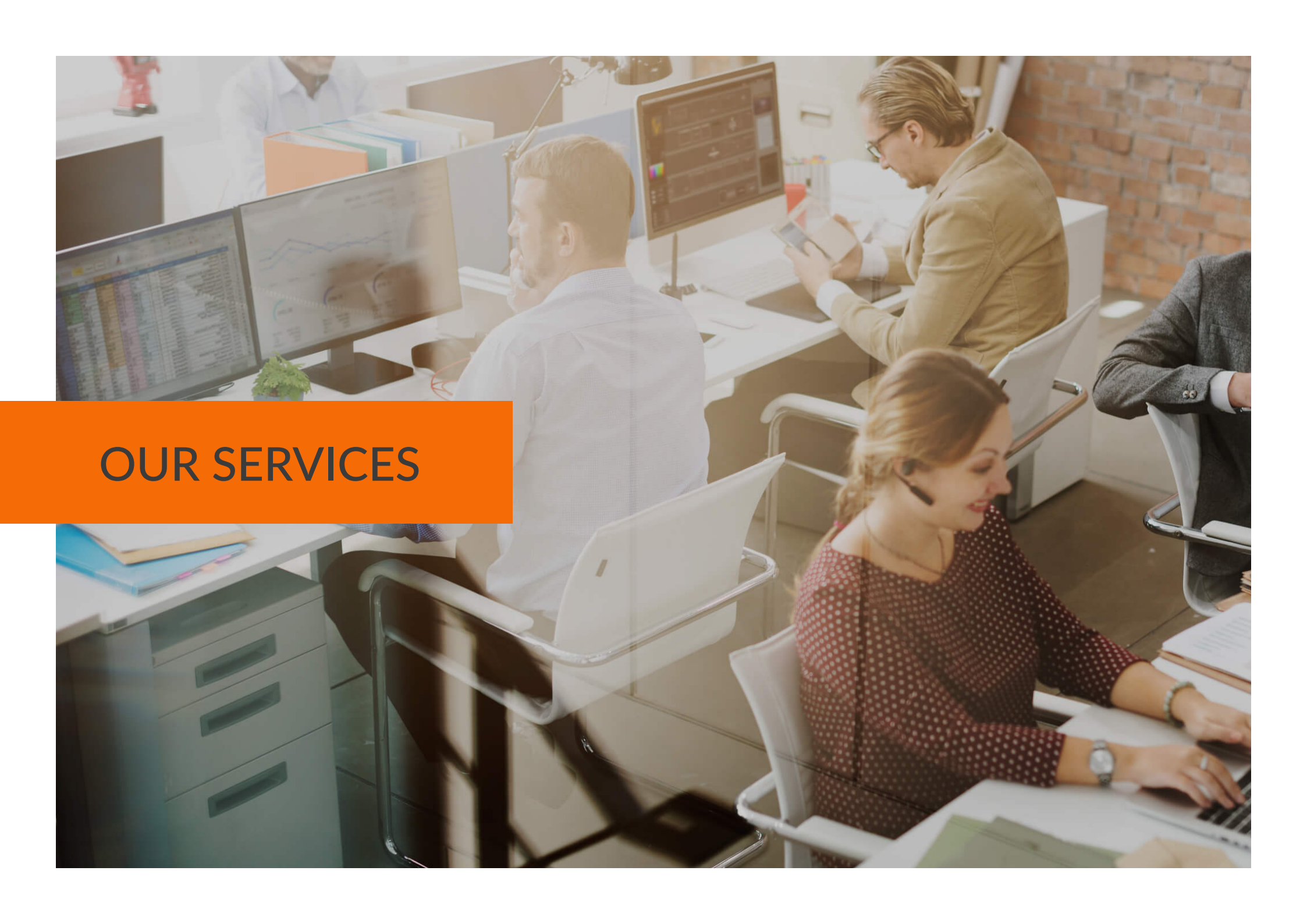
Adelphi House, Upper Georges Street, Dun Laoghaire, Co Dublin, A96 K224.

ABOUT BUABUA

Buabua (meaning Win : Win) is a boutique Technology Recruitment Consultancy. We partner with Project Management teams, PMOs and Agile Technology Delivery teams across Software Development, Financial Services & Technology Sectors on their Permanent, Contract & Retained Search hires.

- ✓ specialist recruitment partner that's listens to your needs
- ✓ customised E2E recruitment service tailored to your needs
- ✓ recruiter who understands your specific sector
- ✓ save valuable time & cost in your recruitment process
- ✓ quick access to the best available active & passive talent
- ✓ benefit from insightful market knowledge & expertise
- ✓ trusted partner representing your brand in the marketplace
- ✓ deal directly with senior recruiter not a junior recruiter or sales person



A photograph of an office environment with several people working at their desks. In the foreground, a man in a light blue shirt is seated at a desk with two large monitors displaying data charts. To his right, another man in a tan jacket is looking at a tablet. In the foreground right, a woman with a headset is typing on a laptop. The background shows a brick wall and more office equipment. An orange banner is overlaid on the left side of the image.

OUR SERVICES

PERMANENT RECRUITMENT

Buabua can connect your organisation with available permanent project management & agile team delivery talent quickly. We can achieve this through our established wide candidate network, our in-depth expertise in our core niche recruitment areas, our proven robust E2E recruitment process and most importantly our ethos and desire through partnership with you to develop win : win permanent recruitment outcomes. Positive permanent hires matching candidates with your organisation based on:

1. Motivation
2. Skills
3. Cultural Fit

We understand that hiring a permanent person into your organisation is a big strategic commitment in time and money. Your permanent recruitment needs are also unique. This is why Buabua take the time to understand the unique challenges and opportunities specific to your organisation.



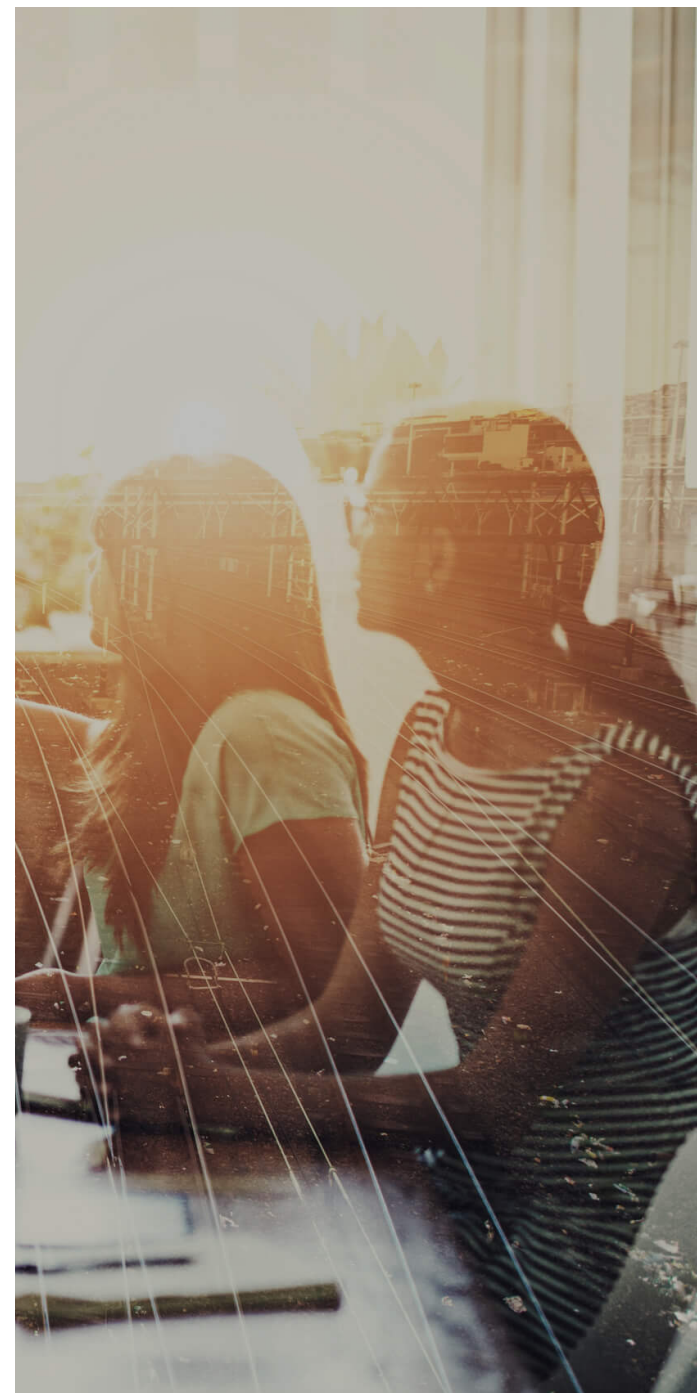
DAY RATE CONTRACTOR RECRUITMENT

Have you considered day rate contractors instead of permanent hires?

A day rate contractor, as the name suggests is someone who joins an organisation as an independent consultant for a specified period (3 - 12 months is typical) and are paid only for the days they work. Day rate contracts can be rolled over or extended as appropriate. Contractors typically work through Umbrella Limited Companies or their own Personal Limited Company. There are a number of reasons to consider using Buabua to source a day rate contractor rather than a permanent hire.

1. Project-Specific Needs:

Flexibility and Scalability: Hiring day rate IT contractors provides your organisation with the flexibility to scale your workforce based on specific project demands. Contractors can be engaged for specific projects or periods, allowing you to adapt to changing workloads without the long-term commitment associated with permanent hires.



2. Specialized Skills and Expertise:

Immediate Access to Skills: IT contractors typically bring highly specialized IT skills and expertise that are required for a particular project. You may not have these skills in-house or you may need them for a limited duration. Contractors can quickly fill these skill gaps, bringing a wealth of experience without the need for extensive training or lead in time.

3. Cost Efficiency:

Reduced Overhead Costs: Hiring permanent staff involves additional costs such as benefits, pensions, and healthcare. By opting for day rate contractors, companies can avoid these long-term financial commitments and only pay for the specific work performed. This cost-effective approach can be particularly advantageous for short-term or intermittent projects.

4. Project Duration and Uncertainty:

Variable Workloads: IT projects often have varying workloads that may not justify hiring a permanent employee. Contractors can be engaged for the duration of a project, allowing companies to efficiently manage resources based on project timelines. This is especially relevant where project timelines can be uncertain or subject to change.

5. Agility and Adaptability:

Adaptation to Market Conditions: Your industry is very dynamic, and market conditions can change rapidly. Hiring contractors provides you with the agility to adapt to market fluctuations without the challenges associated with downsizing permanent staff. Contractors can be engaged or released as needed, allowing your organisation to stay responsive to your specific business needs.

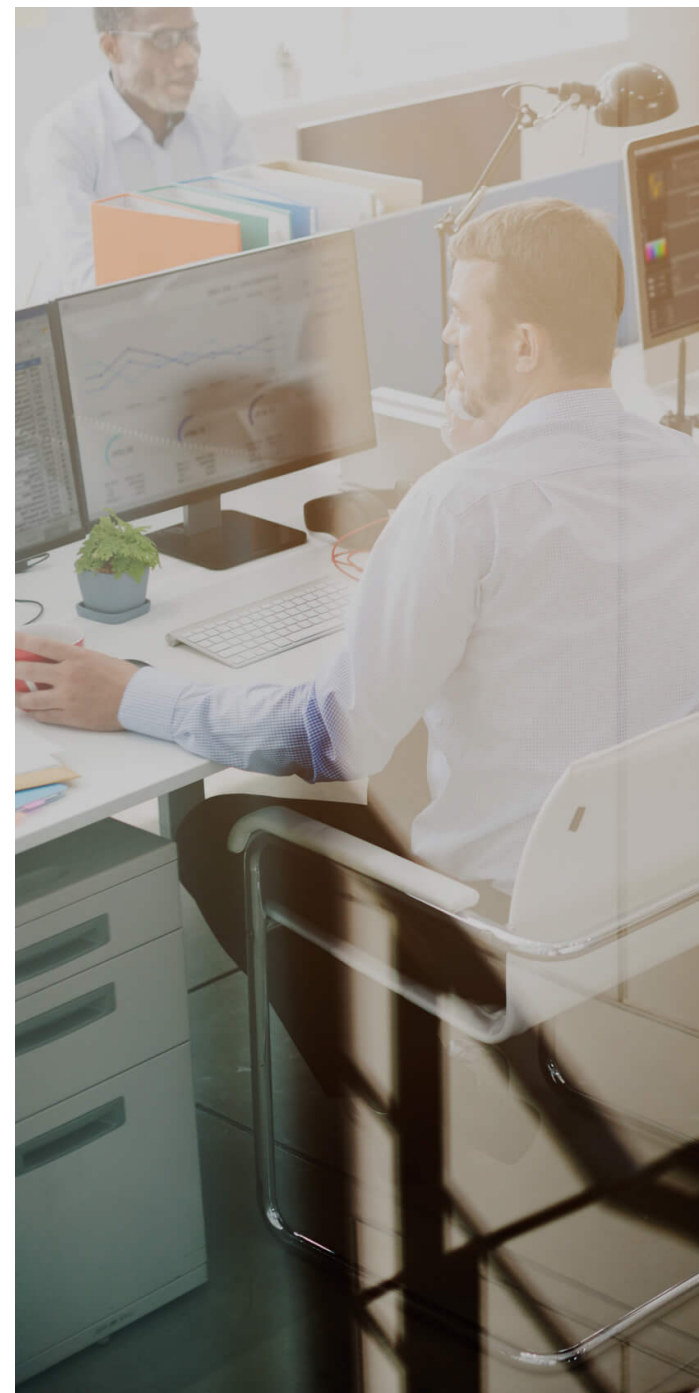
FIXED TERM CONTRACT RECRUITMENT

A fixed-term IT contractor is an individual who is hired for a specific duration or until the completion of a particular project (typically 6 – 24 months). Unlike permanent employees, fixed-term contractors have a predefined end date for their employment. Fixed term contractors (FTC) typically go onto your corporate payroll and are paid and treated much like a permanent employee.

There are a number of reasons to consider using Buabua to find a FTC rather than a day rate contractor or permanent hire.

1. Project Duration and Scope:

Temporary Project Requirements: You may hire fixed-term IT contractors for projects with a defined beginning and end date. These projects may have specific goals (e.g. implement new accounting software package), and you may simply require additional resources to meet that project's demands. Once the project is completed, the need for the FTC services diminishes.



2. Budgetary Control:

Cost Predictability: Hiring fixed-term contractors allows you to have better control over your budget. The cost associated with an FTC is usually known and fixed for the duration of the contract, providing financial predictability compared to day rate contractors, where costs may vary based on the actual hours and days worked.

3. Maternity Leave or Extended Absences:

Covering Leave Periods: FTC are often hired to provide cover for employees on maternity leave or other extended absences e.g. illness. This allows you to maintain continuity in project delivery without committing to a permanent hire. Once the employee returns, the FTC's services may no longer be required.

4. Specific Skill Set for a Limited Time:

Specialized Short-Term Expertise: Companies may need a specific skill set for a short duration to address a particular project requirement. Fixed-term IT contractors can bring in specialized expertise without the long-term commitment associated with permanent hires. This is particularly relevant when a company requires niche skills that are only needed for a specific project phase.

5. Flexibility with Headcount:

Flexibility in Workforce Management: Hiring fixed-term contractors provides flexibility without the ongoing commitment of permanent staff. Companies can strategically manage their workforce, adjusting the number of FTCs based on project demand. This flexibility is valuable in industries with fluctuating workloads or where specific skills are needed periodically.

RETAINED EXECUTIVE SEARCH

Retained executive search is particularly common for high-profile, strategic IT executive roles where the stakes are high, and your organisation seeks to secure top-tier talent. The exclusivity, depth of expertise, and comprehensive approach differentiate retained searches from other contingency recruitment methods, making them an attractive option for companies looking to fill critical IT leadership positions. Buabua is retained exclusively by your organisation to conduct the search. There are several reasons why you might consider retaining Buabua for an IT executive search.

1. Expertise and Specialization:

Access to Industry Experts: Buabua specialize in senior IT PMO / Programme management and Agile Software Delivery roles across Software & Technology sectors. By engaging with Buabua you can tap into our existing wide network of available senior IT executive candidates in the market. This specialisation ensures a targeted and efficient search for high-calibre IT executives.



2. Confidentiality and Discretion:

Sensitive Leadership Placements: Executive searches for top-level IT positions often involve sensitive information and strategic decisions. Buabua prioritizes confidentiality and discretion throughout the process, protecting both your organisation and the candidate involved. This is crucial for strategic IT leadership hires where the premature disclosure of leadership changes could impact your business.

3. Comprehensive Candidate Assessment:

In-Depth Evaluation: Buabua goes beyond traditional contingency recruitment methods by conducting thorough assessments of potential candidates. This involves evaluating not only technical skills but also leadership / stakeholder management qualities, leadership style, cultural fit, and the ability to drive your organisation's strategic IT roadmap objectives. This comprehensive approach ensures a better match between the executive and your organisation's needs. The outcome of our assessment is to produce a candidate shortlist for you to interview.

4. Time Efficiency and Focus:

Dedicated Resources: Retained executive search involves a dedicated team at Buabua focused exclusively on your organisation's needs. This commitment accelerates the recruitment process, allowing for a quicker identification of suitable candidates. For critical IT leadership roles where time is often of the essence, this focused and streamlined approach produces better outcomes.

5. Guaranteed Commitment and Quality:

Exclusive Engagement: For assignments undertaken on a retained basis, the fee structure is typically 30% of Annual Compensation (see our T&Cs). This is calculated as Initial Fee 10%, Short List Fee 10%, and Upon Successful Placement 10%. This exclusivity ensures that Buabua can safely dedicate significant resources to the assignment, working closely with you to identify and secure the best IT executive talent available. This fee structure includes a near guarantee of the candidate's placement.



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