

How we match your requirements

1**YOUR BRIEF**

By supplying a complete and detailed brief we can ensure that the role to be filled is correctly represented to potential candidates. In accurately portraying the position and its responsibilities, we are able to source the best and most suited candidates out there.

2**OUR STRATEGY**

Our uniqueness comes from a relentless customer focus which has led to a large portion of our business being referral based. We pride ourselves in our specialist orientation and you can be rest assured that our understanding of your needs and position fulfilment will be reflected in the quality and relevance of the candidates put forward. You will NOT find yourself wading through irrelevant CVs, wasting valuable time as you may have experienced with other generalist agencies, but selecting from a few quality candidates. We will listen to your requirements, guide you through every stage of the recruitment process and advise on various options.

3**CANDIDATE IDENTIFICATION**

Our focus is on understanding and matching the cultures and expectations of our clients with the skills, experience and personalities of our candidates. In addition to maintaining an impressive database of candidates, we always aim to source suitable candidates by means of the following process:

- Produce a job and candidate specification in consultation with your business
 - Design and place advertisements in the press and on our website
 - Collate and analyse all responses to advertisements
 - Shortlist and conduct first interviews
 - Provide a recommended report and shortlist of candidates ready for second interviews
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4**APPROACHING AND INTERVIEWING**

Successfully finding talented individuals comes about as a result matching defined organisational requirements to talented candidates within the market. We aim to sell the role and company culture to potential candidates by capturing their attention whilst maintaining anonymity for our clients. When approaching a candidate, we explain our reasons for getting in touch and conduct a thorough interview to establish the best possible personality fit based on candidate's career aspirations, strength and weaknesses and overall vision. These assignments are research driven, prepared, planned and executed on your behalf and are consequently as close as you can get to a tailor-made fit.

5**PRESENTATION OF CANDIDATES**

When presenting candidates, we provide a recommended report and shortlist of candidates ready for second-round interviews. You will NOT find yourself wading through irrelevant CVs, but selecting from a few quality candidates.

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FEEDBACK AND NOTIFICATION

We endeavour to create an open and honest environment to ensure client and candidate feedback. We actively monitor, measure and maintain the highest level of candidate and client satisfaction through regular performance and feedback meetings designed to ensure your satisfaction and our optimum performance.

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THE CLOSE

Our job is not done until the candidate in question has commenced employment with you. We actively monitor levels of candidates and client satisfaction through performance and feedback meetings up to three months after placement to ensure our optimum performance. By building long-term relationships with our clients and candidates, our team can expertly provide long-term recruitment and career advice or effective solutions to short-term problems. Clients respect our knowledge base, as we are better placed to advise on rates, market trends and movements within the industry.