



IDENTIFY



RECRUITING  
TALENT  
MAXIMISING  
POTENTIAL

Identify. Talent acquisition. Skills management.

## OUR PURPOSE

To help our clients identify the best people for their business and our candidates find the right opportunity. Everyone who interacts with Identify should expect the best and we are committed to delivering that.

## OUR BUSINESS MODEL

Identify earns revenue by sourcing the best available talent and placing them into roles with clients across the UK.

As the trusted team for some of the UK's most recognised brands, we take time to listen and work in partnership with clients to excel in delivering outstanding recruitment services.

## OUR ADDED VALUE

We create value, by finding hard to reach candidates that have real talent for what they do. Great talent makes a true measurable difference for our clients.



MAKE A DIFFERENCE  
TO YOUR BUSINESS  
TODAY. TRIPLE YOUR  
POTENTIAL WITH AN  
EXCELLENT NEW TEAM  
MEMBER. 



## SPECIALISMS

Supply Chain

Operations

Executive

Commercial

Accountancy & Finance

## RECRUITMENT™

Leading the UK for Innovation in recruitment™, Identify use a blend of leading edge technology, search tactics, and our very own Identify delivery model.

**FINDING HARD TO REACH  
CANDIDATES  
CONSISTENT QUALITY  
INCREASED PERFORMANCE**

Identify. Talent acquisition. Skills management.

## WORKING WITH US

Recruitment does not have to be difficult. We have worked hard to take what could be a complex service into something that is simple to understand and easy to deliver to a high level, consistently.

### CONTINGENCY

- Dedicated sourcing team
- Advertising
- References
- Tele-interview
- ID checking

### EXCLUSIVE

- Dedicated sourcing team
- Skype and face-to-face interviews
- Advertising
- Inactive candidate searching
- References
- ID checking
- Social media campaign
- Preferred terms

### RETAINED

- Guaranteed Successful Completion
- Skype and face to face interviews
- Brand led advertising
- Inactive candidate searching
- References
- ID checking
- Social media campaign
- Quarterly reviews
- Video profiles
- Personality profiling
- Head hunting
- Assessment centre
- Entry level job support

# CLIENTS TRUST US TO DO A GREAT JOB, EVERY TIME.




## IDENTIFY HAVE GAINED A REAL UNDERSTANDING OF OUR CULTURE

We've been working with Identify since 2014 and must say that they have provided some real results in key business areas.

Identify have gained a real understanding of our culture and provided us with shortlists allowing us to make fast decisions and ultimately allowing us to remain competitive and grow. Their streamlined process with just one point of contact for all our needs has meant we can keep things simple throughout the process.

We've also always found them to have an honest approach and good market knowledge, which has aided us in making appropriate recruitment decisions.

All this adds up to a very comprehensive service based on delivery and I'm happy to see they continue to develop their systems and as such I have recommended Identify to my contacts. 


Group HR Director – Hain Daniels



## 'IDENTIFY' THE KEY TO RECRUITMENT

Having worked with the Identify Team over a number of years within different organisations, I have relied on their expertise, professionalism and ability to deliver the right result.

Their recruitment experts provide us with excellent candidate opportunities, and their ability to understand the needs of our business provides for a very effective recruitment process.

Interviewees are fully briefed and prepared by Identify, from a team who understands the importance of the personal qualities and attributes of a candidate as well as the level of skill and experience required. 

Operations Director – Kingspan Access Floors Ltd, Part of the Kingspan Group

Identify. Talent acquisition. Skills management.



“ We work with top  
businesses  
and top talent. ”

# OUR PROCESS

We manage live vacancies as well as generating opportunities for talented personnel. Matching the two through our understanding of the markets, our clients' needs and a thorough candidate selection process.

## CLIENT CONSULTATION

Meet with the client to discuss the requirements for any live vacancy. Offer industry expertise, and align client needs with current market.

## BUILD CANDIDATE PROFILE

Our multi-skilled team use the information provided by the client to define the perfect candidate.

## ADVERTISE POSITION

Dependent on budget the use of cross media advertising can help create widespread demand for the role.

## ATTRACT CANDIDATES

We use our established network of potential candidates, our marketing expertise, persuasive headhunting and nose for talent to make sure we put the most suitable people in front of clients.

## SUITABILITY TEST

Pre-recommendation interviews are conducted with applicants, based on key questions defined post 'client consultation'. More detailed interviews are offered for exclusive or retained posts.

## SHORTLISTING

Our Sourcing Manager will review the feedback from the initial interviews and draw up a list of the best available candidates. Which will then be provided to clients for review.

## INTERVIEW SCHEDULING AND MANAGEMENT

We will arrange interviews and manage feedback. Our professional client / candidate management ensures a high level of retained interest and success throughout the process.

## PRE-EMPLOYMENT FINALISATION

We will oversee any offers of employment, including managing notice periods, possible mind changes or counteroffers to ensure total satisfaction for both parties.

## CLIENT SERVICE REVIEW

Our chance to gain feedback on the process, update the client on business activity, ensure the candidate's First Day Kit has arrived, and our opportunity to plan future activity and assignments with the client.

[www.identify-talent.co.uk](http://www.identify-talent.co.uk)

[info@identify-talent.co.uk](mailto:info@identify-talent.co.uk)  
phone: 01482 291751

Identify, Unit 33, Priory Tec Park, Saxon Way, Hessle, HU13 9PB



IDENTIFY