



## Zubka Management Team

### Update



London, UK – 17<sup>th</sup> October 2007

Zubka ([www.zubka.com](http://www.zubka.com)), the world's most rewarding referral recruitment service, announces today a change in its management team structure. Armando Ruffini, Zubka's Co-founder and previously COO, has taken on the role of CEO of the business as David Shieldhouse, Zubka's Co-founder and incumbent CEO, refocuses his energies on new entrepreneurial ventures.

"From developing the original idea, through to launching the business, securing VC backing from Balderton (previously Benchmark) and building a solid foundation of users, we have been on an incredible journey;" commented David. "We are all justly proud of what Zubka has achieved so far and I look forward to seeing the business realise its full potential as a global player in the recruitment industry."

Taking Zubka forward, Armando will be supported by a first-rate, highly experienced management team. Isabelle Zammit, Marketing Director, has been with the business since its inception in April 2006. An international technology marketer with 15 years blue chip experience, Isabelle has worked with Sony, Visa International and Hoescht (now DuPont). Most recently Isabelle was VP Marcomms Europe for UGC Broadband. Tony Trozzo, Zubka's Finance & Administration Director, is another early member of Zubka and brings to the team a broad range of commercial & entrepreneurial expertise.

Colette Delaney-Smith, Operations Director for Zubka, joined in 2007 from Barclays Bank where she was Chief Operating Officer for Group Risk. During a City career spanning 10 years, Colette worked in various areas of Risk Management with highly respected international financial institutions. In these roles she was responsible at the highest level for driving the risk management strategy across all areas of risk. Tim Dennis, recently appointed Sales & Business Development Director, left the army as a Grenadier Guards Captain and moved to the City, specialising in finance and IT sectors. Previously COO of MoneyExtra Plc and Managing Director of numerous Reuters' strategic business units, Tim excels at growing businesses for commercial success.

"As Co-founder, David will always be part of the Zubka family;" commented Armando Ruffini, newly appointed Zubka CEO. "His wealth of experience in the industry, combined with his entrepreneurial spirit, has been invaluable to Zubka's launch and the growth we've accomplished in the first year of business. Moving forwards, I am going to be leading the team in delivering to the marketplace a fantastic range of business and expansion initiatives we've been working on. I am really excited about Zubka's future."

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**Notes to Editors:**

**About Zubka**

Zubka ([www.zubka.com](http://www.zubka.com)) is a revolutionary online recruitment platform that enables people to refer their friends and professional contacts to jobs and be financially rewarded when the match is successful. Set up in September 2006 by a recruitment industry veteran of 20 years standing and an international technology business executive, Zubka aims to evolve current recruitment practices to improve candidate delivery whilst reducing costs and the recruitment process lifecycle.

Headquartered in Buckinghamshire, England, with hiring clients in 45 countries and referrer members in 101 countries around the globe, Zubka's award-winning business model is already widely being heralded as the 'future of recruitment'.

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