



RIGHT People
RIGHT Time
RIGHT Value

We provide the link between **Great Candidates** and **Great Employers**



What we do

For over 3 decades we have been supplying Recruitment Services to commerce and Industry. Peace of mind comes as standard for ALL our Clients because we provide the **RIGHT People** at the **RIGHT Time** at the **RIGHT Value** time after time.

Our Recruitment Services cover two key areas.

1. Temporary and Contract Personnel Recruitment Services; industrial and office support, traditionally recognised as 'blue' and 'white' collar staff, from simple holiday cover to high volume business peaks and a fully managed on-site service.

2. Permanent and Professional Recruitment Services; from junior to senior level positions covering niche markets (not exhaustive) in Engineering, Technical, Commercial, Public Sector, Logistics, Facilities Management and many others. Our complete range of services recruitment, advertising campaigns, retained search assignments and full consultancy on recruitment, contractual, benefits or structural issues.

Our consultants have the pedigree and foresight to find, recruit and develop the right people for the growth of your business.

Our People

Put quite simply, our recruitment teams are the best in the business. Frontline have recruited expert consultants in each of our specialist markets, who have market-specific knowledge and experience, ensuring clients receive the most up-to-date information on current trends and recruitment issues. All our consultants go through our elite training academy and receive on-going training to develop their skills to regularly exceed our client's expectations.

Our Risk-Free Guarantee

(Temporary and Contract Personnel Recruitment Services)

If you are ever supplied with a temporary employee by Frontline Recruitment, who is deemed unsuitable to a particular job, notify us within the first eight hours and you will not be charged.

Our Candidates

Our candidates are generated through creative advertising channels. All candidates are thoroughly skills tested and evaluated prior to appointment, ensuring you have a genuine choice of the very best people available from our extensive National database.

How we work

The service Frontline Recruitment offers is designed to ensure you have absolute confidence in our recruitment and selection procedures. All candidates go through a thorough and trackable selection process. So you can be confident that when you call us, you will be supplied with candidates who meet your exact needs. All this guarantees you the right quality people, quickly and efficiently. Services extend from the short notice, reactive need, for example one-off emergency cover (candidate to site within one hour) to a full on site managed recruitment solution.

1. Initial Telephone Screening

This is the first contact with the applicant and the selection starts here. The key qualification criteria are as follows:

- Applicants must demonstrate continuous work history and relevant sector experience
- Have suitable work experience
- Reasons for leaving previous employment are checked
- UK work eligibility is questioned
- If everything checked is acceptable potential people are invited to attend an interview appointment

2. The Appointment

- Punctuality is assessed
- An application form is completed with all personal and work related details
- An 'Understanding Instruction' assessment is carried out
- A medical screening declaration is also completed and signed
- Numeracy, literacy and skills assessments are completed
- Thorough checks to identify illegal immigrants are carried out

3. The Interview

All applicants are put through a thorough and in-depth interview by our specialist consultants.

- Personal and work related details are checked and verified
- Attitude to work is assessed
- In depth questioning is steered towards understanding applicants work experience, and reasons for leaving previous employers are explored

4. Evaluation and Testing

- Final assessments are made and references taken up to ensure only the best applicants move onto the next selection stage
- Overviews and reports on candidates are recorded
- Reasons for leaving previous employers are verified
- Skills test verification is carried out

5. Induction and Training

All applicants go through client specific pre-inductions to further satisfy their suitability to work. These can include:

- Office support-skills tests
- Manual handling and health & safety training, plus food hygiene training, testing and screening
- Workwear is issued where required
- Video inductions and dexterity testing
- Psychometric profiling
- Performance criteria explanations

6. Job Matching and Placements

Applicants are matched to jobs according to their skills, experience and ability. The fact that someone has been to see us is not one of the qualifying criteria.

7. Quality People

After you have called, a service level agreement is drawn up. All the people sent to you are monitored for punctuality and performance.

Reviews are regularly carried out to maintain standards. Account management statistics are provided. Plus the 'Risk Free Guarantee' covers all that we do for you.





Recruiting the best staff
throughout your area:

Seven Reasons why we should
be your **Number one choice**:

— **Nottingham**

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— **Mansfield**

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— **Hull**

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1. A proven 7 stage recruitment process. Nobody is more thorough or selective
2. No questions asked “Money back Guarantee”
3. Cashback loyalty incentives and preferential terms
4. Thorough analysis of your business needs to ensure we deliver value
5. A 3 decade history of supplying over 2000 businesses
6. Bespoke knowledge, skills, qualifications and language screening
7. Compliance guaranteed and rubberstamped by our Industry watchdogs the REC and GLA



Frontline
Recruitment



INVESTORS
IN PEOPLE

