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Candidate

The Works (UK) Ltd, company registered in England & Wales 02998539



What really matters... What Works

Welcome to The Works, we are a specialist recruitment business founded in 1991 and we find you the people you want to work with. We have specialist knowledge and experience and we not only make the whole recruitment process easier we help you to make better decisions. Decisions that matter to your business.

Perfect for you

Offering bespoke service packages, unique financial arrangements and a service that is built around each of our clients, we are passionate about our work and we work hard. Our goal is to create the very best recruitment service and experience possible.

Our process

We do this every day, it's in our DNA. You pay for this, so we had better get it right!

From writing that great job brief to searching and finding the right person, our recruitment process helps generate business growth and success for your business. Using all of the most up to date technology, resources and contacts to help us to find the best talent quickly, we then add to this our knowledge, experience and passion to achieve results your business benefits from.

The twelve steps to a successful recruitment project



1. Take a complete job brief (not just a job description)

Knowledge is power. We dig deep to find out everything possible about a job so we match great workers with great businesses; what your needs, drives and ambitions are in your business or specific project; what your business wants and demands from a colleague and how we can guarantee delivery and take

accountability.

2. Map out a detailed recruitment plan

You wouldn't set out on a journey not knowing where you're going would you?

Mapping out our strategy from day one to completion, we make sure you know what is happening at all times between all the parties involved.

3. Source the best candidates

We're out there getting in contact with everyone we know will be great for vacancy. Either on the phone, online, or in person speaking to people, we don't stop until we find the right person.

4. Candidate fact-check

Skills and experience are nailed down by consultants, so that everything we need to know about a candidate matches seamlessly with a client's expectations.

5. Consultant interviews

We speak to candidates so we can be sure, beyond any doubt, that it will be worthy for a candidate and client to meet one another.

6. Present candidate to clients

Stating our case to clients about why we think our candidates are the perfect fit for a business, we listen to feedback and advise on what the next steps should be.

7. Interview preparation for client and candidate

It's important that our

candidates show their best attributes, skills, knowledge and most important attitude, remembering to tell the interviewer the truth and make sense of their experience in relation to any new role. We don't "prime" candidates like some recruiters; that would be foolish. We prepare them for the meeting; after all they're not usually used to being interviewed.

8. Client interview

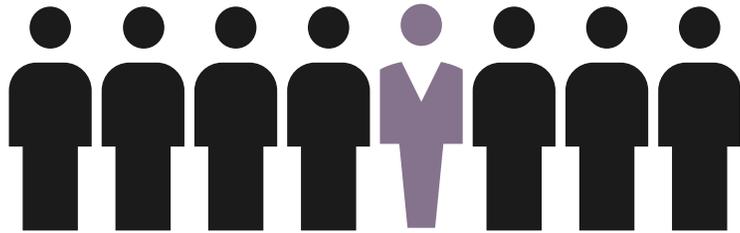
Many of our clients are not recruiters or trained interviewers, so we help by formulating question sets and why they should ask them and what the answer means.

9. Interview debriefing

"So how did it go?"

We know exactly which questions to ask and why we should ask them, this is a crucial and delicate conversation as at this stage we could turn on or turn off a potentially amazing new recruit. This is where the first stage of any negotiation begins and that's where we come into our own.





Ordinary to
extraordinary
YOU shaped
people.

10. Manage offer process

When a client decides to offer and the candidate chooses to accept, we do the talking for them. It's crucial to have a third party here as this is where the whole process can fall down if managed badly. Any sensitive issues, contractual deviations or compensation amendments are all agreed here. We'll even write the letter if need be.

11. Resignation and notice management

"Lets not burn any bridges now"

Whether a temp on a daily contract or someone who has been in a role thirty years, we're all under a duty of respect, trust and confidence. No agency or recruiter should "take" people from any business or environment against their will. But the good guys, like us, are sensitive and respectful enough to ensure this is neither damaging nor disruptive to any individual or business. We often have a replacement in mind for most roles and will help manage the resignation process.

12. Check up on everything

"Many recruiters place a candidate and then run fast, cross their fingers and hide"

We're in it for the long term; we would have been chased out of the country by now after nearly 25 years. "Today's candidate is tomorrow's client" we never forget this, being thoughtful in everything we do, we take care to check-in on people to ensure that is working the way we expected it to; the work doesn't stop after we've made a placement. Nobody likes a surprise in a work environment, least of all with a loss of a candidate!

Our services

Engineering

- Quality Managers
- Design Engineers
- Engineering Estimators
- Production/Operational Management
- Senior CNC Machining/
Welding and Fabrication
- Maintenance

Commercial

- HR Managers/Professionals
- Office Managers
- Web and Digital Communication
- Finance and Insurance
- PA and Secretaries
- Admin and Clerical

Manufacturing

- Production Directors
- Production Operatives
- Pickers and Packers
- Shift Supervisors/Managers
- CNC Operatives
- Semi-skilled
- Manufacturing Staff

Built environment

- Estimators and Quantity Surveyors
- Civil and Site Engineers
- Skilled Foreman
- Accredited Trades People
- Contracts Managers
- Refrigeration Specialists

And extra stuff for.... and check out this tool box

- Personality Profiling Analysis
- Assessment Centres
- In-house recruiter training and support
- On-site recruitment support for temps and contractors
- Retained recruitment support
- HR and legal support
- Agency workers regulation advice



Built Environment

Our desk is comprised of recruitment professionals entrenched in the industry, with links to hundreds of employers across Yorkshire as well as further afield.

Working hard to make sure that your skills are used to their fullest potential in a role you want to work in, we find jobs that match them.





Commercial

Adding the personal touch when it comes to recruitment, we have the skills and the experience to find you the right kind of opportunity in the right kind of place. That's why we get to know every candidate in person when they apply to commercial roles on our office sofa

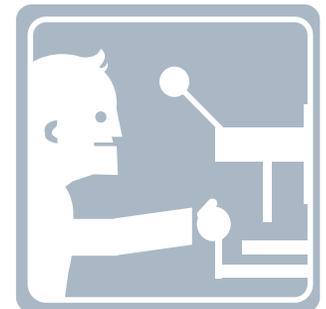
We are flexible and whether you are just looking for a temporary position or a full time job or just considering making a move or change then we will support you throughout the entire process (and we will keep in touch! Checking up on you from time-to-time to see how you're getting on).

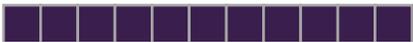


Engineering

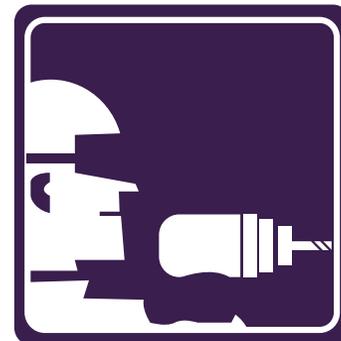
Forging strong working relationships with our candidates, many come back to us repeatedly to find them their next job opportunity or even just to let us know how they are or to ask for advice.

We shout about you, your skills and experience to all our employers every single week, so that they know hard workers like yourself are available for work immediately.





Working for one of our clients is different from working with other agencies. You will have constant contact with only one or two of our staff whose time is dedicated to looking after you at work and handling any issues you might have.



Our clients trust us to always exceed expectations

We work for great clients

Understanding how having the right people can bring real results and success to a company, we know what matters when it comes to getting a return on the investment for our clients. Our clients trust us to always exceed expectations and to bring passion and commitment to our work.

Keeping our clients happy means more to us than winning awards or name dropping, but we are proud to have a list of retained clients and long term relationships in place that demonstrate that we keep good company and demonstrate our commitment to quality.

From ITV to Carillion, from supermarkets employing 1000's to SMEs with a handful of staff, we satisfy our clients and candidates by finding the right match for them and delivering a return on investment. We are proud to say that our first ever client is still our client today more than two decades on.

Say Hello

If you want to learn more about The Works and the services we offer please contact us on the details below. We would love to chat with you if you would like to meet our team and talk about how we can help you with your recruitment needs then please get in touch:

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