



Technical &
Professional
Recruitment

Corporate Brochure 2009



Exit

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Our philosophy is very simple: knowledge, honesty, efficiency.



About us

Who are we?

We are Gold Group – we have been long established as one of the UK's foremost technical and professional recruitment consultancies.

We operate throughout the UK and internationally, and have partnered with numerous clients to fulfil their recruitment needs.

What can we do for you?

Primarily, we can find you the most suitable individual for your vacancy. We can also advise on the condition of the markets in which we operate and assist with queries relating to recruitment services and requirements.

We consider ourselves to be consultants to our clients, not just recruiters.

Areas of expertise

We pride ourselves on expertly assisting employers with the placement of hard to find individuals into a wide variety of contract and permanent positions - ranging from junior roles right through to Director level vacancies.

We operate in a number of clearly defined niche markets and have a highly knowledgeable workforce recruiting within each of them. Take a look at the ['Where we do it'](#) section for more information.

We place huge emphasis on knowledge and expertise.



How we work

Finding the perfect candidate is the most vital part of our business.

Search, screening and qualifying

Finding the perfect candidate for you is the most vital part of our business. If we fail to do that we are not fulfilling the needs of the employers who rely on our services.

When you ask us to find a candidate, our first priority is to gather a comprehensive job specification - this is the foundation of any search. We will also discuss your company, its personality, what type of individual you want and so on. Once that is in place our search for candidates begins.

We source candidates through a variety of means. We often source individuals directly from our database of skilled professionals, but we also network with contacts, advertise on and offline or carry out detailed headhunts where necessary.

Once we have a list of relevant candidates, we will pre-qualify them based upon the job specification - this helps us filter out candidates who are not actively seeking employment at the time. When the selection has been refined to include only the most suitable individuals we review them with you and arrange interviews for those who you select.

Expert consultants

At Gold Group, we employ consultants who have significant experience in their chosen field of recruitment. By acquiring these expert individuals we are ensuring a solid understanding of your requirements, as well as having a clear vision of the candidates that are required. Furthermore, our consultants specialise in only one specific sector of recruitment to ensure their knowledge and focus is not diluted, as with more general recruiters.

Partnerships

We strongly believe that successful recruitment is borne out of relationships – as a result, we aim to build strong partnerships with all of our clients. We have been recruiting since 2000 and, as a testament to the way we conduct business, many companies that partnered with us then still work with us now.



What we do: Recruitment

Experts in providing
permanent and contract
based individuals.

Permanent placements

Our permanent placement service offers two recruitment methods – contingency or retained. These differing methods suit differing employers and we are happy to advise on what is best for you.

- Contingency recruitment

This process offers agreed terms and conditions throughout our partnership and allows us to source candidates for you on an ad-hoc basis. As soon as you have a requirement for staff you can simply notify us and we will recruit candidates based on those terms and conditions.

- Retained search recruitment

A retained search allows you to specify requirements to us on an exclusive basis for a specific role which we then commit to filling. The payment method for retained search differs from that of contingency - a percentage of the fee is due at various points of the process. For example, you may pay 40% on commencement, 30% upon a shortlist of candidates and the remaining 30% upon start date of the new employee (fees are dependant on each clients requirements so can be adjusted from those shown here).

Contract placements

We are experts in providing interim or contract based individuals to employers. We adopt the same approach to these placements as we do for permanent, and can provide employers with both short and long term candidates. To enable us to source contractors on short notice, which is often a necessity, we actively monitor our contractors availability – doing this means we are aware of what skill sets we have to hand.



What we do: Recruitment

Preferred supplier service

Many employers like to work with recruitment consultancies on a preferred supplier basis. This enables them to manage their recruitment both quickly and efficiently through trusted recruitment companies.

We are happy to work as a preferred supplier, both exclusively or as part of a list, and currently do so with numerous organisations.

Because we focus on building partnerships we often find ourselves in this position and so are experienced at managing preferred supplier relationships.

Managed vendor service

If you have a high volume of recruitment to fulfil, but no in-house staff to manage it, you may benefit from our Managed Vendor Service.

The process works by appointing us to manage all of your vacancies. We work with you to ensure specifications are produced, appoint relevant recruitment agencies to manage vacancies that are not within our remit and collate and screen all subsequent applications.

Many employers work with us on a preferred supplier basis.



Where we do it

Geographically, we recruit throughout the UK and internationally. Overseas, our emphasis is on Europe, the Middle & Far East and Australasia in particular, although this changes depending on the vacancies we are tasked with.

In terms of our markets, our niche teams cover a number of industries, such as:

- Rail
- Oil & Gas
- Construction
- Utilities
- Nuclear
- Engineering
- Civil Engineering
- Mechanical Engineering
- Public Sector
- Defence
- Energy
- Telecomms

As these industries cover a multitude of skills and abilities, our teams are broken down into a variety of niches. Each team will work within its own area of expertise regardless of industry. For example, our Planning Team could recruit a planner with experience of rail or construction. Our niches are organised as follows:

- Human Factors
- Technology & Engineering
- Integrated Logistics Support
- Planning & Project Management
- Claims & Dispute Management
- Town Planning
- IT Networks & Comms
- Safety
- Construction
- M&E and Facilities Management

We operate throughout the UK and internationally.



Testimonials

We have built hundreds of relationships with major employers since 2000.

“Gold Group has consistently identified and recommended candidates to us of the highest calibre necessary to serve our business and its clients. They’ve done this by taking the trouble to understand our needs and by acting with the highest standards of efficiency, professionalism and confidentiality throughout.”

Tom Oakden, Partner, The Tudor Rose Partnership LLP

“Gold Group has been extremely helpful and quick to respond to our resource needs with high quality candidates. They’ve been instrumental in helping with our long term staffing solution.”

Richard Price, Planning Manager, Siemens

“Gold Group was able to provide a high quality candidate at very short notice which has helped us through a short term staffing crisis. In all my dealings with them they’ve been consistently professional, friendly and efficient.”

Raymond Crawford, Development Control Manager, Hastings Borough Council

“My experience of using the services of Gold Group is that they listen carefully to your enquiry, clarify any areas of concern and then they state what they can offer at that moment in time and give you a date for adding further advice or candidates. I respect their honesty, prompt attention and patience in dealing with candidates, and at times, the clients!”

Andrew J P Clarkson, Senior Commercial Manager, The Clancy Group

“I had been trying to fill a vacancy for months when I was introduced to Gold Group. Within 2 weeks we had a successful candidate. The communication and professionalism shown to me as a client means that every time I have a difficult vacancy I will call Gold Group, as I am confident they will be able to assist me.”

Catherine Gillon, HR Manager, Applecross



Contact us

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Our focus is on letting the
results speak for themselves.

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