



consultancy
the recruitment people



Progress your career with HR Consultancy

www.hrconsultancy.co.uk

58 West Regent Street, Glasgow G2 2QZ
Tel: 0141 353 1133 Fax: 0141 341 3348 Email: jobs@hrconsultancy.co.uk



Welcome to HR Consultancy

We are currently looking for experienced consultants to join our business and if you are reading this, you will likely have a level of curiosity about what opportunities we have here. Or, you might just be checking on the competition. Either way, the chances are that you are an ambitious, driven, personable and fiercely competitive individual. Why else would you be working in recruitment?

At HR Consultancy we recognise that talent comes in different shapes and sizes. We appreciate that not all recruitment consultants are alike - it would be a pretty dull world if that was the case.

We meet consultants who are:

- not happy with the markets they find themselves recruiting in but are stuck due to a culture of inflexibility to move divisions.
- in exactly the right market and smashing their targets but their ambitions are stifled through a culture that does not promote progression.
- are the type that just have fabulous ideas but they are not able to explore due to a lack of creative thinking in their culture.

If that is you, at HR Consultancy, we believe we have the culture that you are looking for. A culture that will recognise your talent and align it with the right market, backed up with training, technology and sourcing expertise. A culture that promotes free thinking and shared ideas and most importantly recognises ambition. At HR Consultancy we have a defined framework so our consultants can see where their careers can go. This is real promotion criteria that puts career development your own hands and not at the whims of senior managers. Frankly, if you are good enough, at HR Consultancy your career could be unstoppable and if you're not good enough, or you don't believe your good enough, stop reading.

I joined this business as a graduate in 2005 and have never looked back. I love it here and would recommend it to everybody - but I am slightly biased! I want this document to tell you a bit about our business and, if you chose to give me a call to discuss our opportunities, you should do so in the knowledge that all of our conversations will be held in the strictest of confidence and managed with the utmost discretion.

I hope to speak with you soon.

Allan Davidson

HR Business Partner



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About HR Consultancy

HR Consultancy was established in 1995 by Hilary Roberts. Hilary moved into recruitment because she had a desire to work with people in a capacity where she could help them develop their careers. After working within this sector for 4 years, she identified that there was an opportunity to deliver recruitment services that can be dramatically improved. The answer was simple for Hilary and she decided to setup her own business to address this need.

Her mission was simple:

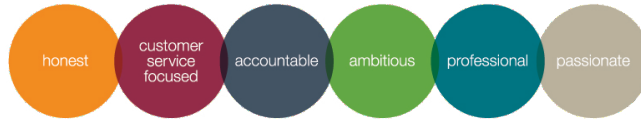
“To help people and companies realise their potential through the delivery of an exceptional recruitment service.”

Hilary opened a small office in St Vincent Street. Over the period, the business has grown to become one of Scotland’s most highly respected independent recruitment businesses.

Our Vision is:

“To transform our business into a company recognised as the leading professional recruitment consultancy in Scotland and to create a business that the team are all really proud to be a part of.”

HR Consultancy is a multi-sector recruitment agency & business. Across the United Kingdom (and, now and again, worldwide) our recruiters work to find hiring managers who really understand why recruitment is linked to the success of their business and candidates who have the desire to be successful in their career and match them both at just the right time.



Our values are :

- Professional - We will be regarded as a professional, knowledgeable organisation
- Honest - We advocate honesty as this inspires trust and respect
- Accountable - We will take responsibility for all that we do and what we don't do
- Ambitious - We have big plans for the future and are a company that is really going places
- Customer Service Focused - We treat each and every person with the individual attention they deserve
- Passionate - We are proud of who we are and what we do

Our Culture is fundamentally important to us. Some would say we have a 'family' feel to our culture which we wholeheartedly embrace. Our team know that if they work hard they will be given opportunities to progress and develop further in a challenging yet supportive environment. We genuinely like each other at HR Consultancy and we want the very best for each other which is why we are also very protective of our culture. Obviously we take the 'work hard play hard' ethos seriously and although it may seem clichéd, we love to get out and about on quarterly away days, team incentives like days at the races and more often than not, just general after work drinks and let's not forget 'beer o'clock' every Friday afternoon!

The key management personnel have been part of the business for many years, and we are very proud to have Investors in People Gold and Investors in Young People Accreditation.



A career at HR Consultancy: Development, Progression, Success



HR Consultancy is an ambitious recruitment business and we strive to employ ambitious people at all levels.

The business recognises that talented and ambitious people are likely to seek internal promotion as a means of forwarding their careers and that we must be in a position to facilitate this. One of the most quoted 'Reasons for Leaving' you will hear from candidates is 'lack of internal progression' or 'unless somebody leaves, there's nowhere for me to go'.

In order for HR Consultancy to retain our top talent, we must set the benchmark for promotion, tell our people what they need to do and then follow through on our commitment to help them get there.

Obviously, a business like HR Consultancy will have a number of levels of seniority and the promotion criteria for each advancement is different and based on a variety of key deliverables. Each level of promotion comes with a specific 'guide' that describes in detail what is required of a person to achieve promotion. These are all easily accessible to our employees.

The formal Career Development Plan (CDP) is how HR Consultancy follows through on its commitment to career progression for our team members. The CDP is a formal part of our framework and any permanent employee of HRC, post probation, can request that they have a CDP implemented.

HRC promotes a 'self-responsibility' culture and all employees are told about the above criteria which means that they can instigate a CDP when they feel it's a suitable time.

Why further your career at HR Consultancy?

At HR Consultancy we appreciate the fact that it's a competitive market for talented, professional, ambitious and successful consultants. If you are currently successful then you may feel there is no reason to move and, frankly, you might be right. Below you will see some of the reasons consultants have joined HR Consultancy from our competitors.

1. Recruit The Way That You Want To

We have recruited consultants that have approached us due to a lack of creative thinking from their managers. At HR Consultancy we appreciate that markets are very different and some need focus spent on certain activities more than others. We understand that some are more candidate focussed than client focussed and we design our recruitment process, sourcing techniques, advertising strategies and management reporting to suit the consultant. After all, the consultant should be the subject matter expert.

2. A Work Day To Fit Into Your Life

We understand that life priorities change over time and at HR Consultancy we embrace new technology to make flexible working a genuine option for our consultants. More important than the availability of technology is our culture of trust. Our consultants know what is expected of them through agreement with line management. As long as you make good on your commitment to the business then we will make good on our commitment to offer flexible working solutions to your everyday problems. That could mean your job meeting your childcare requirements rather than your childcare meeting job requirements. It could mean early finishes or extended lunches to hit the gym or cinema. Or just simply to finish early to enjoy the afternoon sunshine!





3. Career Progression When You Want It

This has been highlighted by a number of our new employees over the years as the reason they chose to work with HR Consultancy. We have had many conversations with consultants that feel their careers are not being managed appropriately or their company keeps failing to meet progression promises. “The Business just isn’t in the right place to promote you” should never be uttered in a work environment but sadly, it is. It is our culture to promote you when YOU are ready, willing and capable. Our promotion criteria are open for all to read and it is our commitment to you that, should you meet the criteria, you will promote.

4. Be Part of the Friendliest Team in Recruitment

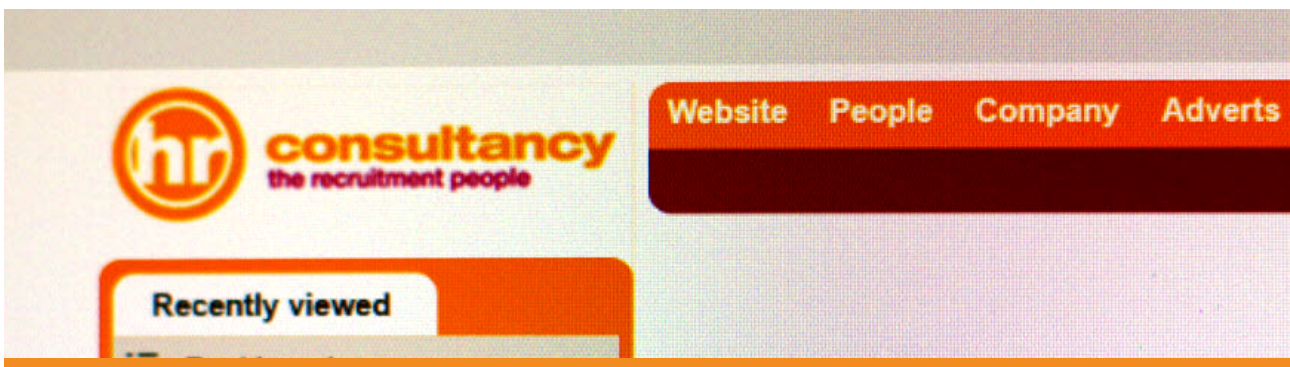
We know we have a reputation for having a strong, friendly, welcoming culture. We are not perfect and we would not pretend to be but we believe we are different. We have had consultants leave us to join a competitor and then come back, we rarely make enemies. Because our culture is so important to us, we all feel very protective of it. Our first stage interview with any prospective employee – whether it is for an Associate role, Receptionist or Senior Manager - is based firstly on whether the prospective employee would fit into our culture and add value to the team. ‘Likeability’ is hugely important to us because it’s easier to go through the highs and lows of recruitment if you are surrounded by like minded people and people who you like!

5. Support From A Team Who Really Want To Help

At HR Consultancy we have some of the most experienced consultants in many markets and a settled senior management team that has over 80 years combined recruitment specific experience. We have got to where we have through the development of a culture that does not judge too quickly and doesn't overreact to a 'first bad month' where there can be a tendency to throw the baby out with the bathwater. We know that there will come a time, even for the most successful consultants, that the revenue generation dips so we approach this in a supportive and consultative manner. With the right changes put in place – backed-up with additional support from your managers and peers - we will work together to get you back on track!

6. Training Based On What You Really Need

Training should never be 'one size fits all'. It should be designed and delivered to focus on improving results, Not only should it ensure that the basic tools of recruitment are consistent across the business but it should also ensure that our consultant's development needs are addressed in line with their expectations and ambitions. We invest heavily in training and it is delivered all year round either through our partnership with a leading, nationally recognised, training business or through harnessing subject matter expertise within the business. If our consultants are the best people in a certain area then they will be used to train more senior colleagues, that just makes sense! We have employed one of the country's leading on-line sourcing experts as a full-time member of the team and his training is delivered through formal courses and informal support – if you work in a candidate light market then you need your very own 'Billy McDiarmid'!



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Don't just want to our word for it – here's what some of our consultants who joined from the competition have to say...



"I returned to HR Consultancy due to the friendly, supportive and dynamic nature of the business. They consistently improve and there is a real sense of team."

Fiona Cairney, Managing Consultant

"HR Consultancy has a fantastic name in the market. Clients and candidates speak highly of the business. It is supportive, successful and more importantly fun!"

Jackie MacGregor, Senior Consultant



Meet the Managing Director



Thank you for taking the time to find out a bit more about HR Consultancy. Whatever your reason for reading, I hope it gave you some useful insight into what it's like to work here.

I developed a love of working in recruitment because I am passionate about people and their success. This applies equally to candidates, employers and employees. When I started the business, I wanted to create an environment where my team could develop the skills necessary to flourish and grow their careers with me.

This is why I always have - and always will - recruit ambitious, energetic and customer orientated people, even if they do not have any prior experience or knowledge of the market we are recruiting into. Attitude is a significant part of what is required to be a successful recruiter with HR Consultancy and we are happy to help with the rest where we can. I genuinely believe that my team provide an environment that provides leading training and support that is unrivalled. But I do have high expectations and expect anyone who joins our team to have high expectations of themselves.

If you like the idea of working with energetic, ambitious and fun people who apply a high level of professionalism and integrity to their roles then we want to hear from you.

Hilary Roberts

Managing Director