

Swimming with Sharks



Getting the best from recruitment agencies

Best To Work With, Best To Work For

Civil Engineering – Southwest



- Major projects and frameworks across the region – **AMP 8, Devonport, Gravity Smart Campus, A303 Stonehenge, Bristol Port/offshore wind, Bridgwater Barracks.**
- Construction and Residential showing early signs of recovery
- **Girling Jones Q2 Permanent Vacancies up 108% from Q1**
- **Girling Jones Q2 Contract Hires Vacancies up 54% from Q1**
- All parts of the Civil Engineering supply chain predicting significant growth

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Why use a recruitment Agency?



- You can't source the right candidates yourself
- You can't source the right volume of candidates yourself
- You don't have the time to source candidates yourself
- Your vacancy is sensitive – time / internally / market

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Why use a recruitment Agency?

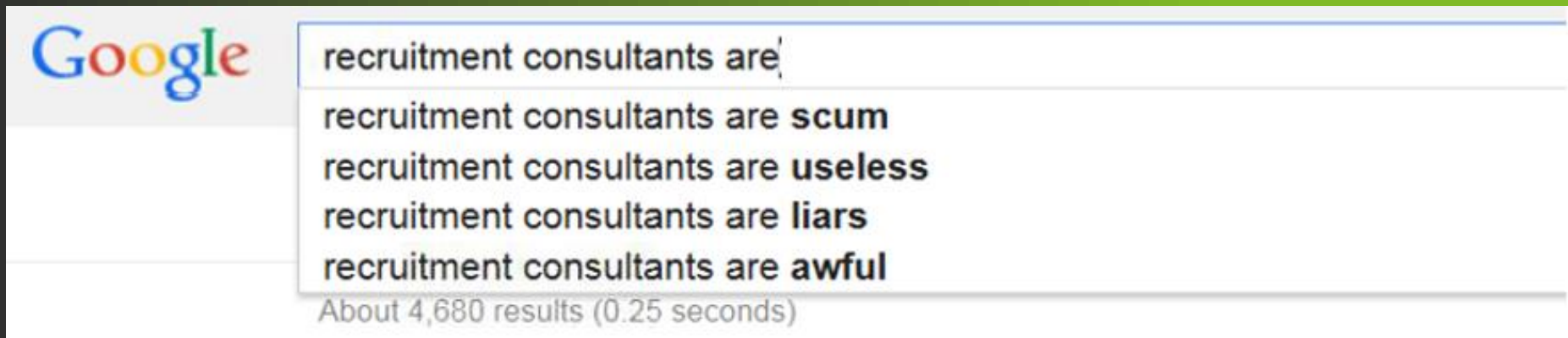


A good recruitment agency should enable you to achieve your strategic objectives as a business.

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Recruitment Consultants are.....?



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Recruitment Agencies - The bare minimum

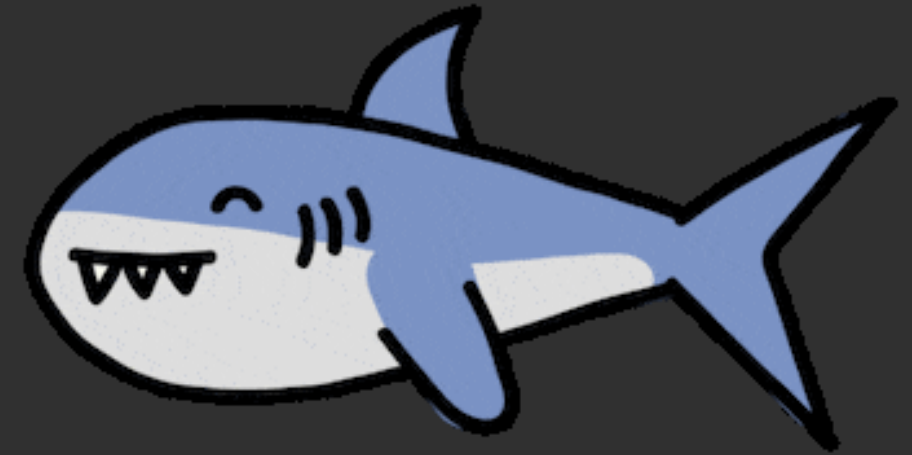
- Employment Agencies Act 1973 – “the conduct regulations”
- GDPR – Right to Represent
- Proof of Identity and Eligibility to live and work in the UK
- Review and copy any relevant Qualifications and Certificates
- Pre-screening – Health Declaration / Disability Confidence / Unspent Criminal Convictions
- Professional Interview



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Tip number one

Choose the right recruiters



- Do they specialise in what you need?
- What is their online presence like? – quality of their adverts, LinkedIn posts, Google reviews etc
- Do they want to meet you and if so, what do they discuss when they do?
- Ensure they hit the minimum agency standards and test them out
- Do you want to work with them - non salesy, happy not to send a CV, nice and normal
- Do they offer anything above and beyond – alternative Talent Pools, Salary Surveys, Bespoke MI, Industry Gossip

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Tip number two

Don't employ a 'first to introduce' policy

- Encourages poor service and corner cutting just to be 'first'
- Exposes you, the candidate and the agency to risk by accepting CVs in breach of GDPR
- You can decide which agency you engage/interview a candidate through and which you decline to engage with
- Case law favours the "effective cause"
- Base your decision on "Right to Represent" and service. If in doubt speak to the candidate

Tip number three

Talk to your agency before you interview the candidate and during the offer process.

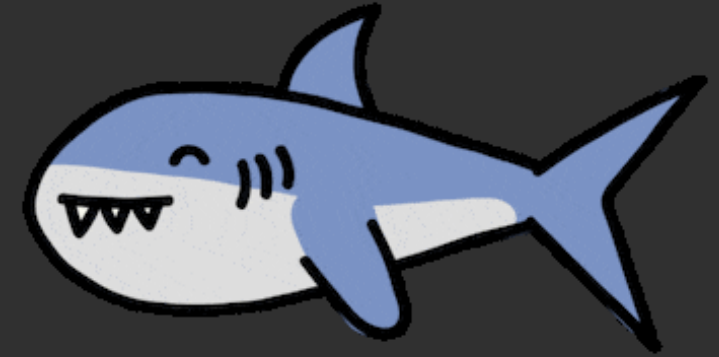
- Everyone is a net promoter - you want every candidate you interview to want the job, whether you want them or not
- Understanding a candidate's aspirations is key to holding a positive interview and ensuring they want the job
- Give us a good grilling – you can find out if we've done our jobs properly
- Working with your recruiter throughout the offer process helps secure a positive outcome

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Tip number four

Become a client of choice



1. Are your requirements fillable and within our field of expertise
2. Brand association – do you have a good name in the market and do people want to work for you?
3. Do we have access to your hiring managers?
4. Levels of communication and speed of process
5. How many agencies do you deal with?
6. Are you nice to deal with and can we build a long-term relationship?
7. Are your fees competitive?

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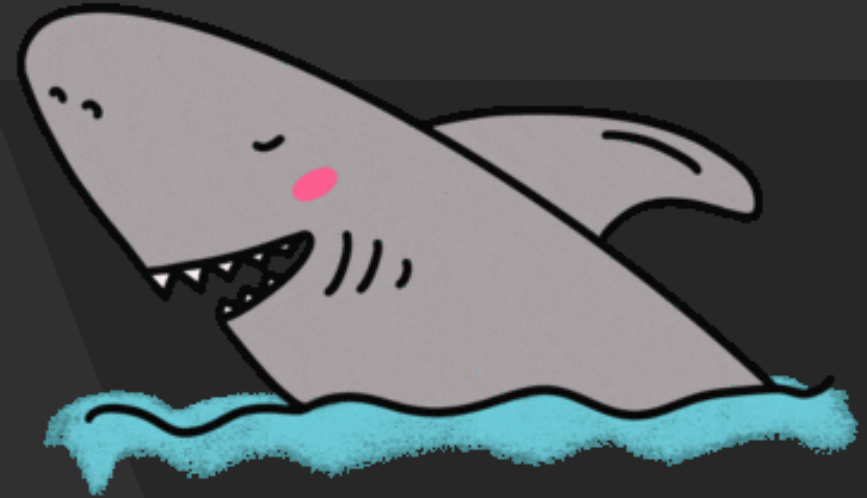
In summary



- **Expect more**
- **Don't encourage bad behavior**
- **Ensure all candidates you interview want the job**
- **Become a client of choice**

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Any Quezzies?



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gj **girlingjones**
THE RECRUITMENT CONSULTANTS