



3 SIXTY
TALENT MANAGEMENT

WHERE HUMAN
AND TECH - CONNECT

THE 3SIXTY EXPERIENCE

WHERE WE
PUT THE
FOCUS ON

A PLACE WHERE HUMAN AND TECH CONNECT
DELIVERING POWERFUL RESULTS. WHERE
RELATIONSHIPS MATTER AND EXPERTS
FROM BOTH THE RECRUITMENT AND E-COMMERCE
INDUSTRIES WORK SIDE BY SIDE WITH YOU, TO
DELIVER HIGH QUALITY STAFFING SOLUTIONS,
THAT ANSWER YOUR NEEDS.

We have taken the traditional 360 approach to e-commerce recruitment, reimagined what's possible and pressed re-load. Not because we could, because we knew we could do better.

We deliver an e-commerce recruitment experience that is more intelligent, more relationship focussed and more human. Its why we've become known as the human face of e-commerce recruitment - and we can't wait to meet you.

YOU



POWERFUL TECH PLUS HUMAN CONNECTION

**WE'RE PASSIONATE ABOUT TECH,
WE CHAMPION AND EMBRACE
INNOVATION AT EVERY TURN.
BUT WE ALSO LOVE PEOPLE.**

We believe they best understand human behaviour and are perfectly placed to deliver compelling e-commerce experiences. Which is why we are focused on delivering the right balance between powerful tech and human connection.

This way of working means we can build robust and meaningful relationships with our clients and candidates which stand the test of time.

WE ARE E-COMMERCE INDUSTRY EXPERTS.

E-COMMERCE IS IN OUR DNA

WE KNOW THIS INDUSTRY. EACH AND
EVERY MEMBER OF OUR TEAM HAS HANDS
ON EXPERIENCE OF WORKING IN THIS
EXCITING SPACE SO WE TRULY UNDERSTAND
YOUR NEEDS AND "SPEAK YOUR LANGUAGE."



We are proud to have built long standing relationships with our clients and candidates, built on mutual **trust and experience** which stretches across a broad spectrum of the e-commerce industry.

Our team are uniquely placed to secure your next member of the team, drawing on their extensive experience and specialisms within the e-commerce space. **Get in touch today.**

WE ARE DEFINED BY OUR

VALUES



DRIVEN

WE DO EXCEPTIONAL THINGS

We are driven by quality and exciting possibilities. We know the things that first made 3Sixty great are the things that will keep it that way in the future. So whilst we are always forward thinking, we never forget our past. Despite being a competitive bunch who love to push boundaries, we are accountable to one another and stand together as one team. We are ambitious, hungry and prepared to work hard to deliver against our promises. But success is only meaningful when **we do things the right way, not the easy way.**



SMARTER

WE ARE THE CHALLENGERS

We strive to set the highest standard in everything we do. Give us a challenge and we will find a solution. Disruptive and innovative in our approach, we always want to drive towards **“The NEXT” great thing!** By constantly challenging ourselves to improve and break new and innovative ground.



BETTER

WE MOVE THE LINE

Growth and learning is in our DNA. Every day, in everything we do, we challenge ourselves and push the line. We push our own boundaries by focusing on incremental improvement. We innovate by taking intelligent risks.

We are forward-thinking and embrace innovation and change.



TRUST

THE SAFE PAIR OF HANDS

What do you do when no one else is looking?
Our teams act with integrity and honesty, and focus on putting themselves in the shoes of our Clients and Candidates. We are an extension of our client's team and our candidates trust us to have their back.



TEAM

DO GREAT THINGS TOGETHER

We always have one another's backs and **we invest in each other** because we win or lose as one team. While there's always a time and place to celebrate individual accomplishments, no single person is bigger than the team. We get a lot done but always find time to have fun along the way.

ENJOY THE FULL

3SIXTY[•] EXPERIENCE

3SIXTY TALENT MANAGEMENT IS AN

E-COMMERCE RECRUITMENT SPECIALIST

DEDICATED TO WORKING WITH THE

HIGHEST CALIBRE CANDIDATES IN FINDING

THEIR NEXT EXCITING CAREER MOVE.

To maintain our edge and ensure we are always first to present you with the most exceptional talent, we have made significant investment in our own dedicated e-commerce resourcing hub. This ensures we have a team of resourcing specialists who are constantly active in the marketplace, meeting new entrants and checking in with active and passive candidates.

Meanwhile our dedicated and expert team of Consultants (who understand the market, hiring conditions, and the behaviour patterns of technologists) can get to work on **delivering a qualified and high quality shortlist of engaged e-commerce candidates, for you – fast.**

CLIENTS

WE ARE SPECIALISTS IN THE RECRUITMENT
OF E-COMMERCE EXPERTS FOR THE WORLD'S
MOST SUCCESSFUL BRANDS.

All our clients are businesses in growth and deeply embedded in the e-commerce space with a forward thinking approach to business.

In a recruitment market increasingly dominated by tech sourcing talent, we offer something different: an intelligent and blended approach. One where human meets tech.

3Sixty works with a range of different e-commerce companies, from small businesses to some of the largest across Europe, and have proven experience in recruiting e-commerce Managers, Executives, and Directors. With e-commerce experts having such a huge role in growing online sales, we understand they play a pivotal part in a company's success.

We partner with our clients to place not just the best individual talent but also to create some of the most exciting e-commerce teams globally. We place diversity at the forefront of our business because we know that differences are what makes you stand out.



The team at 3Sixty have been exceptional. They genuinely care about what they do and right from day one have taken a truly partnership led approach, always taking the time to listen and understand our needs and ambition's, providing high quality, e-commerce candidates at pace.

It's really refreshing to find a recruitment expert in this space who has effectively brought together the benefits of tech combined with a personal, more human touch. That along with their teams knowledge and hands on experience of the industry means they understand intimately the roles we are recruiting for and I can't recommend them enough.



Nick Bartlett

Chief People Officer, nShift





TO DELIVER OUR QUALITY SERVICE, TEAM 3SIXTY RECRUITMENT MEET WITH EACH & EVERY ONE OF OUR E-COMMERCE CANDIDATES.

This combined with our Talent Dynamic assessment results, gives us the full 360 insight we need into the person's character and motivations, and helps ensure that any prospective employee who might join your payroll, has the ability to grow and develop within your organisation.

When you choose to partner with 3Sixty you can look forward to a whole host of benefits.

WHAT WE DELIVER FOR OUR CLIENTS:

- 01 Resourcing Hub.**

Access to our dedicated e-commerce resourcing hub where we find the best candidates to fulfil your roles, fast.
- 02 Candidate Overview.**

A full assessment of the candidate's skills and capabilities will be provided through our Talent Dynamics interface giving you a deep understanding of the candidate, their capabilities and development areas.

- 03 Retention Plan.**

Ensuring your team is happy, engaged and motivated is essential in growing long-term success in your company.
- 04 Onboarding Plan.**

The Talent Dynamics assessment will also contribute to setting your candidate up in their new role with an individually tailored induction plan setting them up for success from day one.

CANDIDATES

DRIVEN BY OUR COMMITMENT TO DELIVER THE 3SIXTY QUALITY STANDARD OF CARE. A QUALITY STANDARD WHICH CONNECTS HUMANS WITH TECH TO BUILD E-COMMERCE CAREERS WHICH DRIVE THE INDUSTRY FORWARD.

WHAT WE DELIVER FOR OUR CANDIDATES:

- 01 A 3Sixty Overview.**
Of your skills and capabilities using Talent Dynamics helping you understand your professional strengths and development areas to help you shape your next career move.
- 02 A 3Sixty Job Specification.**
Giving you the full insight into the role, including any technicalities and intricacies of those more niche roles. We provide you with insight into the company and culture together with full insight into progression opportunities and benefits.
- 03 A 3Sixty Insight Report.**
Into the market and client through our unique e-commerce and in-role experience and strong client relationships.
- 04 A 3Sixty Induction Plan.**
Our Talent Dynamics assessment will also set you up for success in your new role with an individually tailored induction plan.



OUR CLIENTS UNDERSTAND THAT THE E-COMMERCE MARKET IS HIGHLY COMPETITIVE. PROVIDING A MARKET RATE SALARY ALONE IS NOT ENOUGH. WE ENCOURAGE OUR CLIENTS TO THINK BIG AND THINK BOLD WHEN IT COMES TO MAKING THEIR OFFER TO OUR CANDIDATES.

It's why so many now offer such a diverse range of benefits, with everything from healthcare, gym membership, training and development, extended annual leave to childcare and doggy day care.

We know how frustrating it can be, not knowing what's happening with your application. This is why at 3Sixty, all our candidates have full visibility at all times via our innovative CRM system. Combine this with our promise to make personalised check ins to ensure we all stay on the same page and work toward the same end goal - you can be sure you always have a full 3Sixty understanding of how your career journey is progressing.



I used 3Sixty to secure my current position. They did their homework before approaching me and the role they presented was a perfect match. From the initial interview to the preparation material provided, to the next stage interview to offer, everything was excellent.

John Fogarty

3Sixty Candidate



WE CHOOSE OUR CLIENTS

WHEN IT COMES TO A SUCCESSFUL
WORKING PARTNERSHIP WITH OUR
CLIENTS, GETTING THE RIGHT 'FIT',
WHERE THERE IS A MUTUAL
UNDERSTANDING AND APPROACH
IS THE CRUCIAL INGREDIENT TO
OUR SUCCESS STORY.

We believe that our human focus and relationship based approach to doing business should be shared with all we work with. Sharing core values, investing in training and development, offering hybrid working in a business built on solid foundations, with a focus on growth, are all factors we consider when choosing our clients.

This collective partnership led approach and focus on human connections is what first compelled us to bring together our two passions and deliver a truly 3Sixty experience - human and e-commerce combined. And this is why so many are choosing to work with us.

AND THEY CHOOSE US

A smiling woman with glasses and a black top stands in a modern office with large windows. She is holding a document and looking towards the camera. The background shows a cityscape through the windows. The text 'AND THEY CHOOSE US' is overlaid on the image in large white letters.

TEAM 3SIXTY WILL ACT AS YOUR TALENT ACQUISITION PARTNER, TAKING THE TIME TO LISTEN TO YOUR SPECIFIC NEEDS.

WE MANAGE EVERY STEP OF YOUR SOURCING JOURNEY INCLUDING REVIEWING SKILLS AND UNDERTAKING SCREEN TESTS, FREEING UP IMPORTANT BANDWIDTH FOR YOU IN THE INITIAL STAGES OF THE HIRING PROCESS.

Not only that, because we have a dedicated resourcing hub, our senior team are able to focus on not just recruitment, but critically retention too, using our Talent Dynamics psychometric assessment, ensuring your new team member is setup for success from day one.

3SIXTY BENEFITS FOR YOU:

- ✓ **3Sixty Quality.**
High Calibre, Exciting E-Commerce Candidates
- ✓ **3Sixty Dedication.**
3Sixty Resourcing Hub. We invest 3X more resource per opportunity for you.
- ✓ **3Sixty Insight.**
Access to Powerful Talent Dynamic Psychometric Assessments so you have a full 360 understanding of every candidate.
- ✓ **3Sixty Retention.**
Thanks to our investment in a dedicated 3Sixty resourcing hub our specialist Consultants can dedicate their time and focus on not only delivering the right candidate but ensuring our clients retain them thanks to the insight we can provide using our Talent Dynamic assessments.

INTELLIGENT INSIGHT

TALENT DYNAMICS

We know our candidates better than anyone. How? Because we invest in them right from day one, assessing their unique skills, personality and capabilities using Talent Dynamics.

Why do we do this? Because the unique Talent Dynamics assessment tool enables us to unlock powerful insight which not only enables us to get to know our candidates on a deeper level, but it also helps our candidates to better understand themselves and where their strengths and development opportunities lie in their career.

From here we dedicate time to work with our candidates to map out their potential next career move and together identify the best and most exciting opportunities in the market place, that meet their needs and competencies. It's an exciting process and one which often sparks a candidate's career potential.

By undertaking this process, we ensure we are presenting clients with the very best candidates, with the right skills, aligned to your culture and values who meet your needs and who are hungry for their next exiting challenge in e-commerce!



SETUP FOR SUCCESS

Talent Dynamics also comes into their own during those early days of employment as they form the basis of a candidate's induction plan should they be successful. This enables clients to better understand who they are and how they work best, so you are setting them up for success from day one.

CONNECT

☎ 01525 306955

✉ info@3sixtytm.com

🌐 3Sixtytm.com

📍 Studio D, Enterprise House
Wrest Park, Silsoe, Bedfordshire
MK45 4HS