



IDENTIFY

RECRUITING TALENT
MAXIMISING POTENTIAL

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FOREWORD

Identify is a middle and senior management recruitment business, we provide top level services to a wide range of client sectors helping them to grow their business.

Our Identify Delivery model allows us to provide our clients with dedicated account managers while offering a consistent service through our specialist sourcing team.

We help our team to grow to their true professional potential, we provide ongoing training, improve communication skills, provide career opportunities and the ability to earn a good living.

If we were to look at our business at its most basic function and ask the question 'why?', the answer is quite simply, we exist to help talented individuals identify their next career move, and for businesses to continually improve by attracting the best talent, who make a positive difference to the UK market place.

Identifying opportunities. Identifying great people.

Welcome to Identify.

Simon Jones & Daniel Gray
Managing Director & Business Development Director

IDENTIFYING...

OUR PURPOSE

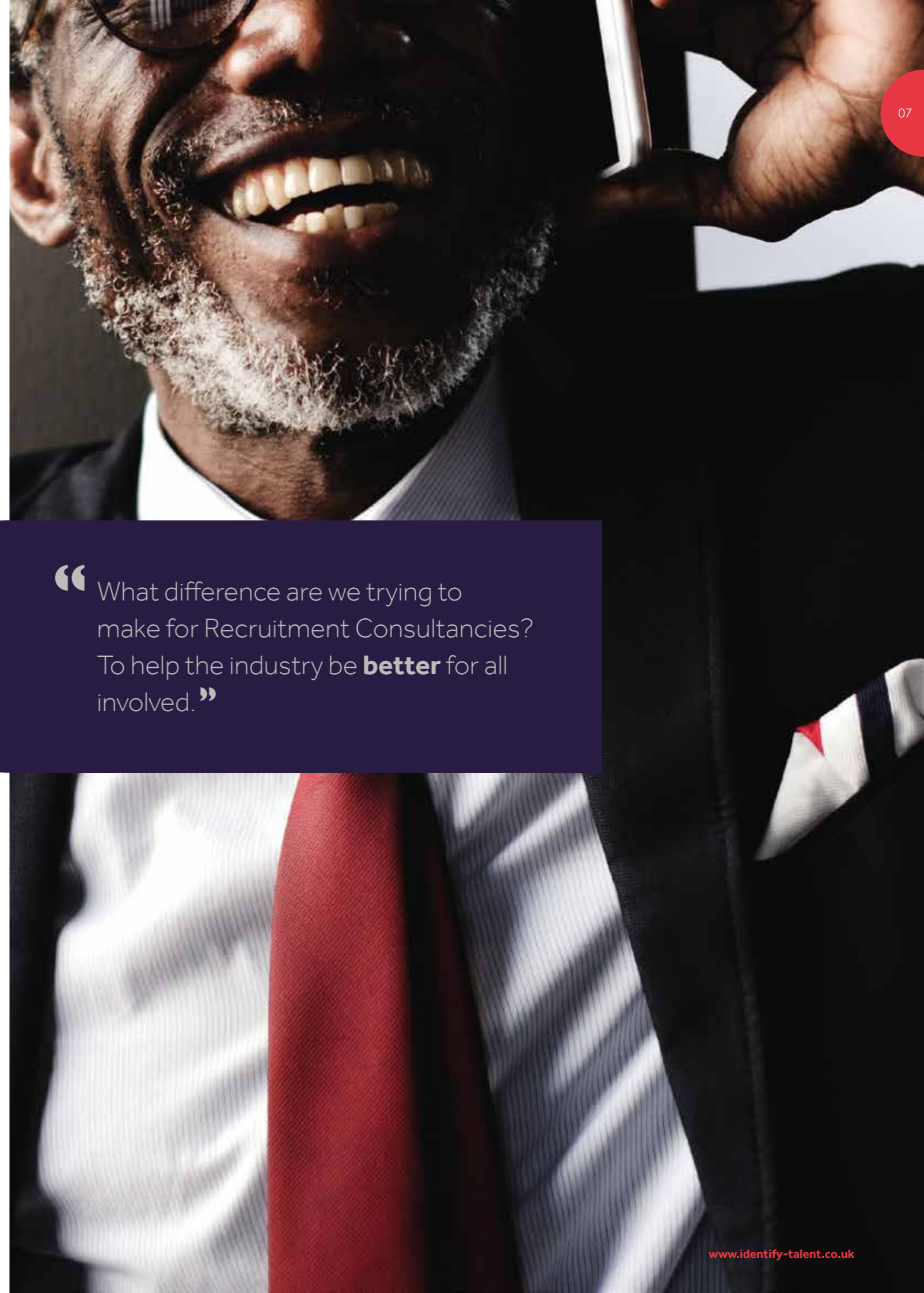
To help our clients identify the best people for their business and our candidates find the right opportunity.

OUR MISSION

To consistently deliver market leading recruitment services.

WHAT WE BELIEVE

Whatever we do, we should do it better than our competitors and better than we have done in the past. Everyone who interacts with Identify should expect the best and we are committed to delivering that.



“What difference are we trying to make for Recruitment Consultancies? To help the industry be **better** for all involved.”

“ Finding great talent makes a real measurable difference for our clients. ”



OUR CORE VALUES

HONESTY

Make us proud. Hold your head high

PASSION

To consistently deliver market leading recruitment services.

RESPECT

For yourself and the service you provide

DEDICATION

Excel in all you do

COMPETITIVE

Work fair, work hard, work for success

CONTINUOUS IMPROVEMENT

Always looking to see how "it" can be done better.

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.

“ 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 counter-offers to ensure total satisfaction for both parties.

SERVICES TO SUIT A SMALLER MORE AGILE WORLD

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.

“ We take the time to listen and work in partnership with clients. ”

SPECIALISMS

- Supply Chain
- Operations
- Executive
- Commercial
- Accountancy & Finance

SERVICES

- Recruitment Training
- Salary Surveys
- Skills Consultancy
- Video Interviews

WHO WE ARE AND WHAT WE STRIVE TO BE

INNOVATIVE

You are part of a forward thinking business who strive to do everything better than our competition.

DRIVEN

If you always do what you've always done, you always get what you've always gotten. Keeping up with market trends, movers and shakers, opportunities in business or as simple as finding a new inactive candidate responding quickly to change is what keeps us one step ahead.

EXCEPTIONAL

Sometimes life is tough, work is hard, a curveball is thrown your way. Each day we may deal with something unexpected. We learn from these experiences and we take the positives away from every interaction and situation. As each day passes we become better and we continue to be hungry for success. This is why we are Exceptional.

PHRASES WE LIKE

“The difference between ordinary and extraordinary is that little extra.”

“We don't just set the bar we raise it.”

“If you think you've made it you're comparing yourself to the wrong people.”

“Why do tomorrow what can be done today.”

“Smarter not harder.”

“You get out what you put in.”

NON-NEGOTIABLES

- Be open to learning new things, take on board, take action. Repeat
- Don't overcommit yourself. Challenge yourself. Make it great, but make it.
- Ask questions, don't be afraid to speak up.
- Don't always agree, if there is a better way, tell us
- Work hard, be kind, be professional
- Debate, don't discourage.
- Life can be tough, take the positive from every experience
- Be the best version of yourself
- Share good ideas
- Start with the end in mind
- Value your job, your work friends and the opportunities it provides
- Make work a great place to be.

INNOVATION IN RECRUITMENT™

FINDING HARD TO
REACH CANDIDATES

CONSISTENT
QUALITY

INCREASED
PERFORMANCE

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

CONSISTENT QUALITY

The identify delivery model allows us to provide 100% consistent quality, finding hard to reach candidates and increasing performance.

EXCEPTIONAL DELIVERY IS DOWN TO YOU

You are part of a forward thinking business. We strive to be better than the competition in everyway. Keeping up with market trends, technology, and making the most out of each interaction, seeking opportunity each step of the way.



“ Providing **100%** consistent quality, finding hard to reach candidates and increasing performance. ”

BEING THE BEST DOESN'T HAPPEN OVERNIGHT

From the day you start and in everything you do you will receive continuous training and development. You will be taught by a team who have learnt from experience.

You won't become the best in your field by accident. You need to immerse yourself in the recruitment industry.

So we provide and support you in lifelong learning. As long as you work for us you will always have the opportunity to develop.

KEEPING IT SIMPLE

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.

“ We make the complex, **simple** to understand and **easy to deliver.** ”



SERVICE PACKAGES

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

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