

Our proven success rate is a result of our ongoing commitment to finding the right candidate through **face-to-face interviews**. This face to face interaction allows us to develop a better understanding of whether the candidate is right for your business.



SENIOR APPOINTMENTS

Our Senior Appointments Division was established as a result of client demand and has built an enviable reputation for consistent success. Our aim is to **identify, attract** and **secure** the most talented individuals on behalf of leading businesses both large and small across the UK.

We source only the highest calibre of people who have acquired invaluable experience within senior roles for permanent and interim appointments. We cover every industry sector and combine our functional specialist expertise with thoroughness and speed in order to provide a responsive, first class service.

Knowledge, reputation, market intelligence and understanding your expectations are key elements in our approach to delivering results that count.

Our proven success rate is a result of our ongoing commitment to finding the right candidate through **face to face interviews** and ensuring that we understand the capacity and capability that 'both parties' are able to offer each other.

During the recruitment process we:

- Interview candidates face to face in order to assess them fully
- Target people who have a background that is closely linked to your particular sector
- Based on the criteria you supply, we shortlist the candidates to make your selection easier
- Provide you with a broad overview and feedback of the interview we undertake with them
- Only put forward candidates with the relevant skills and experience

Our Senior Appointments Division covers permanent, interim and contract vacancies across the following roles:

- Directors
- General Managers
- Managing Directors
- Area Managers
- Regional Managers
- National Managers
- Solicitors
- Departmental Heads
- Trainers
- Salaries over £60k

Our approach to recruitment is focussed on building long term partnerships with candidates and clients alike. We do this through delivering consistent results that exceed expectations.

"Traditionally we have not used recruitment agencies as we have been disappointed with the quality of the candidates being put forward. However, my experiences with F1rst Commercial changed my views completely. They worked with us over a lengthy period until we found exactly the right person to fill our position of Sales Director. He has settled in very well doing a good job for us, and on this occasion I am very happy to eat humble pie as I was proved to be wrong, as demonstrably not all agencies are the same or as good as F1rst Commercial Recruitment."

Alan Yandall - Managing Director, Air Equipment