

Recruitment

We're all about people

recruitment by
OUTSOURCE



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Recruitment by Outsource specialise in Temporary, Contract & Permanent recruitment placements, sourcing quality candidates that not only deliver in the role, but integrate well within your business environment is what we pride ourselves on.

Our mission and vision is simple, symbolised by our company logo “we’re all about people”, change and continuous development.

Sectors



Industrial



Technical



Driving & Logistics



Office & Secretarial



Care



Construction, Property & Engineering

Values and Behaviours

Quality



Deliver exceptional service standards to customers - first time, on time, all the time.



Work safely & collaboratively as a team to deliver more than the sum of the parts.



Train our colleagues regularly to empower them.



Pay attention to detail, confirm with thorough inspection and audit.

Motivate



Empower your team to be the best they can be.



Provide best in class tools to improve productivity.



Encourage our colleagues to embrace new skills and learning.



Make this a great company to work with and to work for.

Integrity



Respect our customers, understanding we work in their space.



Respect company ethos, the letter and spirit of the law, and the environment.



Respect your colleagues and be sensitive to cultural differences.

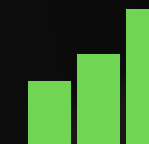


Be transparent and honest in all business relationships.

Improve



Encourage "Fresh Thinking".



Continuous improvement based on "Measure-Analyse-Optimise".



Have the courage to question the perceived wisdom.



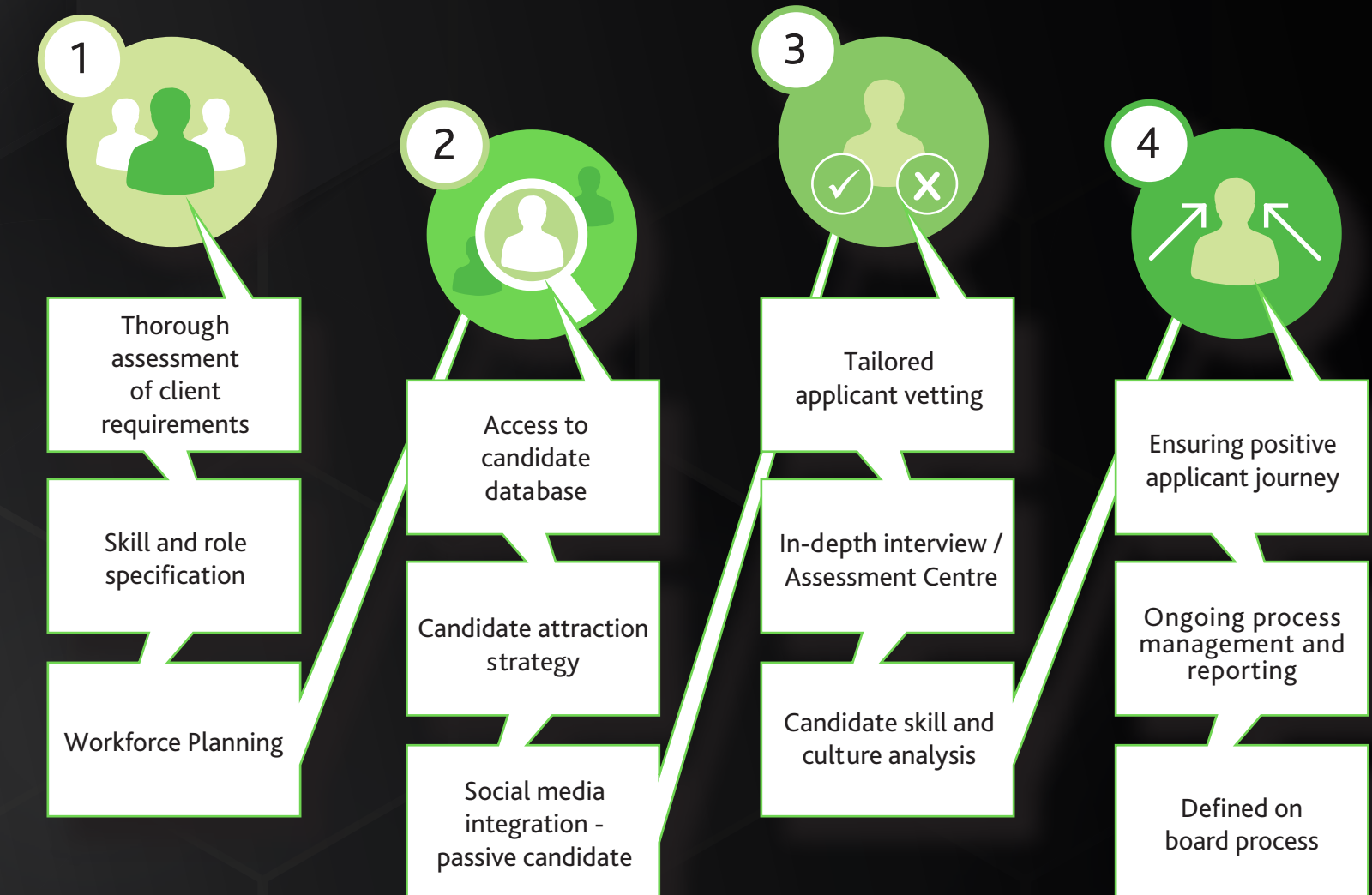
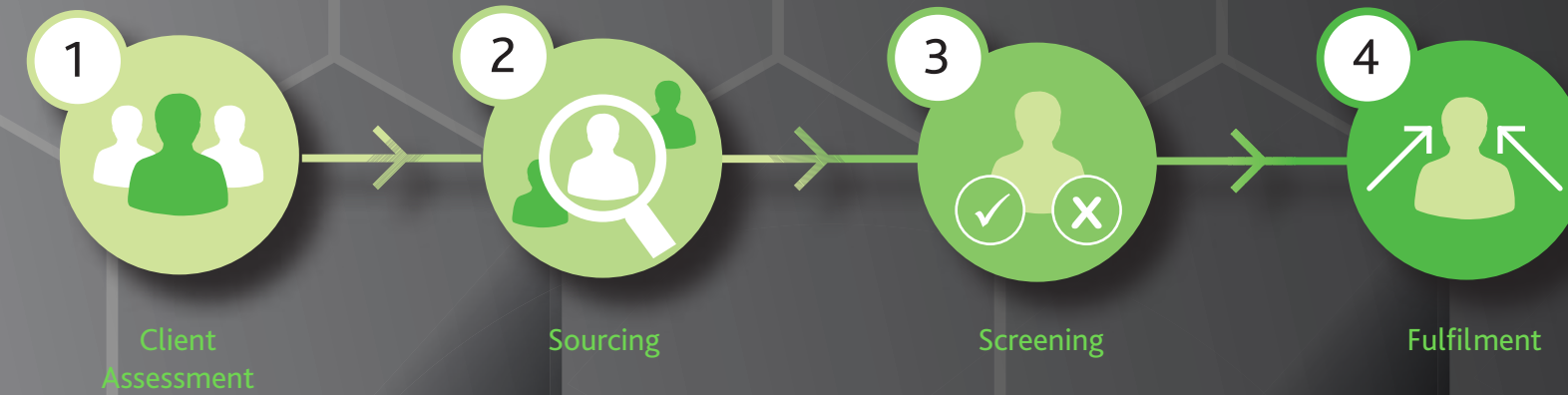
Present solutions and improvements to our customers.

Recruitment Process

Selection Process

We constantly endeavour to develop and nurture relationships which we have with all candidates on our database, as well as continually seeking and engaging with new candidates to attract fresh talent.

Our recruitment and selection process is designed to select the highest of calibre staff at the correct grade, competence and skill-mix.



Candidate Attraction

Our holistic approach to recruitment sourcing enables us to attract, engage and deliver talented people aligned to an organisation's culture. We select the right option for you to promote your position and organisation as well as attract the perfect candidate.



Technical

Skilled staff are essential to success in the modern business environment. The right individual can bring flair, new ways of working and a critical advantage over the competition. Unfortunately people who bring these qualities and fit seamlessly in to your organisation can be hard to come by and this can affect even the best laid plans and projects.

Recruitment by Outsource Technical has been established quite simply to find those all important people and to offer carefully constructed recruitment solutions to our clients within the Engineering, Facilities Management, Pharmaceuticals and I.T. fields and deal with a wide variety of organisations. We listen to our customers and we learn about their particular requirements. The end result is that we can provide excellent permanent and contract candidates time and time again.

- Engineering Building Services
- Facilities Management
- I.T.
- Pharmaceuticals



Office and Secretarial

Our Consultants work extremely close with clients as we realise the right candidates can be integral to your business. Our solutions are based on understanding and we aim to establish an individual process that delivers totally suitable temporary, contract and permanent candidates on a consistent basis.

The Key to this process is our attention to detail. We always gain face to face knowledge of your requirements and any recruitment barriers. We then agree in-depth pre-assessment and briefing procedures before providing candidates for interview. Precise candidate numbers, time scales and expectations are discussed as well as assessment design and benchmarking and post interview management criteria. Finally a forum for formal and informal feedback is established. We value the opinion of our clients and candidates and are always looking for ways to improve our service.

Our approach to office recruitment has served us well. We now have an extensive list of satisfied clients that we can refer to and an equally developed candidate database. We are therefore able to react very quickly to more immediate requirements and can use our wide range of recruitment tools to locate both "active" and "passive" work seekers. We will, of course, be realistic if asked to supply staff: locating precisely the right people is not always easy but we believe that, through our thoughtful and professional recruitment support, we can reduce your burden considerably.

- Contact Centre
- Customer Services
- Finance & Accountancy
- Human Resources
- Legal
- Sales & Marketing
- Office Support & Secretarial
- Technology, Media & Telecoms



Driving and Logistics

Organisations within the transport and logistics industry have high expectations of their driving staff. A good driver needs to be attentive, conscientious and equipped with an understanding that the smallest missed detail can prove costly. Driving is a serious profession and the importance of safety, efficiency and reliability cannot be over emphasised. We appreciate this at Recruitment by Outsource and operate a service geared towards providing drivers of only the highest quality.

The Recruitment by Outsource Driving & Logistics is driven by experience, concern for the profession and a belief in nurturing and supporting every driver that we supply. Our Consultants know the sector and are able to recruit through a variety of means including extensive advertising and positive word of mouth. Potential drivers are fully interviewed and vetted. Only when we are absolutely sure of a driver's capabilities will we recommend him or her for assignments and we will then carefully explain individual customer requirements.

We would be delighted to offer similar service to your organisation and to supply staff that protect and enhance your reputation.

- Artic Drivers
- Distribution & Logistics Director
- Export/ Logistics Specialist
- Logistics Coordinator
- Logistics Manager
- Logistics Telesales
- Order Fulfilment Coordinator
- Order Picker
- Route Planner
- Supply Chain/Production Planner
- Warehouse Logistics Technician



Industrial

Demand for goods and services will never be totally predictable. Expert projections and plans can be affected by something as simple as the weather and companies need to take last minute workload additions and reductions in their stride. For many organisations finding a flexible staffing partner can be essential and can help establish a critical edge in a highly competitive world.

Requests can often be at short notice and numbers and skill set demands can constantly fluctuate. Our attitude is always the same: we only promise what we can deliver but we have the enthusiasm and the resources to match the most exacting expectations.

The secret to our success lies in preparation. We constantly seek to strengthen our candidate database through a variety of advertising methods plus local presence and on-going worker referrals. We then interview, vet and reference candidates with great care and only consider them for assignments when we are 100% certain of their capabilities. Candidates are fully briefed to meet role and client specifics and complete training in areas ranging from literacy, numeracy and dexterity to manual handling techniques, food hygiene and COSHH. They are also contacted regularly, treated with respect and made to feel part of a team. As a result they are fully prepared to make an immediate and meaningful contribution to client productivity.

- Agriculture/ Horticulture
- Distribution
- Manufacturing
- Production
- Recycling/ Refuse
- Quality Control
- Warehousing



Construction, Property and Engineering

The construction , Property and Engineering industries are clearly areas where safety and service quality are essential. The highest standards are expected often against a backdrop of tight budgetary requirements and deadlines. Successful project delivery depends on the attitude and ability of every member of the team and, as a result, the right recruitment decision can be absolutely vital.

At Recruitment by Outsource we appreciate the issues that our clients face and this is the driving factor behind our recruitment service. Our Recruitment Consultants can call upon extensive industry experience and can locate skilled and sometimes scarce workers who will help you meet the toughest of targets.

- Bid Manager
- Carpenters
- Electricians
- Environmental Managers
- Estimators
- Facilities Managers
- Handymen
- Labourers
- Machine Operators
- Planners
- Property Managers
- Project Managers
- Quantity Surveyors
- Site Foremen
- Site Manager
- Site Secretaries
- Sustainability Managers



Care

The Recruitment by Outsource Care is dedicated to sourcing staff diligently and with care. The people we supply are therefore carefully screened and they are expertly interviewed (our checks include the right to work and reside, qualifications, references, immunisation, health and all mandatory training). We gain a face to face understanding of each person's skills, personality and motivation and we find roles that emphasise their particular attributes.

Although we are highly confident in our ability to source appropriate staff, we maintain a hands on and thorough approach once an assignment has started. We take care to gain your feedback and, for those rare occasions where concerns arise, we make ourselves available 24 hours a day. Our Consultants will react swiftly and fairly when comments are received and we operate via a fully documented and audited process. Worker credentials and training are continuously checked and updated and we remain vigilant during every single shift.

- Acute Medical, Surgical, ICU, Theatre, Oncology
- Carers (Home Care)
- Complex Care Healthcare Assistant
- Director of Nursing
- Medical & Surgical Nurses
- Graduate Nurse
- Medical Consultants
- Paediatric Nurse
- Staff Nurse
- Theatre Nurse



Want to find out more?

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