

recruitment  
solutions

brought to you  
by randstad.



human forward.

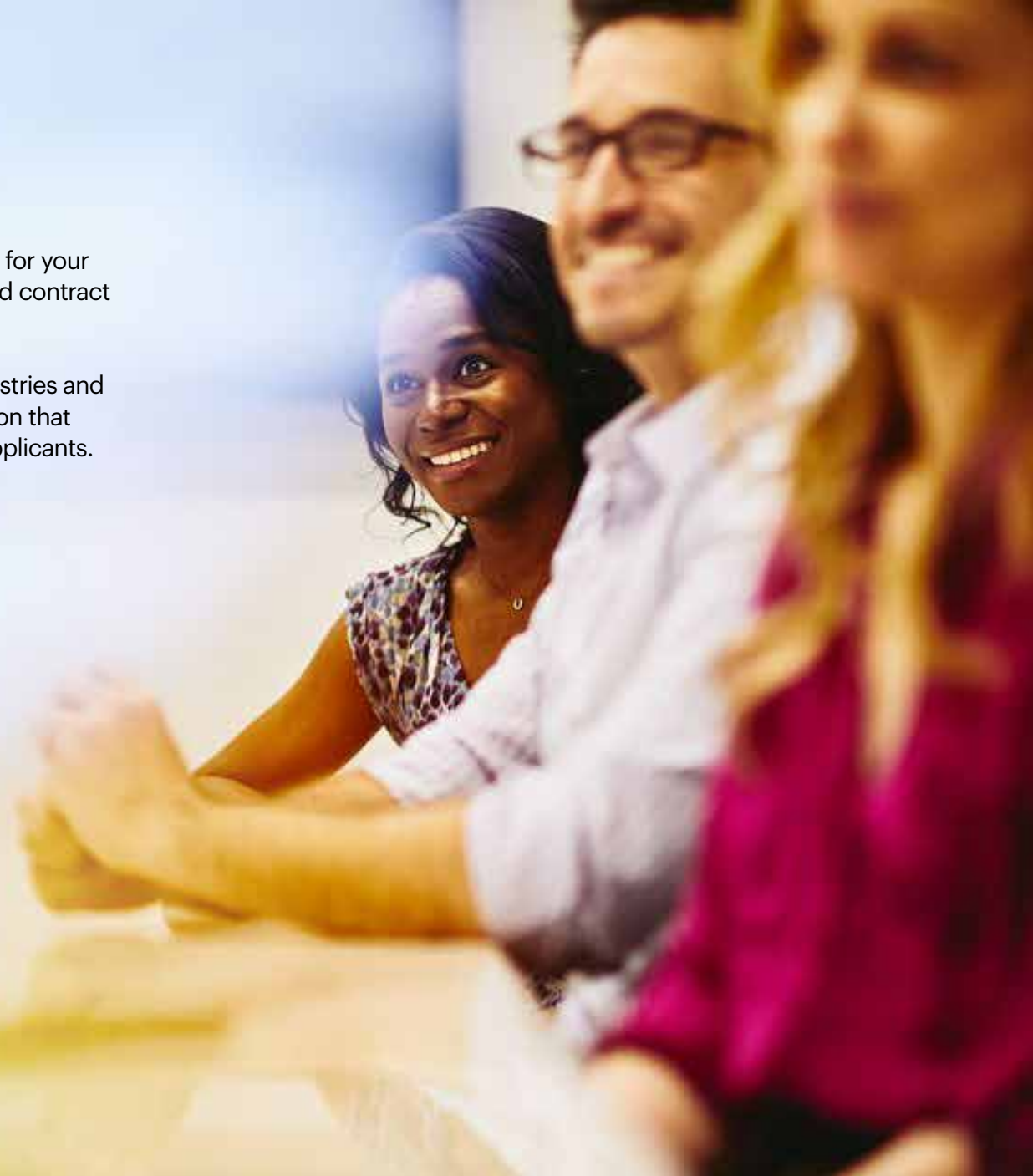
# seeing the possible in people.

Success is based on our ability to source and select the right people for your business. If you're looking for high quality, permanent, temporary and contract staff we can provide you with the best candidates in the market.

Since 1960, Randstad has been supplying candidates across all industries and sectors. Finding the right person for each vacancy is a crucial decision that hinges upon the way we search for, select and interview potential applicants.

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# permanent recruitment.

Our recruiters prioritise roles against your timelines using our latest search technology, giving you high speed access to relevant candidates for every role. Our specialist recruiters then bring their detailed industry knowledge and local labour market expertise to bear, narrowing the results and providing you with the right shortlist.



## Planning a workforce for the future.

At Randstad we know the importance of recruiting talent across specialist categories as well as the strengths afforded by stability and structure. We get it right first time so you can plan for the future.

## Impromptu requirements.

Workforce demands occur at all levels of an organisation but our long term view on your ad hoc solutions means it can be business-as-usual.

## Trusted recruiter.

We use a combination of technology and human interaction to source, vet and deliver people who make a difference to organisations.

## A one-stop shop.

As one of the UK's most established recruitment companies, we can offer you countrywide access to the best talent in various sectors, please see pages 13 and 14 for a full list of our expertise.

# temporary staffing.

Whether you're recruiting a small team or an entire department, Randstad reacts to your temporary workforce demands. We have subject matter experts by industry, market and function to offer you the solutions to best fit your requirements.



## Reacting quickly to your temporary needs.

Pressure points can occur in any business but Randstad has the expertise and agility to fill staffing gaps quickly.

## Preferred supplier lists.

A preferred supplier list enables stronger relationships and a better understanding of your business. This saves time and money and also leads to more successful and sustainable recruitment.

## Master vendor.

As your primary recruitment partner, Randstad will drive direct fulfilment and use our supply partners to provide assurance of supply. This in turn, will lower costs and improve compliance.

# managed service provider programmes.

As workforce agility is more critical than ever to business success, your ability to harness flexible talent sets you apart from your competitors. Transform your contingent workforce to drive greater business value and organisational performance.

A managed services programme is a highly effective way for employers to manage their contingent workforces. As a leading provider of MSP solutions, we can deliver a host of benefits to your organisation, including:

- market expertise
- process efficiencies
- technology expertise
- programme scalability
- compliant practices
- spend visibility and cost savings.

We are ready to become an integral part of your company's procurement, HR or other human capital function. We can manage the entire contingent talent lifecycle from requisition through invoicing and payment. Typically using a vendor management system (VMS), the managed service programmes give you complete visibility into our status of each contingent worker at your organisation.

With a rigorously designed and consistent process, an MSP can also help you stay compliant with all labour regulations and governance requirements. Through talent analytics, your programme can also drive improved decision-making around your contingent workforce.





# recruitment process outsourcing.

Recruitment process outsourcing can support part or all of your company's permanent workforce hiring through a comprehensive set of external recruitment resources.

Offering process excellence, a scalable model, cost savings, a technology stack, market intelligence and predictive talent analytics, recruitment process outsourcing helps you find and identify the right talent quickly.

## What are the advantages of a Randstad RPO solution?

- enhance workforce planning and gain agility using market insights and talent analytics
- find and engage the right talent faster with innovative sourcing and screening strategies, AI-powered recruitment technologies, and proven talent marketing and employer branding strategies
- minimise hiring costs by reducing reliance on third-party agencies
- build a more diverse workforce, a more equitable hiring strategy and an inclusive culture
- create talent pools for niche and in-demand skills to source qualified talent faster
- instantly gain specialised sourcing, talent marketing, candidate management and onboarding expertise without having to invest in internal resources
- mitigate risks with compliant hiring practices
- build the process and technological infrastructure necessary to move toward a total talent management model.



# onsite.

Randstad Inhouse Services (RIS) designs its delivery models around your organisation, offering all the recruitment support you need, under one roof.



### High volume hiring.

Randstad Inhouse Services (RIS) use a VoP (vendor on premise) model, meaning you have access to a dedicated consultant who works at your location. Your onsite Randstad consultant will handle many of the day-to-day tasks involved in managing a contingent workforce, including recruitment, inductions, training, workforce scheduling, management, communications and wellbeing.

### Bespoke solutions.

We offer completely custom designed HR solutions and you decide which HR tasks Randstad handles for you. Our teams manage end-to-end services which can include compliance, health and safety, bespoke management information, labour market analysis and HR services.

### A partnership approach.

We'll help you understand your local labour market and your workforce, allowing you to make data-led decisions that improve your productivity, fulfilment, attraction and retention of candidates.

[Learn more about Randstad Inhouse Services here.](#)



# search and selection.

Our dedicated executive search teams specialise in attracting experienced and highly qualified leaders to organisations within finance, technology, operations, sales, construction, legal and compliance, and risk.



## Randstad Executive Search.

This experienced, industry-expert team specialises in finding and placing high quality management and leadership staff into client vacancies across the construction, property and engineering sectors. [Learn more about Executive Search.](#)

## Firth Ross Martin Associates.

Experts in executive search for the financial services industry, Firth Ross Martin recruits for board level and executive management positions for leading financial groups. Firth Ross Martin exists to find and place high profile managers and leaders with some of the largest and most prestigious financial services companies across the world. [Learn more about Firth Ross Martin.](#)

## Pareto Executive.

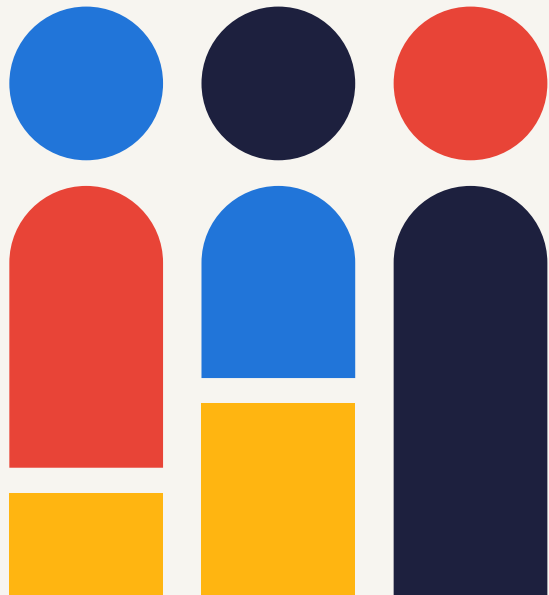
We've been at the forefront of senior sales and commercial hiring, and executive sales recruitment for more than two decades. We use this experience every single day to help our clients find the best talent available.





# outplacement and career coaching.

Enabling organisations to unleash possibilities throughout the working lives of their most valuable asset—their people. RiseSmart understands that a business thrives when its people thrive.



Randstad RiseSmart is the partner for transforming the employee experience and unleashing worklife possibilities. Successful organisations understand the impact of positive employee experiences on building highly productive workforces with a shared vision and values.

The business landscape continues to change constantly. Digital transformation, globalisation, and the impact of the pandemic have combined to create a business culture where the adage “talent is your greatest asset” has never been more true. Business leaders have to embrace change and create a corporate culture that excels and continually adapts despite these exponential shifts.

Increased employee engagement, retention, inclusiveness, and talent satisfaction can be achieved when employees have control over their own futures. Organisational performance increases when everyone, not just executives and those identified as ‘high-performers’ - is able to grow, develop, move and perform, enabled and accelerated through coaching support.

With the ripple of change occurring in the talent market, organisations also need to be aware of the importance of outgoing employees when a decision is made to release them. RiseSmart helps help exiting talent explore possibilities and find new opportunities outside the business. In doing so, RiseSmart ensures ensure that talent leaves the organisation positively and as an ambassador for the employer’s brand, now more critical than ever. [Learn more about RiseSmart.](#)



# statement of work.

Implementing a SoW solution is an opportunity for your contingent workforce programme to expand its value it can offer to your organisation. Our comprehensive solution will shine a light on an often under-utilised part of the external workforce and deliver the strategic value and visibility your C-suite leaders expect.



Our Services Procurement model is simple and quick to understand and deploy. We approach the Services Procurement lifecycle in four stages;

- defining and documenting business requirements
- sourcing, contracting and onboarding the best-fit service provider
- monitoring the contracted deliverables through to completion
- evaluating the performance of the service provider at project end.

Realising best value from one of the largest categories of your human capital-related costs can be complex and even intimidating. However, Randstad will help you understand, deploy and realise a solution that maximises the value you are getting from a spend category often three to four times larger than contingent labour.

Capture and report on project status, SoW workers, your spend profile, identify productivity and cost saving opportunities, and have visibility into all aspects of your organisation's service engagements through the insights and talent analytics provided by Randstad's SoW procurement specialists.

Get started by using our proprietary diagnostic tool that will offer insights into your potential opportunity.

[Learn more about SoW.](#)



# graduates, apprenticeships and training.

Pareto partner globally with organisations to support them in realising their potential.

Their leading assessment, placement and training methodology centres upon growth and transformation across your business divisions from sales to critical projects.



A diverse heritage in people development enables Pareto to work with fast growing start-ups through to FTSE 250 organisations in building the best talent for tomorrow.

**Graduates:** Pareto is the UK market leader of graduate sales recruitment. The Pareto Team can assess, place and train sales graduates globally across all industries and roles.

**Training:** Their leadership & management, sales transformation and professional development courses help teams and individuals to realise their potential.

**Apprenticeships:** They offer industry leading apprenticeships in sales, leadership and management supporting our clients and candidates through every step of their career development.

**Project solutions:** They assess, place and train the best change, transformation and technology graduate talent, bridging the digital skills gap in any market sector.

[Learn more about Pareto.](#)



# targeted job advertising.

Monster is a global leader in connecting people and jobs. Every day, their team aims to make every workplace happier and more productive by transforming the way employers and candidates find the right fit.

The Monster logo features the word "MONSTER" in a bold, sans-serif font. The letter "O" is a teal circle, while the other letters are purple.

We know that filling open roles in a candidate-scarce market is the ultimate challenge facing recruiters. Monster brings over 25 years' of experience to the table. We've developed solutions and services to streamline the process, reducing your time and cost to hire.

Monster invented this space and they can help you directly, or through your Randstad consultant, to secure the right talent for your roles.

Their tailored technology and custom solutions help you find the right talent and hit your hiring goals.

Far more than just a 'job board', Monster provides end-to-end solutions across your entire hiring process. Solutions you won't find elsewhere.

Using Monster's technology, algorithms, and by optimising your website SEO, you will:

- effectively search, engage, and nurture top talent
- automate recruiting processes and increase efficiency
- build compelling candidate experiences that convert
- attract off-platform talent with targeted display advertising
- hire qualified, diverse, engaged candidates.

Regenerate your recruitment. [Learn more about Monster](#)



# our areas of expertise.

## construction and property.

The UK is embarking on some of the most ambitious infrastructure and housing projects in decades. Never has there been a more important time to secure access to the best talent in construction and property.

### Specialists in:

- architecture and design
- construction
- mechanical and electrical
- skilled trades and labour
- office support
- facilities management and maintenance
- planning
- surveying
- civil engineering
- housing
- public sector and commercial
- water

[find out more.](#)

## engineering.

We've built an impressive reputation for sourcing and selecting some of the best technical engineering staff in the world. Quality is embedded in everything we do.

### Specialists in:

- aerospace
- energy
- automotive
- rail
- oil and gas (onshore and offshore)
- renewables

[find out more.](#)

## accountancy and finance.

We provide people, not calculators. That's why our candidates are focused on their role and how they perform it and our experts are ready to provide them.

### Specialists in:

- commerce and industry
- practice
- corporate governance
- public sector and not-for-profit
- taxation specialists
- senior finance

[find out more.](#)

## technology.

We provide world-class IT professionals with more than just technical competence. From IT professionals to engineers, from front-end developers to software engineers, let us help you generate value for your business.

### Specialists in:

- software developers
- systems architecture
- process and change
- security
- infrastructure
- project management

[find out more.](#)

## change, compliance and risk.

We are highly regarded in the market for our ability to support clients in filling permanent, temporary, interim and contract interim roles - from volume hires to niche skill-sets.

### Specialists in:

- accountancy, finance and audit
- compliance
- operations and middle office
- risk management
- change management

[find out more.](#)

## marketing and PR.

Full of ideas and with an eye for detail, our marketing and PR candidates will transform your marketing department. Send out the right message with the best communications professionals.

### Specialists in:

- marketing assistants
- campaign managers
- PR executives
- communications managers
- marketing executives
- event managers
- marketing research managers

[find out more.](#)

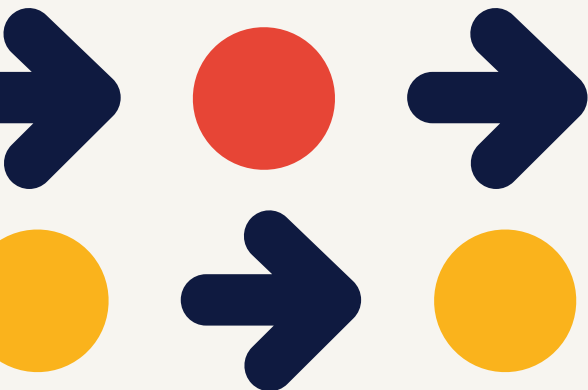
## office support.

Excellent office support is the engine-room of any successful business, our candidates have the experience you need.

### Specialists in:

- receptionists
- secretarial
- administrators
- industrial and manufacturing
- public sector
- customer services & call centre

[find out more.](#)



# our areas of expertise.

## education.

We know how important it is for you to find the right person to support and educate your students, trainees and apprentices. Schools and academies across the country, and internationally, choose to work with us.

### Specialists in:

- teachers and NQTs
- support staff
- special educational needs
- early years
- international teaching

[find out more.](#)

## student support.

Our Student Support has access to more than 3,500 skilled and vetted support workers, the UK's largest network of specialist disability support staff ready to support students in educational settings.

### Specialists in:

- support workers
- one-to-one tuition
- support assistants
- specialist enabling support
- specialist access and learning support

[find out more.](#)

## nursing and allied health.

We are a trusted UK agency recruiting permanent, temporary and fixed-term nursing and allied health professionals in the NHS and private healthcare sector. Our candidates have proven experience working within healthcare settings, ensuring that you will benefit from their skills, knowledge, and their vocational commitment.

### Specialists in:

- nursing
- allied health
- midwifery

[find out more.](#)

## social care.

We support organisations across the care sector, helping them to protect the people they care for by ensuring that every social care professional we supply is rigorously vetted and suited to your service.

### Specialists in:

- social care
- social work

[find out more.](#)

## sales.

You can't control the economy and spending trends, but you can control and develop the expertise of your sales team.

### Specialists in:

- area managers
- account managers
- administrators
- executives
- telesales
- sales directors

[find out more.](#)

## human resources.

Our clients' success depends upon employee performance. That's why we harness our database of human resources experts, in partnership with our own specialist HR consultancy, Digby Morgan, to share solutions and expertise.

### Specialists in:

- HR advisors
- business partners
- administrators
- reward managers
- talent specialists

[find out more.](#)

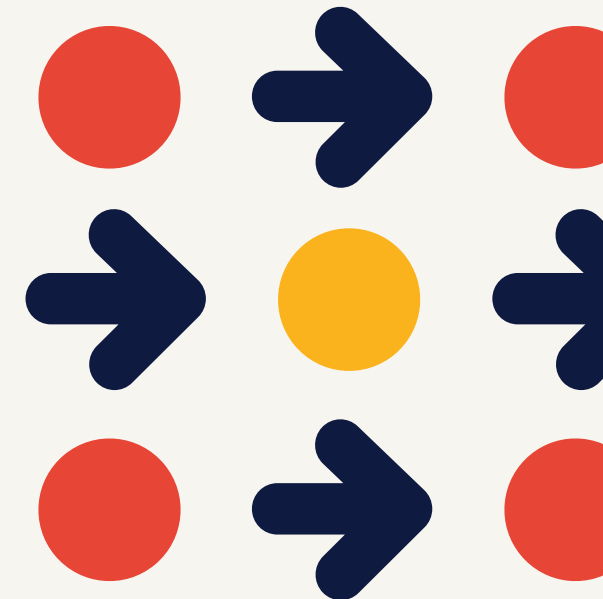
## retail.

The retail environment is ever-changing and fast-moving. But what never changes is your need for a dynamic and strong retail team.

### Specialists in:

- retail area managers
- buyers
- trainee managers
- store managers
- retail assistants

[find out more.](#)





# about us.

## a trusted partner: who we are.

Every great business has a great story.

Randstad has led the staffing and recruitment industry through strong service and operational excellence for more than 60 years.

We've grown organically and through strategic acquisition, focused on improving our services and how we deliver them.

We've weathered economic storms by being agile and open to change, never losing sight of why we do what we do.

We have the best people—working towards the same goal of helping people and organisations to realise their true potential. Moving them forward. Human Forward.

## a global expert what we're part of.

We are one of the UK's largest staffing firms, but we're part of something much bigger. Randstad is the global leader in the HR services industry, established in 1960 in the Netherlands before developing across five continents and <sup>(not UK)</sup> 39 countries.

As a division of Randstad Global, we provide our partners with geographic reach and HR business acumen. We have boots on the ground in our local communities, throughout the UK and around the world.



## why choose us? we are value-added.

By choosing Randstad you will benefit from fast and effective results. You will have access to:

- a global recruitment company with local expertise
- strong vertical recruitment brands in the Randstad family
- the full breadth of talent engagement models
- tailor-made recruitment models and data-driven talent sourcing strategies
- innovative technology to find the right talent, faster.

Working with our teams means that you will also benefit from our global Randstad brand, with bespoke recruitment channels and a candidate focused website.

# our diversity and inclusion policy.

At Randstad, we recognise our accountability in shaping the world of work for our clients, talents, community and other stakeholders. We grow each day through the energy and creativity brought by our diverse workforce.

Our diversity pushes us forward as a company and a team. Diverse ideas, cultures and perspectives break down those subconscious barriers and help build a team of more well-rounded employees.

## our mission

Our mission is to ensure fairness, equality and diversity in attracting, hiring, compensating, motivating and promoting a top performing workforce. We strive to know and understand the development needs of our leaders, employees and candidates while delivering innovative programmes meeting these needs. As an organisation, we mirror the rich diversity of the communities in which we live, work and serve.

## our goal

We aim to develop and sustain a culture of inclusion and fairness where every employee and candidate feels valued and revered for their ideas, background and perspective. Our efforts ensure that our business benefits society as a whole in accordance with our core value of simultaneous promotion of all interests.

## our efforts

We are uniquely positioned to champion diversity as a means of creating new opportunities for employment and economic development on a global scale. Our leaders embrace the commitment to inclusion as a fundamental business strategy.

## our approach

Our success is directly tied to the diverse backgrounds, skills and experience of our employees and candidates. Valuing those differences, our strategies proactively invite and promote inclusion while driving our ongoing commitment to supporting causes that reflect our employee and community interests. This has also led us to develop programmes that present clients with a way to meet their diversity goals while offering minority-owned suppliers opportunities to deliver quality products and services.

## diversity

We value diversity and do not discriminate on grounds of age, colour, disability, gender, marital status, nationality, race, religion or sexual orientation or any other irrelevant or illegal characteristics.

## inclusion

Inclusion is a reflection of our company culture where every individual feels valued, respected and supported. Our willingness and the ability to recognise, understand, respect and then fully utilise the unique contributions of each individual, to help them achieve their highest potential. Inclusion is what will lead to innovation because the right conditions are in place for individuals to share their ideas.



# what we are passionate about.

## jobs and the labour market.

Everyone you work with at Randstad, can offer you access key information on everything to do with the job market from all perspectives, including workforce trends, job market conditions, salary guides, and in-demand jobs. We have our fingers on the pulse of the job market.

- bespoke reports for your business and/or industry
- exclusive research into what good candidates are looking for from you as an employer
- diversity and inclusion reports.

## diversity and culture.

With an increasingly diverse workforce comes different expectations. We help you navigate a rapidly shifting workforce by supporting you to keep your employees engaged and helping you to create an empowering and compelling culture. Topics you can access bespoke guidance on include:

- promoting the advancement of women in STEM and leadership positions
- working with a multi-generational workforce
- employer branding and employee engagement.

## sustainable development goals.

Randstad aims to contribute to a sustainable future, socially and economically, facilitating the development of fair and efficient labour markets across the world. We have committed ourselves to the UN's Sustainable Development Goals, promoting sustainable economic growth, decent work for all, and reducing inequalities.

## HR tech and the future of work.

You probably hear or read about 'big data' and innovation every day; how do you harness it? Knowing how to leverage innovation to accelerate your workforce means you can be a much more people-focused employer. Recent projects that our clients have benefited from include

- the workforce 2025 report
- how to equip your workforce for the Artificial Intelligence (AI) and robotic revolution.

## leadership and talent development.

The most successful companies are those that offer growth and development opportunities, allowing talent to flourish and to deliver their best performance. You will benefit from an extensive range of advice and talent development, including:

- overcoming key challenges faced by HR executives
- how to increase productivity and wellness in the workplace.



# our expert advisers are ready to help.

You can look forward to working with your local Randstad team of expert advisers based in offices throughout the UK. By placing our teams closer to our clients, we stay informed on local job market trends, the challenges organisations like yours face, and the solutions we can support you to put in place.

[request a call back](#)

[find your local office](#)

