

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.



ENGINEERING RECRUITMENT

Our Engineering Division covers **permanent, contract** and **interim** recruitment solutions. We recognise that candidates require specialist skills and qualifications within the engineering sector and our aim is to source the most suitable candidates. 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. Our team has the tenacity to continue searching until we find the right candidate for each vacancy. Every company and every opportunity is unique, that's why we tailor our service to suit your needs.

Contractors

Our contractor staffing solution offers a flexible alternative to permanent recruitment, enabling you to match staffing levels to business demands. We know that you need contractors to be as qualified, enthusiastic and proficient as your own permanent staff. Our portfolio of candidates is always

up to date but it is the quality of those candidates that really sets us apart. We base our selection on: **Skills, Personality, Experience and Qualifications (SPEQ)**.

Benefits of recruiting contractors:

- Flexible and specialist experience at critical times
- A hassle free way to increase your workforce
- Added value when you need it and how you need it
- Seamless integration

Whether you want to cover long term sickness and holiday or have complex projects that require highly skilled contractors, we are able to play a key role to ensure your needs are met. We take time to brief all of our workers fully before placing them on site and check their eligibility to work in the UK.

Having a flexible workforce that has the relevant skills where you need them can have a quick and positive impact on your company. This is where contractors can really complement your permanent workforce. They can play a key role in helping you achieve

your project objectives and strategic goals, even if they're a temporary part of it.

Our aim is to facilitate your needs quickly and efficiently in order to deliver solutions built around you.

We cover the following Engineering sectors:

- Mechanical
- Design
- Electrical
- Civil
- Structural
- Industrial
- Nuclear
- Oil & Gas
- Health & Safety

During the recruitment process we:

- Interview candidates face to face in order to assess them fully
- Target people who have backgrounds that are closely linked to your particular sector
- Only put forward candidates with the relevant skills and experience
- Keep you up to date with our progress and provide honest feedback on the candidates we find

"I cannot recommend F1rst Commercial highly enough. We previously worked with another agency who took months to put forward a selection of mediocre candidates. With F1rst we got two great placements in the space of two weeks. Just tell them what you want and they will go that extra mile to find you the right candidate."

Richard Brooks – Design Manager, CDS Wilman.