

PERMANENT RECRUITMENT HELPING TEAMS GROW

We place people into permanent roles to help businesses build the teams they need and desire to improve their business.

An organisation is only as strong as its people, we make sure you always have the best people for the job. If you're looking to expand your team, we offer expert consultancy to identify your exact requirements and timeframes, before creating a unique recruitment campaign for your organisation.

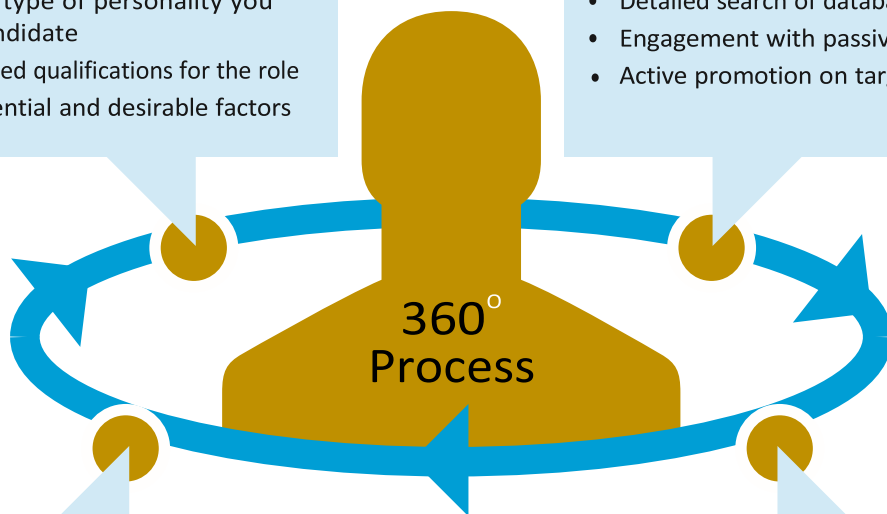
We provide comprehensive 360° support to organisations looking to expand their permanent workforce. Our extensive database of fully vetted and compliant professionals. Our process typically includes:

ASSESSING YOUR REQUIREMENTS

- Helping you define the job description
- Finding out the type of personality you need from a candidate
- Identifying required qualifications for the role
- Establishing essential and desirable factors

TARGETED CANDIDATE SOURCING

- Detailed search of database
- Engagement with passive candidates
- Active promotion on targeted job boards



CANDIDATE MANAGEMENT

- Ongoing contact with candidates to ensure commitment to the role
- Support throughout the offer and acceptance process

SCREENING, ASSESSMENT AND SELECTION

- Pre-screening and qualification of interest in the role
- Interviewing to ensure job and person fit
- Fair and consistent selection process based on agreed criteria
- Identification, qualification and eligibility to work checks

To discover more about our Permanent Recruitment go to [francisjamesgroup.com](https://www.francisjamesgroup.com) or call 01543 250 376