



f1rst commercial
R E C R U I T M E N T

First for service, second to none



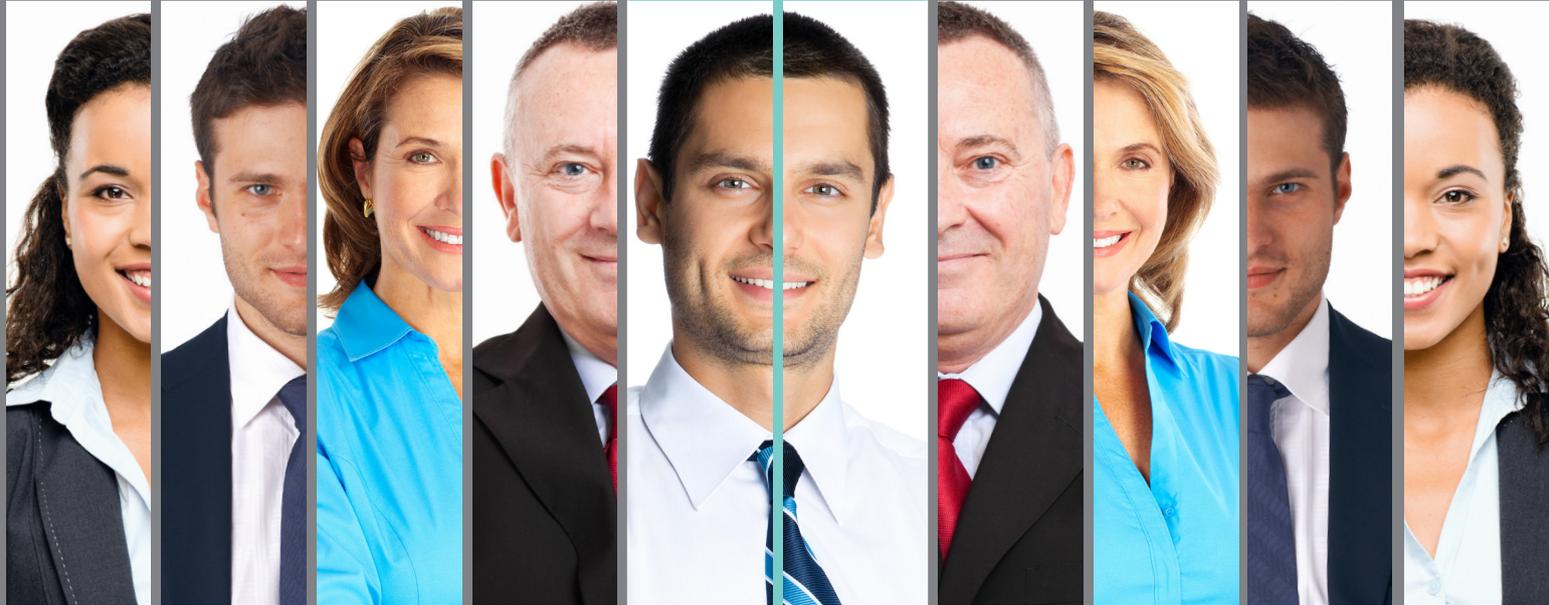
Commercial

Engineering

Technical

Senior Appointments

Permanent | Temporary | Contract | Interim **Specialising in:** Commercial | Engineering | Technical | Senior Appointments



Candidates interviewed twice

X2

X2

X2

X2

X2

Finding you the right person for the job

Finding quality candidates that not only deliver in the role, but integrate well within your business environment is what we pride ourselves on.

Based in Manchester and operating nationwide, F1rst Commercial Recruitment is a modern recruitment agency with a traditional consultative approach.

COMMERCIAL | ENGINEERING | TECHNICAL | SENIOR APPOINTMENTS

"..by far the best performing agency in terms of successful candidates and understanding the types of people we look for." Karen M, Manager

Visit our website at:
www.f1rstcommercialrecruitment.co.uk

Email us at:
recruit@f1rstcommercialrecruitment.co.uk

Call us on:
0161 359 3111



PERMANENT/ INTERIM

The in-depth market intelligence of our Permanent Division allows us to stay one step ahead in each of our specialist sectors. We personally select high calibre candidates that will have the range of skills and experience required to quickly and effectively fulfil your role, as well as the personality to integrate well within your business.

Interim placements offer a short term solution until a replacement is found or the role becomes permanent.

TEMPS

Our Temporary Staffing Division supports the inevitable short-term requirements that most businesses have from time to time. Whether it's for immediate, same day sickness cover, planned holidays or peaks in your demand, our pre-screened, reference checked candidates are on hand to fill the gaps. All of our candidates are checked for proof of right to work and can be available at very short notice to help where you need them most. They will have all of the relevant skills and will be able to integrate seamlessly within existing teams.

CONTRACTORS

Our Contractor Division is as flexible as your requirements dictate. We provide a highly skilled, flexible workforce for a range of requirements; from project work, right through to the more challenging fire fighting roles, where a particular set of skills may be essential. All contractors are supported via our umbrella company or their own limited company and as they are all checked for proof of right to work, referenced and skills matched, they can be ready to go at a moment's notice.

FACE-TO-FACE WITH CANDIDATES

We understand that your time is precious, that's why we make it a rule to **interview each candidate twice** before we tell you about them. Once a potential candidate has been identified, our next stage is a telephone based interview. If we like what we hear, we arrange a face to face interview in our offices or over Skype. Only if we feel the candidate's experience, character, motivations and expectations fit with your company would we then take time to explain in depth about your business and the role. This process allows us to build a genuine understanding of each individual and what you can potentially offer each other moving forward.

PROACTIVE SEARCHES

We adopt a proactive approach to our searches. Once instructed, we act immediately and start our search for potential candidates who match your criteria.

"The candidates we hired are just perfect for the roles. This is because the team spent a long time interviewing them for us and asking all the right questions, hence saving our time and efforts!"

Michaela P, HR Manager

COMMUNICATION IS KEY

Regular progress reports provide you with the peace of mind that we are continuously working to find you the right people. We believe that expectations should never be met, only exceeded. That's why we are dedicated to delivering an outstanding service.



UNDERSTANDING WHAT YOU NEED

It is important for us to establish a strong understanding of your business culture and the working environment. This allows us to find candidates that not only have the skills and experience for the role, but also have the personality and aspirations to match your business culture.

We work closely with our clients to provide you with honest

recommendations of the candidates we feel best suit the job. The CVs we submit are always the candidate's own because we feel it is important for you to gain an insight into the candidate directly on paper, as well as face to face.

The most difficult part for you should be choosing between the candidates we have placed in front of you.

"First listened to what our requirements were, visited our premises and then sent over exactly the right calibre of candidate. They understood the brief immediately which saved us time when reviewing CVs."

Joanne W, PA to Managing Director

THE EVIDENCE

Repeat business:

86%

of our clients come back to us when they have further vacancies.

Conversion rates:

CV to interview ratio **2:1**

Interview to offer ratio **3:1**

What does that mean for you?

Less time spent looking through CVs and a shorter timeframe for hire. Our team does all the hard work so you don't have to. As recruitment specialists, you can leave the recruitment to us so that you can focus on developing your business.

We focus on quality not quantity. On average, our clients see just six CVs and three candidates before finding the right person for the job.

We can confidently boast an impressive repeat business rate amongst our client base which is an excellent reflection of the expertise we have within our sectors.

Reducing Risk

-  **No recruit, no fee**
-  **Meeting face-to-face**
-  **Refund on a sliding scale over a 12 week period**
-  **Proven success rates**



COMMERCIAL

As specialists in Commercial Recruitment we have established a strong reputation within the sector for permanent, contract and temporary roles. Our service ultimately focuses on saving our clients' time and money. This division invariably receives the highest volume of applications for each role due to the number of people with this broader skill base. Our consultants are experienced in effectively and quickly identifying the right calibre of candidate for each role and appreciate the importance of **timing, communication** and **feedback**.

ENGINEERING

We recognise that candidates require specialist skills and qualifications within the engineering sector and our aim is to source the most suitable candidates for your business. In today's climate, engineering companies are faced with a skills shortage, which means employers face intense competition for the best people. We work closely with engineering companies across the UK and hold an extensive database of qualified engineering professionals.

TECHNICAL

Our Technical Division covers permanent, contract and interim recruitment solutions. Working with companies across the UK, we specialise in the provision of high calibre candidates for the IT, telecoms and technical sectors. From entry level to operational and strategic positions, we understand that skill set alone will no longer suffice. Our consultants will work collaboratively with you to ensure your expectations are exceeded.

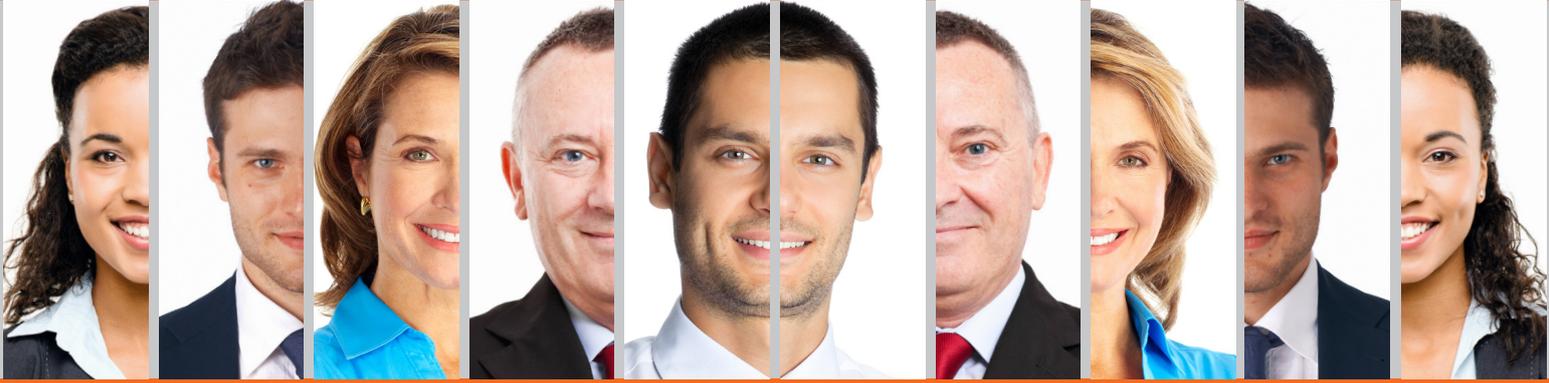
SENIOR APPOINTMENTS

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.

OUR STORY

F1rst Commercial Recruitment was established in June 2009 by our founder, who has worked in recruitment since 1993. Disillusioned with the growing emphasis on sales targets and quantity, we were keen to create a recruitment company that instead focused on service and quality. Originally, our emphasis and expertise focused on commercial staffing needs, hence the company name.

As our client base grew, we developed a strong reputation as a trustworthy recruiter with proven results. In order to meet the demand from our clients for further services, we recruited specialist consultants for new divisions. We now have the expertise to effectively select, interview and place candidates for our four core business divisions: Commercial, Engineering, Technical and Senior Appointments.



WHY CHOOSE FIRST COMMERCIAL RECRUITMENT?

THE COST OF USING F1RST IS BASED PURELY ON A SUCCESSFUL CONCLUSION TO YOUR RECRUITMENT NEEDS.

THE FACTS

Managing the recruitment process in-house has an invisible cost to businesses, and quite often the costs that are attached to recruitment can be easily overlooked. It is important to consider the impact on your business if the role you are recruiting for is not effectively filled.

THE FIGURES

A 2013 survey from the Chartered Institute of Personnel and Development (CIPD) found that six in ten organisations had experienced difficulties filling vacancies in the past year. It also revealed that the average recruitment cost of filling a vacancy per employee is around **£4,000**. This figure can then be doubled for senior appointments, high spec engineering roles or the wrong hire.

USEFUL INTERVIEWING INFORMATION

POSSIBLE INTERVIEW QUESTIONS:

- How do you want to improve yourself over the next year?
- What makes you smile?
- How will you identify problems and opportunities in the role?
- Who was your favourite Manager and why?
- If you increased your wage by 25%, what would you spend the money on?
- When were you most satisfied in your job?
- What is more important; money or career?
- Was there a person in your career that made a difference?
- What will you miss about your last role?
- What would make you accept a counter offer from your present employers?
- How would you describe yourself in five words?

WHAT YOU CAN'T ASK:

- How old are you?
- Do you have any medical issues?
- What religion are you?
- What is your sexual orientation?
- Do you have children (or plans for children)?
- Do you have any debt?
- What plans do you have for childcare?

WHY PROMOTE THE ROLE TO THE CANDIDATE?

At the end of an interview, if you feel the candidate has what you desire then it is worth spending a little more time pointing out why your company is the one for them. Without question, we want you to employ a person that 'wants' your opportunity and is as passionate about your company as you are. Good people are not easy to come by so in order to attract the best ones positive reinforcement is key. It is a good idea to ensure they know about:

- Career opportunities and progression within the company
- Growth within the business and exciting developments
- Company culture and ethos
- Team dynamics (if appropriate, introduce the candidate to the team)

With fierce competition for great candidates, it is important that your opportunity stands out from your competitors, and stands out for the right reasons.

TOP 5 REASONS PEOPLE WANT TO WORK FOR A COMPANY:

- Job satisfaction
- Stability
- Salary and benefits
- To feel valued
- Location

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