

# Curriculum Vitae - Tim Marston

email: [contact@timmarston.com](mailto:contact@timmarston.com)

## Profile Summary

---

I am an experienced senior recruiter with a strong history of success in finding talented people for IT organisations, across all business functions. I have experience of team leadership and mentoring junior colleagues, as well as a proven capacity for driving process improvement and innovation. I have particularly strong experience of developing, implementing and managing competency-based selection systems.

## Education & formal training

---

**2009 – 2011 (expected)**                      **University of Surrey**  
MSc in Human Resource Management (CIPD-accredited)

**2008**    **DDI**  
Targeted Selection Certified Administrator  
*This qualification certifies me to develop, administer and train others in the DDI brand of competency (behavioural) selection*

**1998 – 2001**                                      **Oxford University (St. John's College)**  
MA (Oxon.) in Archaeology & Anthropology

## Published Articles

---

I have had several articles published by the US-based ERE.net portal for Talent Acquisition professionals. A listing of these articles can be found at: <http://www.ere.net/author/timothymarston/>

## Career History

---

**January 2008 – Present**    **Red Hat ([www.redhat.com](http://www.redhat.com)), Farnborough**  
*Red Hat are the world's largest Open Source software company, through their Red Hat Enterprise Linux and JBoss products.*

### Senior Corporate Recruiter, Global (EMEA, APAC & US)

I was initially recruited to Red Hat to manage their recruitment in the UK, Ireland and Scandinavia. Within 6 months, my role extended to dotted-line responsibility for EMEA recruitment as a whole. Beyond EMEA, I have responsibility for bringing our recruitment in Australia under control, and have recently been given the lead role in recruitment for several US departments.

I currently mentor recruiters in the UK, Czech Republic and the Peoples Republic of China. I also lead a global Talent Acquisition project for overhauling our interview and selection system, and am the domain expert on behavioural interviewing within the department.

Day-to-day activities cover everything from strategic process development to pro-active candidate resourcing. I am also the only individual within the global recruitment organisation that is qualified to train staff on the adopted Red Hat selection process, Targeted Selection (a competency-based system). This has given me the opportunity to regularly run training courses for up to 20 individuals at a time from across the business.

My work in EMEA recruitment has included successful direct searches for 4 director-level positions, as well as a wide range of roles at manager level and below. Business areas within this coverage have included Engineering, Professional Services, Support, Sales, Marketing, Operations, Finance & HR.

### Highlights

- Delivered outstanding cost savings, directly over \$600k in last full financial year
- Delivered business case to executive team, winning backing for the expansion of the in-house recruitment team in EMEA
- Conceived and implemented a Red Hat alumni network (Generation Red Hat), <http://www.linkedin.com/groups?home=&gid=55797>
- Mentor several recruiters in different countries and regions
- Deliver formal internal training courses to managers and staff at Red Hat

## **January 2004 – November 2007**

**Hurst (UK) Ltd. ([www.hurstuk.com](http://www.hurstuk.com))**

*Hurst are a boutique IT recruitment firm, established in 2003.*

### **Principal Consultant**

*Sample Clients: The BBC, Freshfields Bruckhaus Deringer, GlaxoSmithKline, Omniture*

I joined Hurst, a young IT recruitment consultancy, to help the company grow the range and diversity of their client accounts. Over the following three years, I evolved my role to become the leading consultant within the firm, responsible for more sales than any other individual. My day-to-day responsibilities included maintaining and enhancing client relationships, interviewing candidates and establishing new client relationships. I also sourced candidates myself directly, in coordination with the work being undertaken by the resource team that worked for me.

Key to my success was my close involvement in the agile (Extreme Programming/SCRUM etc.) software development community, establishing Hurst's speciality in this area of development process. By attending user groups, sponsoring events and other similar efforts, we became the most recognised name in recruitment to agile software teams in the UK.

My work covered assignments at all levels of seniority, although increasingly I worked on fulfilling more senior positions, whilst delegating junior vacancies to my team.

### **Highlights**

- Personally billing over £220k for the 06/07 financial year.
- Invitation on to the organising committee for the agile community XPDay conference
- Successfully presented several major PSL (preferred supplier list) bids
- Built a resourcing team to work underneath me.

## **October 2002 – January 2004**

**Evesham Technology Ltd. ([www.evesham.com](http://www.evesham.com))**

*Evesham Technology were one of the UK's largest PC manufacturers*

**Mar 03 – Jan 04 Business Development Manager**

**Oct 02 – Feb 03 Internal Account Manager**

In October 2002 I moved into my first sales role with Evesham Technology as an Internal Account Manager. My success within this role, despite tough economic conditions, meant that I was promoted 6 months later to the position of Business Development Manager. This left me in sole charge of managing the company's business and education sales across Hampshire, Dorset and Sussex.

Responsibility for creating and managing accounts includes extensive outbound visits to clients' offices, cold calling to generate new business, and also management of the whole sales process for orders.

## **October 2001 – October 2002**

**HSBC ([www.hsbc.co.uk](http://www.hsbc.co.uk))**

**Secondment to the Investment Management Service project Division, HSBC. June – October 2002.**

**Eight months in the Portfolio Management Service of HSBC, October 2001 – May 2002.**

From October 2001, I worked in the Portfolio Management Service of HSBC. After a period as a temporary worker, I achieved contractual status as a team leader equivalent rather than the normal processor level. As a result of my rapid understanding of the systems that work within PMS, I was seconded to the Business Development team twice to develop process improvement projects.

## **References**

---

Excellent references available upon request