

---

Portfolio management in the real and virtual worlds

**ICMA  
Dublin  
November 2003**

fish4 – owned by four leading regional newspaper groups

<b>Publisher</b>	<b>Weekly</b>		
	<b>Titles</b>	<b>Circ.</b>	
1 Trinity Mirror	234	15.8m	
2 Newsquest Media Group	212	10.6m	
3 Northcliffe Newspapers	105	9.0m	
4 Johnston Press	241	8.3m	
5 Associated Newspapers	7	6.4m	
6 Guardian Media Group	44	2.6m	
7 Archant	62	2.4m	
8 The Midland News Association	19	2.1m	
9 Independent Newspapers (Regionals)	27	1.5m	
10 Scotsman Publications	6	1.2m	

Source: Total weekly circulation, Newspaper Society, July 2003

**Recruitment: No. 1**

<b>Site</b>	<b>Unique users</b>
<b>fish4jobs</b>	<b>817k</b>
GoJobsite	673k*
Total Jobs	628k
Workthing	422k
PlanetRecruit	239k
Peoplebank	138k

Source: NORAS – winter 2003

\*Source: ABC-e July 2003

**Homes: No. 2**

<b>Site</b>	<b>Unique users</b>
Rightmove	1,658k
<b>fish4homes</b>	<b>777k</b>
Asserta	425k
Property Finder	209k

Source: fish4, ABC-e, Estate Agency News  
(Publisher's statement) Sept 2003

**Used cars: No. 2**

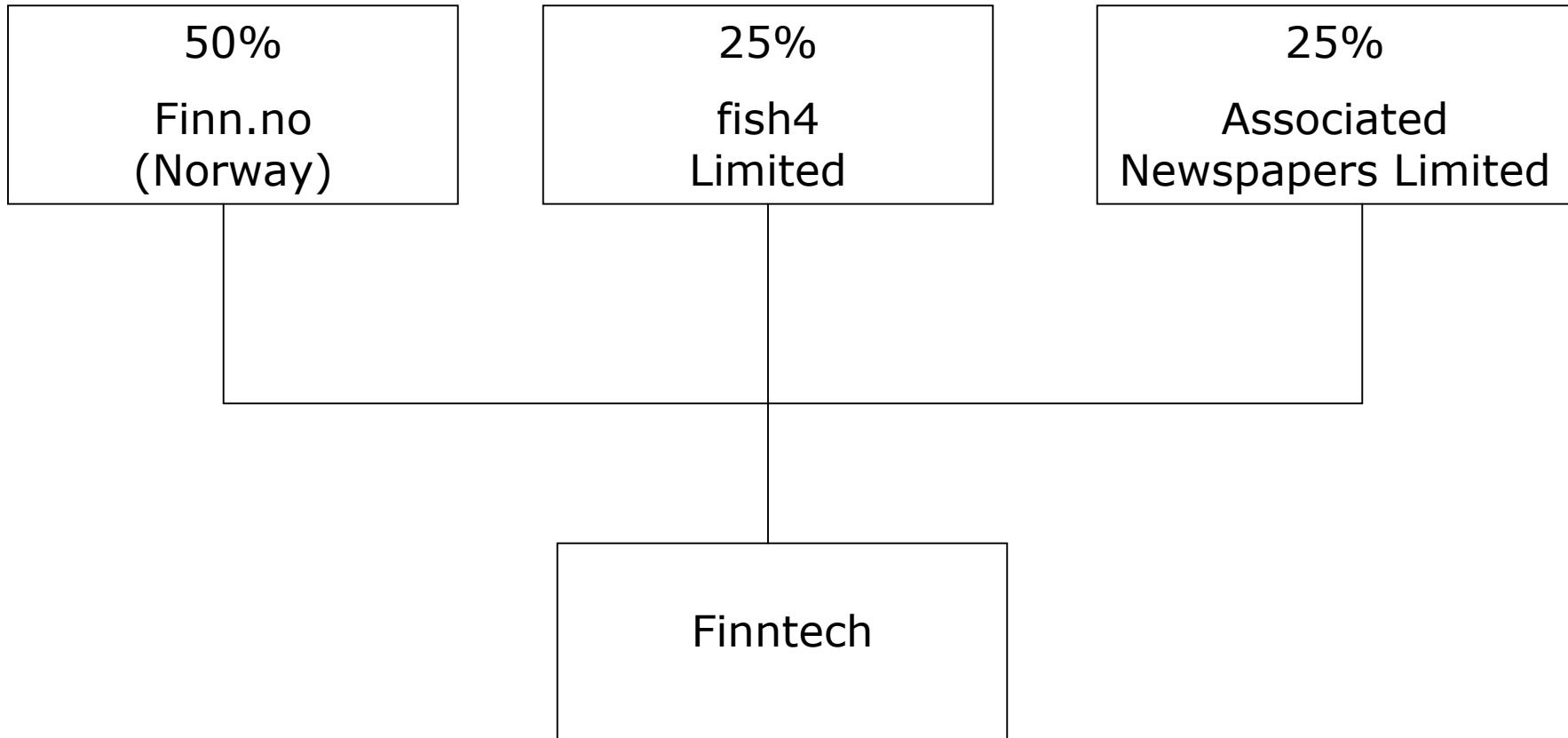
<b>Site</b>	<b>Unique users</b>
Autotrader	2,200k***
<b>fish4cars</b>	<b>358k**</b>
Exchange & Mart	270k*

\* Source: Publisher's statement July 2003

\*\* Source: fish4 Sept 2003

\*\*\* Source: ABC-e May 2003

# **fish4 Finntech: Online classified JV technology company**



[www.finn.no](http://www.finn.no)

[www.fish4.co.uk](http://www.fish4.co.uk)

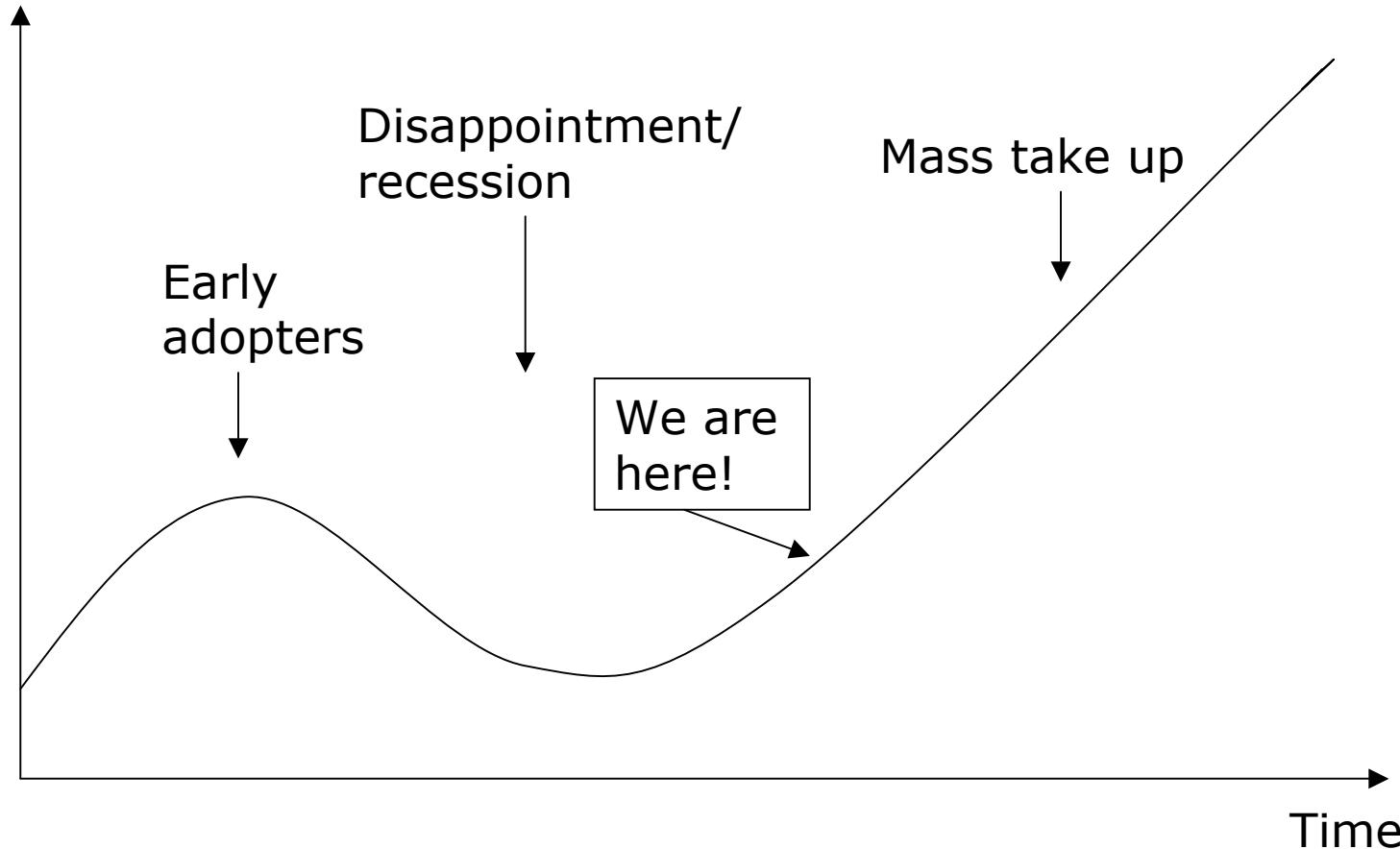
[www.thisislondon.co.uk](http://www.thisislondon.co.uk)

<b>Members</b>	<b>Aims</b>
<ul style="list-style-type: none"><li>• Hebbes (Concentra)</li><li>• Oikotie (Sanomat)</li><li>• AutoTrack.nl (Wegener)</li><li>• JobTrack.nl (Wegener)</li><li>• FINN (Scibsted &amp; partners)</li><li>• Swissclick</li><li>• This Is London (Associated Newspapers)</li><li>• fish4</li></ul>	<ul style="list-style-type: none"><li>• Knowledge sharing</li><li>• Best practice sharing</li><li>• Operational benchmarking</li><li>• Business intelligence</li><li>• Commercial relationships (if/when relevant)</li></ul>

	<b>Regional press 2002</b>	<b>Forecast online 2003</b>	<b>Online % of print</b>
Recruitment	£761m	£100m	13%
Property	£356m	£10m	3%
Motors	£358m	£20m	6%
Total	£1,475m	£130m	9%

Source: Advertising Association, company reports & accounts, Deloitte & Touche analysis, fish4 estimates

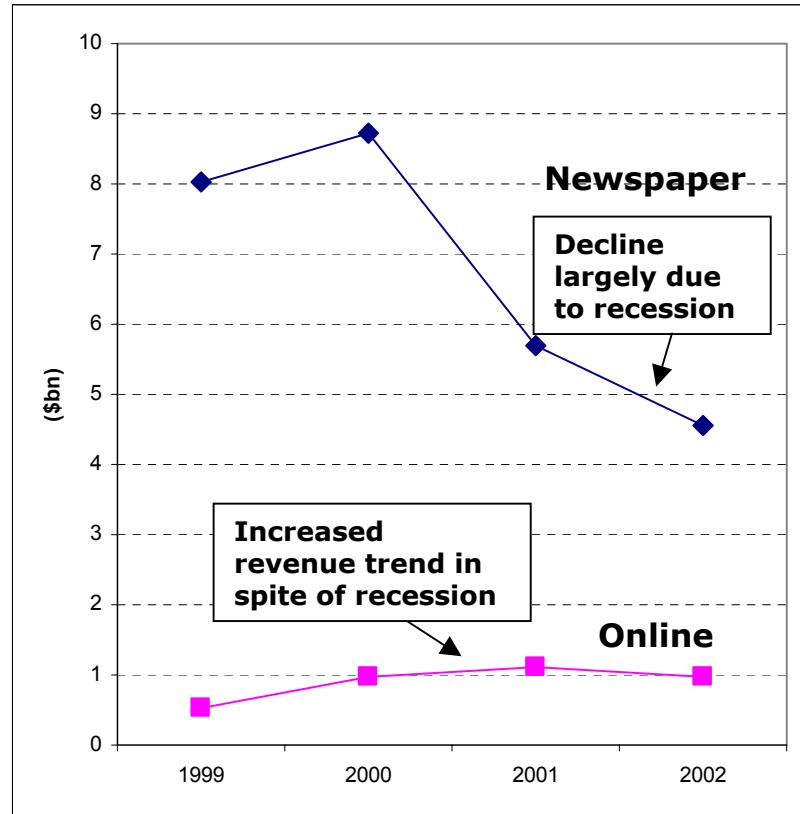
Market  
revenues



US print newspaper and online recruitment market share

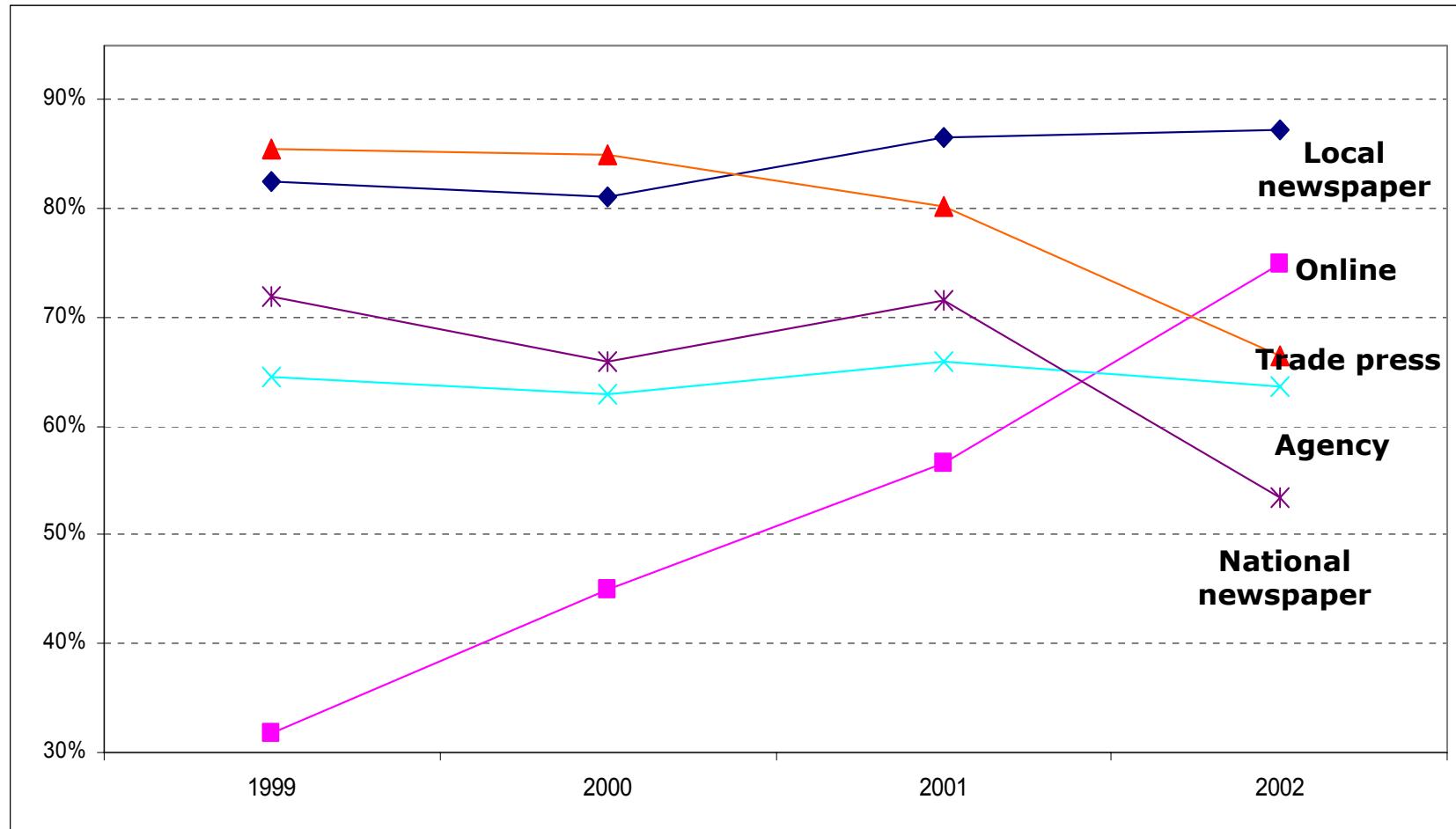
	Internet	Newspapers
1999	6%	94%
2000	9%	91%
2001	16%	84%
2002	18%	82%

US print newspaper and online recruitment revenue (\$bn)

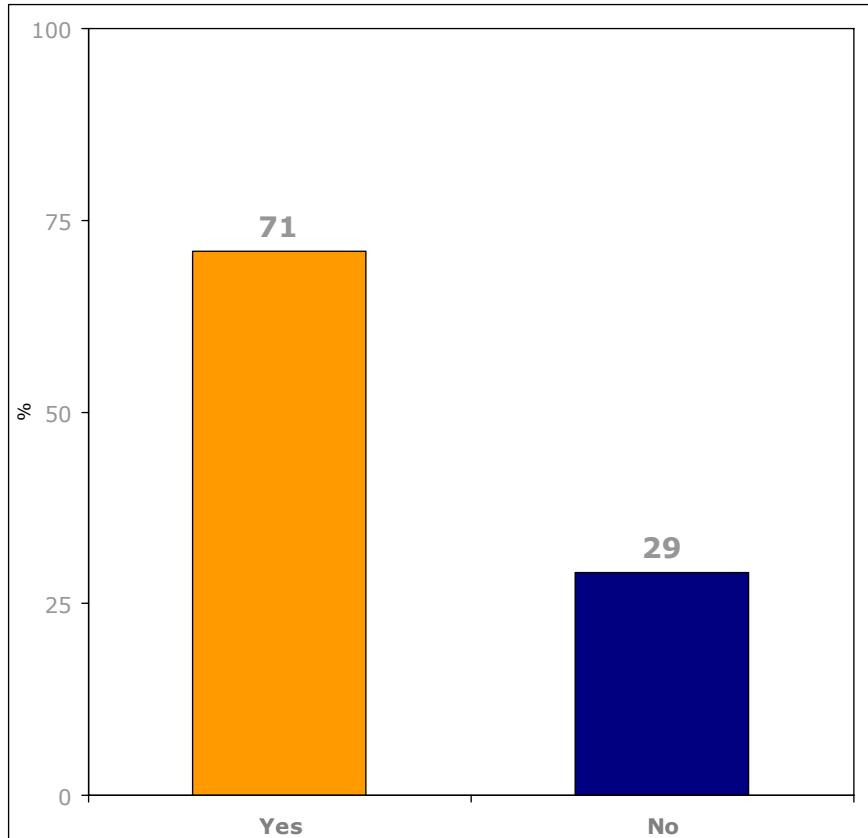


**Consistent levels of online revenue during the US recession has led to a dramatic market share increase for the online segment**

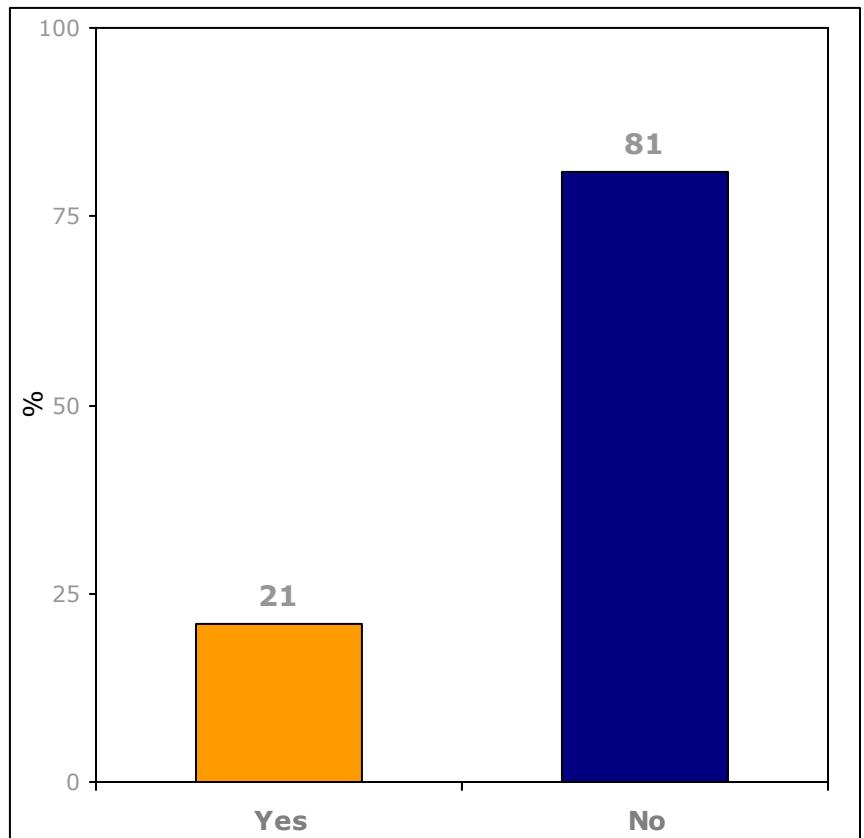
## Media used by employers to attract staff (%)



**% of job site users who have applied for a job found online**



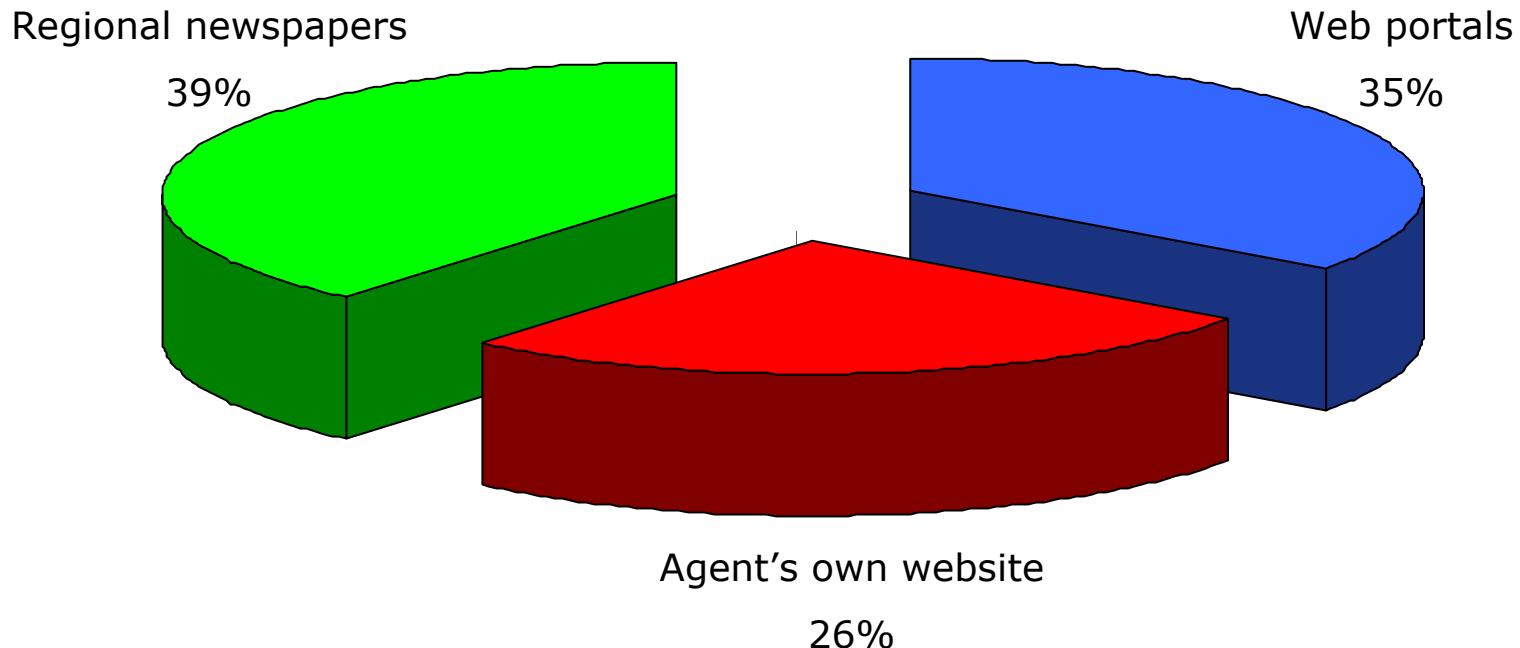
**% of job site users who have obtained a job found online**



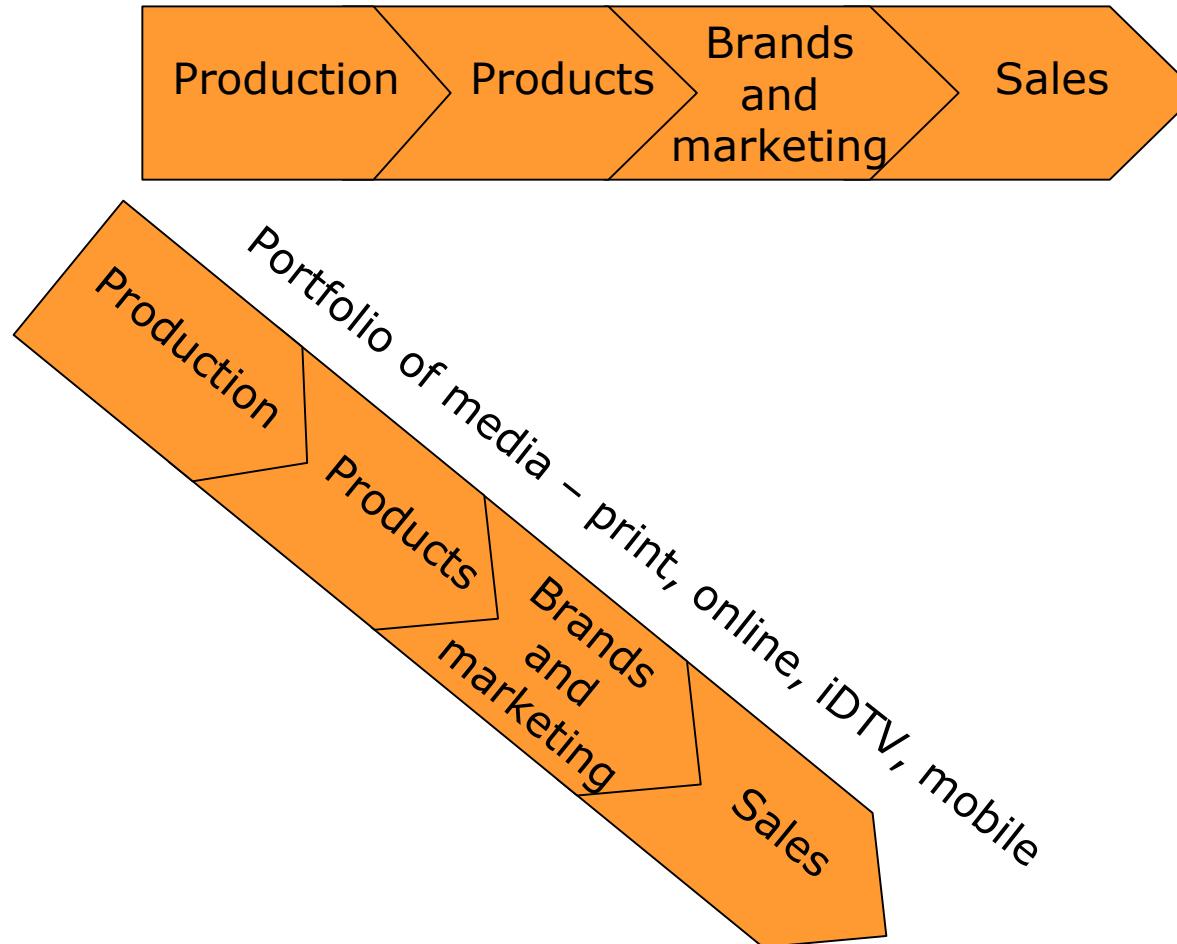
**17%**

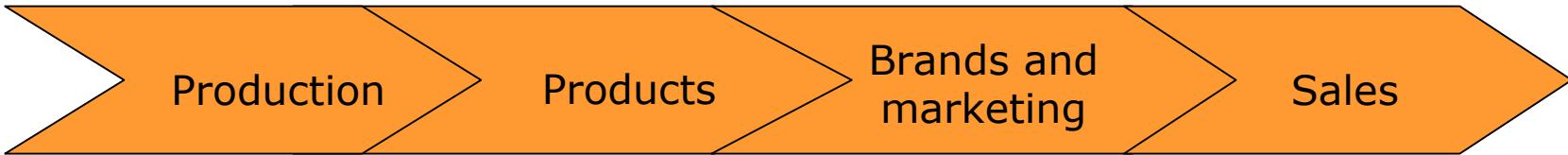
of UK vacancies filled after advertisement  
seen online in 2002

## Source of telephone calls and emails for major estate agency chain

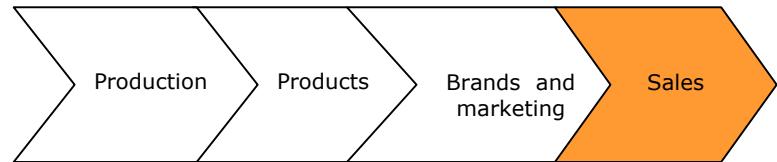


Portfolio of verticals – jobs, homes, cars



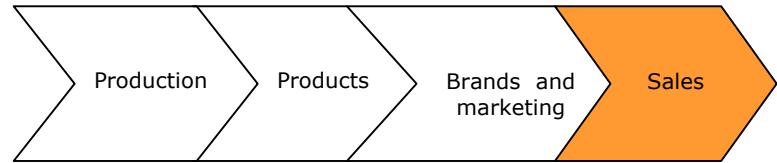


Potential benefits	▪ Common database, software, site hosting, etc	▪ Some common products, e.g. directory listings	▪ Common brand	▪ Display sales (e.g. banners, sponsorship) across all 3 sites
Risks	▪ Added complexities could overwhelm benefits	▪ Products could lack focus	▪ Mixed brand message might not be clear	▪ Team could lack focus – generalist not specialist approach
Benefit level	++++	+	++++	+



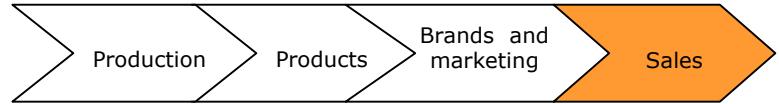
## **Recruitment sales staff: fish4 versus its print owners**

Print sales staff	fish4 sales staff
Est. 1,000	15



## Key cross-media sales issues:

- Online sales strongly outbound; print inbound
- Value of print sale much greater than online
- Many potential online customers not in print
- Many print sales people still sceptical of online
- Many print operations lack effective CRM
- Some online customers do not want to buy their online advertising from a newspaper
- Some online customers want to buy national/multi-regional campaigns rather than local

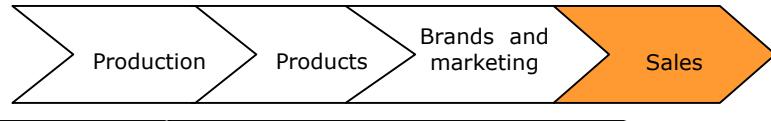


- With the physical limitations of print removed agents are free to create high quality 'rich' descriptions of properties and therefore generate more and higher quality leads
- A more detailed, online-specific advertisement can double the response generated for an estate agent
- Electronic upload allows clients to increase the amount of detail they provide

Upload  
from print

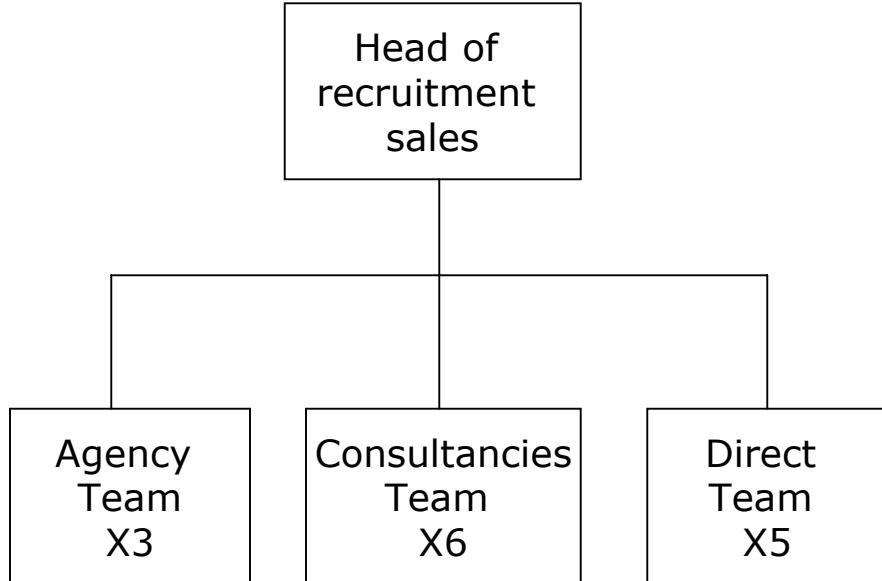
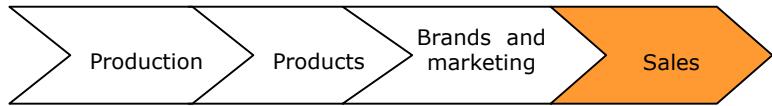
Same house uploaded electronically to Rightmove

# Evolving approach to online recruitment sales

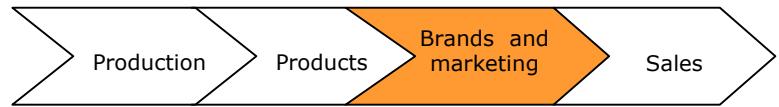


	Bundled sale	Explicit assumptive sell	Premium online product
Product	<ul style="list-style-type: none"> <li>Print ad online</li> <li>7 days</li> </ul>	<ul style="list-style-type: none"> <li>Print ad online</li> <li>7 days</li> </ul>	<ul style="list-style-type: none"> <li>Online specific ad</li> <li>28 days online</li> <li>Enhanced formatting</li> <li>Extra keywords</li> <li>Client can change copy online</li> </ul>
Sold by	<ul style="list-style-type: none"> <li>Existing print sales team</li> </ul>	<ul style="list-style-type: none"> <li>Existing print sales team</li> </ul>	<ul style="list-style-type: none"> <li>Existing print sales teams and/or specialist online sales teams</li> </ul>
Sales approach	<ul style="list-style-type: none"> <li>fish4 not necessarily mentioned in sales calls</li> <li>No reason/incentive for clients to opt out</li> </ul>	<ul style="list-style-type: none"> <li>fish4 mentioned in all sales calls as part of portfolio</li> <li>fish4 on invoice</li> <li>fish4 price on ratecards</li> <li>Clients can and do opt out</li> </ul>	<ul style="list-style-type: none"> <li>Requires stronger sales approach</li> <li>Assumptive and additional upsell to be trialled</li> </ul>
Pricing	Rate leverage	£5 - £35	£60 - £100 (£200 - £300 if online-only sales)
Conversion	100%	80%	?

# Remit of fish4 recruitment sales team



- CareerBuilder is fish4jobs equivalent in US
- Owned by three major newspaper groups: Gannett, Knight-Ridder and Tribune
- No. 2 to Monster - \$150m in revenues in 2003
- Owners have experienced difficulties adapting print sales culture to online sales
- Currently piloting combined print and online sales at CareerBuilder in addition to newspaper sales
- However, US newspaper culture and organisation quite different in style to Europe



Classified - HEREFORD 27000

THE HEREFORD TIMES, THURSDAY, SEPTEMBER 11 43

● G4 celebration: Page 50



● Seat prototype: Page 51



● It beats I-Spy!: Page 54



also online at

**fish4**[thisisherefordshire.co.uk](http://thisisherefordshire.co.uk)

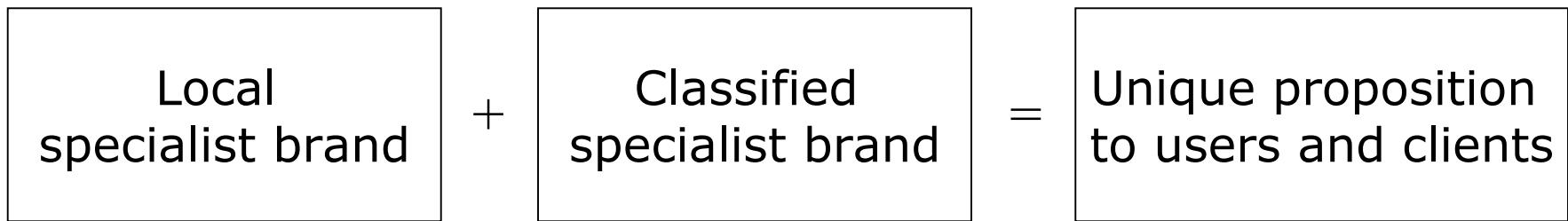
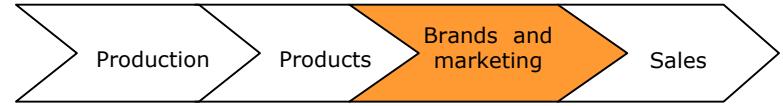
# Motoring Times

THE COUNTY'S TOP GUIDE TO NEW AND USED CARS AND COMMERCIAL VEHICLES

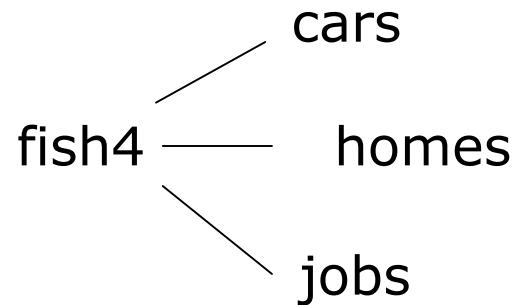
## Having the last laugh!

Hereford Times  
- Thurs 11<sup>th</sup> Sept.  
- Newsquest.

**The Times Group**



Local newspaper  
brand and/or  
local online brand



Endelig! Håper jeg blir  
solgt til noen som ikke  
daukjører meg.



'00 Audi S4  
7.000 kr.  
Som ny.  
Én eier.  
Kr 450.000.  
T. 00 00 00 00  
FINN søkekode: fi0000000  
Annonse i Bergens Tidende



FINN  
Annonse på finn.no

**Nyhet: Kombiannonse med bilde.  
Så godt som solgt.**

Nå får du annonser med bilde av bilen, båten eller motorsykkelen din i Bergens Tidende og på finn.no. For bare 450 kr viser du den fram til 249 000 leserne i Bergens Tidende og 328 000 nettbrukere på finn.no. Du tar et bilde, sender det til oss og vi ordner resten. Enkelt og effektivt.

Garantert solgt:  
5 annonser + ubegrenset  
tid på finn.no  
Kampanjepris kr 895,-

Plusspakke:  
3 annonser + 30 dager på  
finn.no  
Kampanjepris kr 700,-

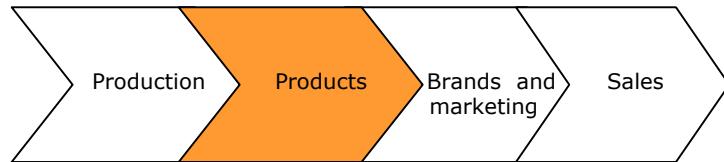
Grunnpakke:  
1 annonser + 7 dager på  
finn.no  
Kampanjepris kr 450,-

**Slik gjer du:**

1. Ta bilde av bilen/båten/ MC-en din
2. Bestill kombiannonse, ring **05500** eller gå inn på [bt.no/kundeservice](http://bt.no/kundeservice)
3. Annonsen kommer i BT og på finn.no

**Bergens Tidende + finn**  
TLF: 05500 NETT: [bt.no/kundeservic](http://bt.no/kundeservic)

# Combination products



TRYGG-HANSA  
FORSIKRING



Medlem i boligbyggelag?



Billån fra

4,60%

BS billån

FINN

bil/MC

member of adexalliance

[Forsiden](#) | [Min FINN](#) | [Kartsøk](#) | [Jobb](#) | [Eiendom](#) | [Bil/MC](#) | [Båt](#) | [Torget](#) | [Kontakt ETNN](#)

**bil**

[Sett inn annonse](#)

[Bruktbil til salgs](#)

[Diverse til salgs](#)

[Tekniske data](#)

[Velg din biltype](#)

[Finansiering](#)

[Forsikring](#)

[Bilforhandlere](#)

[Om FINN bil](#)

**mc**

[MC til salgs](#)

[forhandlere](#)

[Logg inn](#)

**Min FINN**

E-post:

arun@finn.no

Passord:

[LOGG INN](#)

[Glemt passordet?](#)

[Registrer deg](#)

[Om Min FINN](#)

[Ofte stilte spørsmål](#)

**Velg annonsetype i kategorien Biler til salgs:**

2 choices

**Internettannonse**



For kun **399.00 inkl. MVA** får du en annonse med bilder i kategorien "Biler til salgs" i 30 dager!

Gjennom gratistjenesten Min FINN har du full tilgang til å justere annonsen så lenge den er aktiv.

[Sett inn annonse på FINN](#)

**Internet ad – NOK 399  
for 30 days**

**Avis + Internett**



Kombiner en annonse på FINN med en avisannonse! Med en slik annonsepakke når du langt flere potensielle kjøpere. Du kan redigere og endre FINN-annonsen på lik linje som om du kjøper kun en FINN-annonsen.

Pris fra kr:

[FINN + Aftenposten morgen](#) **599.00**

[FINN + Bergens Tidende](#) **450.00**

[FINN + Fædrelandsvennen](#) **450.00**

[FINN + Harstad Tidende](#) **450.00**

[FINN + Bladet Tromsø](#) **450.00**

**TRYGG-HANSA  
FORSIKRING**

**Bilforsikring?**  
Klart vi har!

**Ring oss på**

**815 22 200**



**Newspaper + Internet:** Different prices according to which newspaper is chosen and number of print ads chosen. Starting prices are shown (including 2 printads for Aftenposten)



# Volkswagen



96 Golf 1,4CL,s/v-hjul

ABS,Airbag,4Alufelger,rød

117500km,kr59000,Eu godkj.9/03

tlf 952 97 860 FINN: fi959279

HSS Hire Shops driver utleie av mindre maskiner og utstyr, mest til byggebransjen, og «gjør-det-selv-kunder». Vi har en butikk i Østensjøveien 16 og en agent i Drammen. Vi representerer HSS Hire Service Group Plc i UK.

## Salgsansvarlig/Butikkmedarbeider

Du skal utvikle forretningen gjennom telefonals og oppsøkende virksomhet i nærområdet. Videre arbeide med kunder i butikken, og klargjøre utstyr. Du er utdannet og har erfaring i å vinne mennesker for dine idéer. Du er praktisk, gjerne med tekniske ferdigheter og du mestrer data. God utdannelse er en fordel.

Lønn etter avtale.

Ring til daglig leder Anders Huitfeldt på tlf. 97 59 78 18, eller send søknad med CV til Prelude A/S, Østensjøveien 16, 0661 Oslo, eller e-post [prel-as@online.no](mailto:prel-as@online.no)

## Ny stor barnehage på Nordstrand!

I løpet av august 2003 åpner Skredder'n barnehage med 4 avdelinger til barn i alderen 0-6 år.

Foreldregruppen som har engasjert seg i etableringen av barnehagen søker nå etter ansatte. Vi leter etter de personene som kan bidra til at barnehagen blir det beste vi kan gi våre barn. De som ansettes tidlig i prosessen får en unik mulighet til å påvirke både pedagogisk innhold, økonomi, samt praktiske løsninger ute og inne i barnehagen.

Konseptet for vår offentlige godkjente foreldredeide barnehage er utviklet av Trygge Barnehager as. Barnehagen bygges i disse dager ved frimrådet Skredderjordet i Nordstrand bydel i Oslo.

Vi søker etter

## 1 PEDAGOGISK LEDER 1 ASSISTENT

Vi legger vekt på:

- Godkjent utdanning.
- Erfaring og personlige egenskaper.
- Evne til å inspirere og motiver.
- Positiv holdning til endrings- og utviklingsarbeid.
- Gode samarbeidsevner
- Selvstendighet og kreativitet.
- Ansvar for egen helse og personlig og faglig utvikling.

Vi tilbyr:

- Muligheten til å forme et barnehagemiljø fra oppstart.
- Store lyse lokaler.
- Engasjerte foreldre.
- Lonn og barnehageplass etter avtale.
- Planleggingstid, kurs m.m.
- Pensjonsordning.
- Nettverk med tilsvarende barnehager.

Politiattest må fremlegges ved tiltredelse.

Skriftlig søknad merker den stillingen du søker, vedlagt vitnemål og attestere, sendes snarest og innen 29. juni til:

**Skredder'n barnehage**  
v/ Lisa Marie Ronning  
Øvre Ljanskollvei 30 h, 1169 OSLO  
Tlf: 924 20 333 (18.00 – 20.00)

Kundebesøk med installasjoner av vår programvare.  
Kurs/opplæring av våre kunder.

Betjene supporthenvendelser fra våre systemkunder til vårt kontor i Asker. Vi benytter verktøy for direkte tilgang mot kundenes systemer og Web-løsninger som er utvidet supporttilbud.

Du bør ha en høy grad av serviceinnstilling, ha evne til å sette deg inn i kundens problem og ønsker, samt inneha en god formuleringsevne for løsningene du presenterer. Du bør like å jobbe med mennesker.

Du vil daglig være i kontakt med 2. linje support i andre deler av Enermet-gruppen. Det er derfor en forutsetning at du har en klar engelsk skriftlig og muntlig fremstillingsevne.

Videre må du kunne arbeide selvstendig og resultatorientert mot fastsatte personlige mål og ha gode samarbeidsevner.

Vi kan tilby deg utfordrende og interessante arbeidsoppgaver i et meget godt miljø. Enermet har gode arbeids- og lønnsvilkår, herunder en ekstra ferieuke. Gunstige forsikringsordninger. Vi oppfordrer nyutdannede med gode sosiale antenner til å soke.

Henvendelse til: Adm.dir. Pål Eriksen, tlf. 66 98 39 71/908 36 792.

Snarlig tiltredelse er ønskelig. Kortfattet søknad med CV sendes snarest, eller **innen 11. juli til: Enermet AS, e-post: [merethe.oynes@enermet.no](mailto:merethe.oynes@enermet.no)**  
Postboks 144, 1378 Nesbru. [www.enermet.com](http://www.enermet.com)

backgr., fluent English. Local ref. tel. 900 80 134 or call 00.380.44.63.460.56, 8-11 or 18-21. BM: Lidia.

**Kanadisk/norsk jente 21 år i**  
oktober, ønsker Au-Pair jobb i Oslo omr., fra høsten. Har mye erfaring m. barn. Vil gjerne lære norsk, har bopel. Tlf. 22 43 73 51, e. 18, 91 85 92 00.

## Markedsføring/salg

## SOMMERJOBB

Salg av avis abonnement, dagtid. Ukeavisen Ledelse v/ Karianne Holthe, t. 22 31 02 81.

## SOMMERJOBB

Fulltid, deltid, gode lønnsbetingelser. Lars Sande, tlf. 22 31 02 99.



## marketaudit

Marketaudit AS utvikler og tilbyr elektroniske tjenester innen informasjons- og medieovervåking. Selskapets tjenester tar utgangspunkt i en spennende relevansteknologi og er tilgjengelige som Web Services. Vil du være med å påvirke utviklingen av innholds tjenester på internett i Norge/Norden de kommende årene? Vi søker nå ...

## Leder, salg/marked

I tillegg til ansvar for selskapets salgs- og markedsstrategier innebærer stillingen også operativt salg samt oppfølging av kunder og partnere.

Vi søker også Systemutvikler for videreutvikling av våre tjenester. Les mer om stillingene på Finn.no, eller ta kontakt med Erik Bugge, tlf: 924 09 384 el. Eivind Elnan, tlf: 930 64 634, e-post: [corporate@marketaudit.no](mailto:corporate@marketaudit.no) - Søknadsfrist for begge stillingene er 30. juni 2003.

[www.finn.no](http://www.finn.no) – søkekode: fi825764

## Diverse

## Strykejernet Kunstscole AS

Søker lærere til korttidsengasjement skoleåret 2003/2004. Søkere bes henv. seg til: Strykejernet Kunstscole AS, Brenneriveien 9, 0162 Oslo. Tlf: 23 35 31 90 - 97 03 72 41. Skolen er en privat 2-årig statsstøttet videregående skole. Skolen er en forscole for høyere utdanning innen kunstfag.

## INTERIØRKONSULENTER

Salg av kjøkken- og baderomsinnredninger Spectra Interior AS åpner en annerledes og spennende 500 kvm stor forretning på Alnabru i sommer. Vi trenger snarest 2-3 av byens beste konsulenter. Definere du deg som dyktig, positiv, kreativ, og har lyst på nye utfordringer? Send søknad og CV til: Spectra Interior AS, Pb. 63, Alnabru, 1614 Oslo. Ring Knut Femrls på mob. 928 928 78 og avtalt tid for en uforpliktende og konfidensiell samtale. Vi lover store utfordringer og gode betingelser. Dette er muligheten du har ventet på!

**Sjåfør kl. II** søker til flyttebyrå.. Tilt. snarest, lønn e. avtale, gode arb. forhold. T. 22 43 44 00.

**Oslo Budservice AS** søker sjåfører med egen bil. Ring David Tom Arne 22 60 10 60.

## SJÅFØR

med egen varebil / liten lastebil søkeres for transportoppdrag i Oslo. Ring Lasse på 22 13 49 00 el. se [www.li-x.no](http://www.li-x.no) for mer info. Kl. X, Drammensv. 211, 0278 Oslo.

Papiroriginaler benyttet i annonser oppbevares i en måned. Utover denne tid påtar Aftenposten seg intet ansvar for annonsemateriellet.

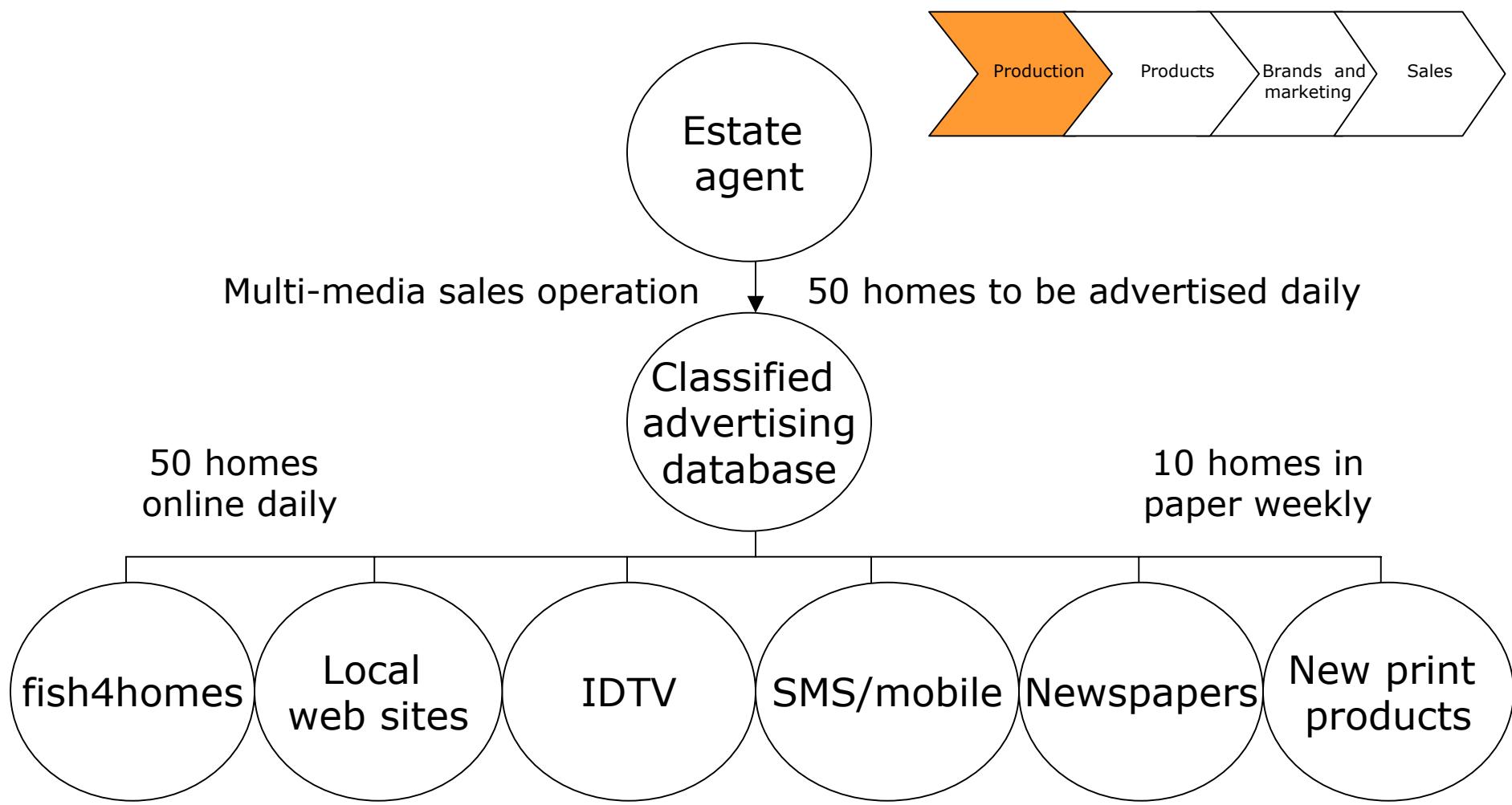
## Noen valg er vanskeligere enn andre

Søk i Utdanningsguiden. Der finner du oppdaterte nyheter, relevante artikler og oversikt over studieretninger.

[www.aftenposten.no/utdannelse](http://www.aftenposten.no/utdannelse)

- Unique to integrated print and online business
- Print for attention and interest
- Online for depth and qualification of interest
- Combined print and online reach beats online-only sites – print and online audiences complementary
- Sold online – low sales cost
- Customer responsible for copy and setting
- Reduced errors and credits
- Enhances print as well as online products

# Our vision for classified publishing



**Adverts to local newspapers, print products, local web sites, fish4homes, IDTV etc**

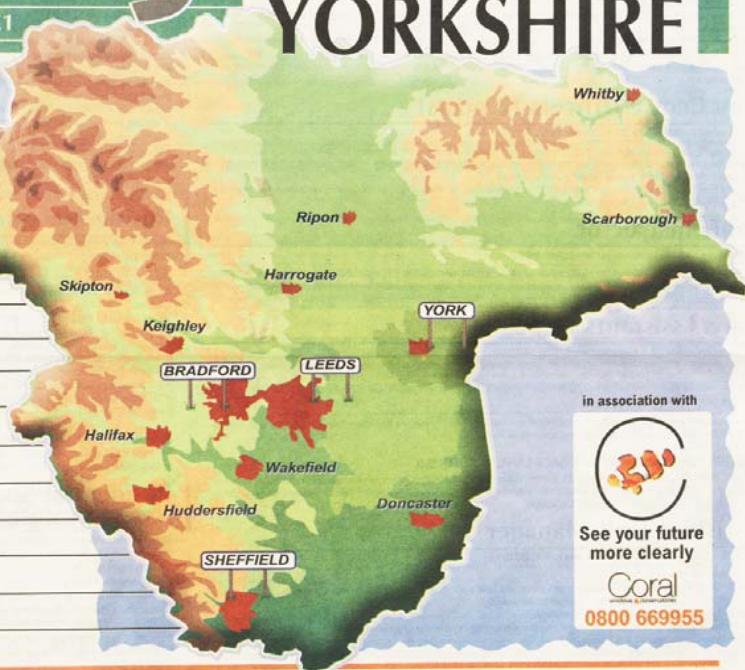
# fish4jobs YORKSHIRE

ISSUE No 1 March 15-21, 2003 £1

OVER 1,000 VACANCIES

INSIDE

- Council
- Management
- Media
- IT & Internet
- Engineering
- Education
- Design
- Secretarial
- Nursing
- Management
- Professional



in association with  
  
See your future  
more clearly  
**Coral**  
0800 669955

# N<sup>o</sup>.1 NO, REALLY

fish4jobs

Regd. Office: 1000 London Road, London, SW19 4TQ

Printed on 100% Recycled Paper

Fish4jobs really is the UK's biggest audited recruitment website and, today in Yorkshire, we introduce what we believe will become the region's No1 jobs paper.

You'll find literally thousands of Yorkshire - based vacancies in fish4jobs and loads more on our national website.

But don't just take our word for it. Here's why our website is No1:

- No.1 for jobseekers nationally - 817,000 people search on fish4jobs in an average month
- No.1 for jobseekers locally - with more than other audited recruitment sites in TV regions such as Yorkshire, Tyne Tees, Meridian and Granada
- No.1 for exclusivity - 204,000 jobseekers use fish4jobs as their only online recruitment source
- No.1 for response - 458,000 fish4jobs users have responded to an online job advertisement
- No.1 for placements - 105,000 fish4jobs users have obtained a job after spotting it online

Fill your vacancies now by advertising with fish4jobs

Advertisers can call our national office on: 020 8600 7060 or all jobs@fish4.co.uk

or our Yorkshire offices on 0800 138 1200

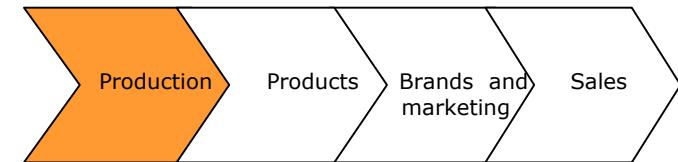
Offices throughout Yorkshire: West Yorks area: Leeds, Bradford, Keighley & Ilkley

North Yorks area: Skipton, Richmond, Northallerton, Thirsk & Selby. East Yorks area: York & Malton

South Yorks area: Sheffield & Doncaster (opening soon)

[www.fish4jobs.co.uk](http://www.fish4jobs.co.uk)

BRITAIN'S TOP  
JOBS WEBSITE



# Leeds jobs

[www.fish4.co.uk](http://www.fish4.co.uk)

Team Manager	
<b>Salary:</b> c20k + Bonus + Benefits	
<b>Location:</b> Pudsey	<b>ref no:</b> PF-TM
Focused, career-minded individual required, who can lead a team and encourage them to work effectively. At least 3yrs recruitment experience and previous managerial experience needed. A financial/commercial recruitment or similar background is preferred.	
<b>Contact:</b> PFA Recruitment	tel: 0113 384 5502
email:	peterff@pfa.co.uk

Legal Secretary - Pensions and Employment	
<b>Salary:</b> £16,750 + benefits	
<b>Location:</b> Leeds	
Experienced legal secretary with a professional background in pensions, employment, commercial or similar required. Must be used to changing priorities, working to tight deadlines and have excellent time-management skills. Good prospects for career progression.	
<b>Contact:</b> Legal Types	tel: 08456 605060
email:	helen@legaltypes.co.uk

Customer Account Manager	
<b>Salary:</b> Up to 16k (OTE 20k+) + benefits	
<b>Location:</b> Pudsey	<b>ref no:</b> Pudsey - CAM
Customer-driven individual required to sell personal finance products, make credit and underwriting decisions, build customer relationships and provide after sales service. Ideally you should currently be employed in a customer-focused sales or telesales role.	
<b>Contact:</b> PFA Recruitment	email: cv@pfa.co.uk

Evening Word Processing Operator	
<b>Salary:</b> Excellent + benefits	
<b>Location:</b> Leeds	
Excellent opportunity for legal word processor to move to a supervisory role. Responsible for 3 people you will be working a minimum of 30 h/w, starting at 3.30pm although hours are flexible. Good IT & typing skills required.	
<b>Contact:</b> Sacco Mann Ltd	tel: 0113 244 8388
email:	deborah@saccommann.com

Sainsbury's Bank Sales Assistants	
<b>Salary:</b> Excellent package	
<b>Location:</b> North Yorkshire	
If you have confidence, can make a point of maximizing every opportunity and have a fair for combining quality customer service with maximum sales focus, we have a banking career for you! Full training provided.	
<b>Contact:</b> Sainsbury's	tel: 0113 384 5502
email:	peoplelikewyouapply@tmp.com

Telesales	
<b>Salary:</b> £10k for 22.5hours (£0.50ph)	
<b>Location:</b> Yorkshire	
This is not a call centre position. You will be working making outbound business to business calls in a lively office. You will be cold-calling and working on warm leads, projects and repeat business. Hours are 10am to 3pm but are flexible.	
<b>Contact:</b> Jackie at Forward Recruitment	tel: 01423 851709
email:	jackieh@forwardrecruit.demon.co.uk

Management Trainee	
<b>Salary:</b> £10600	
<b>Location:</b> Various options	
Join Greggs of Yorkshire as a Management Trainee and you could be a shop manager earning £17k within 18 months. Comprehensive six month training programme with both on and off the job training. Previous retail experience desirable.	
<b>Contact:</b> Greggs	tel: 0800 3897940
email:	yorkshire.recruitment@greggs.co.uk

Sales Administrator	
<b>Salary:</b> min. £12,000	
<b>Location:</b> Leeds	
Can you offer a high level of customer service, take orders over the phone and input them onto the system? You will liaise with various departments and third parties to ensure prompt delivery.	
<b>Contact:</b> Jackie at Forward Recruitment	tel: 01423 851709
email:	jackieh@forwardrecruit.demon.co.uk

Receptionist/Administrator	
<b>Salary:</b> £11,000 to £12,500	
<b>Location:</b> Leeds	
Experienced receptionist required to provide full reception cover and general administration support. Duties will include meeting and greeting guests, screening and routing telephone calls and general office administration duties.	
<b>Contact:</b> Cherry Recruitment	tel: 0113 280 6410
email:	jade@cherrygroup.co.uk

64% of people returning to work from holiday want a job change.	
No surprises there then.	

With over 27,000 jobs online every week make the change you've always wanted to...

...Visit

**fish4jobs**

Telesales	
<b>Salary:</b> £14K (OTE £25K)	
<b>Location:</b> Leeds	
Working in a business-to-business environment you will be building existing business and gaining new clients. You will need to have experience in telesales or customer service with a desire to succeed.	
<b>Contact:</b> Jackie at Forward Recruitment	tel: 01423 851709
email:	jackieh@forwardrecruit.demon.co.uk

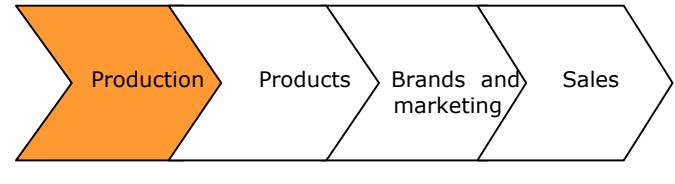
Deputy WP Supervisor	
<b>Salary:</b> up to £19,000	
<b>Location:</b> Leeds	
Leading city centre law firm are looking to recruit an experienced WP Supervisor. Candidates must have experience of working within a busy WP team, or have supervisory experience. Min typing speed 65wpm and audio typing experience.	
<b>Contact:</b> Cherry Recruitment	tel: 0113 280 6410
email:	jade@cherrygroup.co.uk

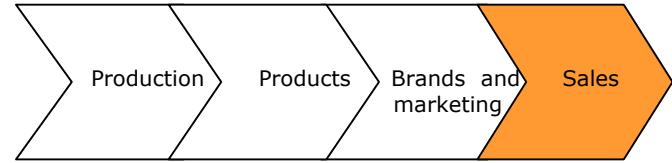
Post Room Assistant	
<b>Salary:</b> c £12,000 pro rata	
<b>Location:</b> Leeds	
6 month contract. Duties include handling and distributing incoming/outgoing post, assigning unmarked post to correct location, photocopying, stationery control and all round assistance. The successful candidate will have a least 6 months administration experience.	
<b>Contact:</b> Cherry Recruitment	tel: 0113 280 6410
email:	jade@cherrygroup.co.uk

Health and Nutrition Sales Director/Owner	
<b>Salary:</b> Potential for six figures +, + benefits	
<b>Location:</b> Various locations	
Are you an entrepreneurial professional with a sales background who wants to establish their own business? Full and ongoing support, training, access to experienced professionals etc provided, giving you a "business in a box".	
<b>Contact:</b> Chris Cowan	tel: 01295 77 11 32
email:	chris@flp-products.co.uk

Tems	
<b>Salary:</b> up to £8 ph	
<b>Location:</b> Yorkshire	
We always require experienced temporary staff to provide holiday, sickness and long term cover to our large network of clients. Contact us if you have office, customer service, accounts administration or secretarial skills.	
<b>Contact:</b> Cherry Recruitment	tel: 0113 280 6512
email:	jade@cherrygroup.co.uk

Mechanical Maintenance Engineer	
<b>Salary:</b> £24,500 p.a. + overtime	
<b>Location:</b> Yorkshire	
Put your mechanical maintenance skills to use on a broad range of machinery including the boilers and refrigeration plants. You will be given specific in-house training to ensure continually developed of your skills.	
<b>Contact:</b> Adam Walton, ATA Selection	tel: 0113 245 3540
email:	leeds@ata-engineering.co.uk





### Salesmen role under electronic upload

Role	Old role	New role	Value added? Revenue potential?
Copy collection	Yes	No	No
Clear sales focus on print	No	Yes	Yes
Administration of upload	Yes	No	No
Selling the value of online	No	Yes	Yes
Account management	Yes	Yes	Yes

- Benefits to fish4
  - Quality data
  - Timely
  - Full inventory upload from clients
- Benefits to newspapers
  - Cost savings
  - Streamlined processes
  - Reduced lead times on print
  - Move sales reps over to more added value selling

Robert Steen  
Managing Director  
Finntech/Adexalliance  
Grensen 5/7, Oslo, Norway  
P.b.: 1178 Sentrum, 0107 Oslo, Norway  
Tel: (47) 22 82 78 61  
Mob: (47) 91 74 37 35  
Email: [robert@finn.no](mailto:robert@finn.no)