

AR RESOURCING |

Procurement and Commercial recruitment
specialists across the construction industries

Recruitment Services



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THE BEST
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Introduction

We provide recruitment and candidate research services for the construction sector.

We recruit all experience levels across our specialist job functions, managing vacancies from Assistants through to Heads of Department and Directors.

We can support single and multiple hire campaigns, or national transformation programmes.

**All of our plans are covered
by our Promise of Service,
see page 11.**

Recruitment Service Plans

Our recruitment services help companies hire the best people and maintain high performing, streamlined teams.

We offer three service plans, with a varying degree of search depth, to meet the individual needs of our clients.

This ensures your hiring managers can recruit all of their leadership, strategic, and operational jobs.

Recruitment Services In Brief

Plan 1 Retained Executive Search

Plan Summary

We are retained as your sole recruiter to identify, qualify and present suitable candidates until we fill the vacancy.

Use this plan if:

- Most candidates are unlikely to be actively looking for a new role so we need to proactively search them out.
- You have a leadership / head of function job requirement and would like a full market search to identify all suitable candidates, not just those in our network.
- You require candidates to be qualified to the highest level, with competency questioning and psychometric assessments.

Your Preference

You want to partner with a specialist consultancy until the vacancy is filled.

Plan 2 Contingent Exclusive

Plan Summary

We are exclusive for a fixed period, during which time we will identify, qualify and present suitable candidates.

Use this plan if:

- Some candidates are unlikely to be actively looking for a new role so we need to proactively search them out.
- You have a strategic / management job requirement and would like all suitable candidates contacted from our network.
- You require candidates to be qualified to a higher level.

Your Preference

We are exclusive for a fixed period, during which time we will identify, qualify and present suitable candidates.

Plan 3 Contingent

Plan Summary

We work alongside other agencies to identify, qualify and present suitable candidates.

Use this plan if:

- Candidates are likely to be actively looking for a new role so we can access our immediate network, job boards and web adverts.
- You have an operational job requirement and you would like only recently registered candidates contacted.
- You don't require candidates to be qualified in detail.

Your Preference

We work alongside other agencies to identify, qualify and present suitable candidates.

Recruitment Service Plans

	Plan 1 Retained Executive Search	Plan 2 Contingent Exclusive	Plan 3 Contingent
Candidate Interview	<ul style="list-style-type: none"> Headhunt candidates with an emphasis on video or in person interviews. Qualify candidates with multi-tiered screening. 	<ul style="list-style-type: none"> Headhunt candidates with an emphasis on phone or video interviews. Qualify candidates with multi-tiered screening. 	<ul style="list-style-type: none"> Approach candidates electronically 1st, phone 2nd Qualify candidates against key competencies.
Search Depth	<ul style="list-style-type: none"> All regional candidates contacted multiple times from our database network. Headhunting from 20 competitors. Prioritised over all jobs. 	<ul style="list-style-type: none"> All local candidates contacted from our database network. Headhunting from 5 competitors. Prioritised over all Contingent jobs. 	<ul style="list-style-type: none"> Recently registered candidates contacted from our database network.
CV Format	<ul style="list-style-type: none"> Candidate Profile coversheet with detailed Candidate Suitability Matrix and Consultant Assessment of Suitability. 	<ul style="list-style-type: none"> Candidate Profile coversheet with Candidate Suitability Matrix and Consultant Assessment of Suitability. 	<ul style="list-style-type: none"> Candidate Profile coversheet with Client Selection Criteria and Consultant Assessment of Suitability.
Recruited By	<ul style="list-style-type: none"> Managing Director, supported by a job function dedicated Consultant and Researcher. 	<ul style="list-style-type: none"> Recruited by a job function dedicated Consultant, supported by a Researcher and overseen by the Managing Director. 	<ul style="list-style-type: none"> Job function dedicated Consultant.
Shortlist Timescale	<ul style="list-style-type: none"> Within 4 weeks. 	<ul style="list-style-type: none"> Within 2 weeks. 	<ul style="list-style-type: none"> Within 3 days.
Client Commitment	<ul style="list-style-type: none"> Up to 1 hour vacancy briefing call, and 1 hour prepared documents review call. Exclusive until vacancy filled. 	<ul style="list-style-type: none"> Up to 45 minutes vacancy briefing call. 4 weeks exclusivity. 	<ul style="list-style-type: none"> Up to 15 minutes vacancy briefing call.

Across all plans we'll advertise on our Job Alerts candidate email, website, LinkedIn feed and job boards.

Recruitment Services Customisation

We strive to create a tailor made solution for each of our clients.
To achieve this we offer the following customisations points for each plan.

Plan 1 Retained Executive Search

Customisation:

- CV layout: Do you want any changes to our Candidate Suitability Matrix or Competency Questions layout?
- Reporting: How often do you want progress updates?
- Shortlist Submission: Do you want CVs emailed or a Teams call presentation?
- Interview Process: Do you want us to attend first interviews?
- Candidate Brief document: How we can best represent your company and vacancy?
- Assessments: Do you want us to provide psychometric and/or aptitude assessments prior to 2nd interview?
- References: Do you want us to provide reference and / or achievement checking for final stage candidates?
- Client Feedback Report: Do you want us to gather salary and candidate feedback in any specific areas?

Plan 2 Contingent Exclusive

Customisation:

- CV layout: Any changes to our standard layout?
- Reporting: How often do you want progress updates?
- Shortlist Submission: Do you want CVs emailed or a Teams call presentation?
- Interview Process: Do you want us to attend first interviews?

Plan 3 Contingent

Customisation:

- CV layout: Any changes to our standard layout?
- Reporting: How often do you want progress updates?

Candidate Research Plans

Our candidate research services help companies better manage their recruitment and retention strategies.

We offer two service plans that provide visibility of competitor organisation structures and employee remunerations.

This ensures your hiring managers can plan for both short term reactive and long term strategic hires and retentions.

Candidate Research Plans In Brief

Plan 1 Market Mapping

Plan Summary

We'll provide accurate up to date key competitor information, outlining all relevant people, salary and benefits from a selection of targeted companies.

Use this plan if:

- You want to benchmark competitor salary and benefit from a specific selection of target companies.
- You want to attract upper quartile talent for a key hire.
- You want to improve department remuneration packages and increase retention.
- You want to understand which competitors have talent locally.

Plan 2 Salary Benchmarking

Plan Summary

We'll provide accurate up to date benchmarking of salary and benefits across an industry and region.

Use this plan if:

- You want to benchmark salary and benefit from an industry wide selection of companies.
- You want to attract upper quartile talent for a key hire.
- You want to improve department remuneration packages and increase retention.

Candidate Research Plans

Plan 1 Market Mapping

Plan 2 Salary Benchmarking

Search Depth

- Up to 20 competitors targeted.
- Up to 3 job titles targeted, from up to 3 locations nationally.
- Minimum of 20 people qualified for salary and benefits feedback.

- Up to 3 industries targeted.
- Up to 3 job titles targeted, from up to 3 locations nationally.
- Minimum of 50 people qualified for salary and benefits feedback.

Report Submitted

Up to 4 weeks.

Up to 2 weeks.

Recruited By

Managing Director, supported by a Researcher.

Managing Director, supported by a Researcher.

Report Details

You'll receive a 10 page report that contains:

- A list of approached candidates, detailing their names, companies, job titles, and locations.
- A summary of the approached candidate pool, grouped by companies, job titles, industries, and locations.
- Salary and benefits benchmarking for each job title.
- A summary of how your remuneration packages compare.
- Recommendations on how you can better attract candidates from industry competitors.

You'll receive an 8 page report that contains:

- A summary of the approached candidate pool, grouped by top 10 companies, job titles, industries, and locations.
- Salary and benefits benchmarking for each job title.
- A summary of how your remuneration packages compare.
- Recommendations on how you can better attract candidates from your industry.

Our Promise of Service

If we break any of these 10 promises you are at liberty to ask for and receive a 20% discount on the fee we have quoted you.

- 1. We will deliver what we promise or inform you immediately if we can't.**
- 2. We will always be truthful and transparent.**
- 3. We will take an interest in your company's goals and challenges.**
- 4. We will keep in regular contact, even when there are no vacancies.**
- 5. We will only submit candidates who have been fully qualified and briefed.**

Our promise of service was created on the belief of valuing the relationship more than the transaction, and the candidate fit over a client fee.



We're equally dedicated to making the way we achieve that result an easy experience that you can rely upon.

Consistency is a key part of a great service, with that in mind this is our promise of service which we will keep 100% of the time.

When you engage us as your recruitment partner you can rely upon the service you will receive.

Adam Richardson
Managing Director of AR Resourcing

How We Care For Our Clients

▲ **Regular Contact**

We take an interest in you and your company's progress, even when you don't have any jobs for us to work on.

▲ **Insights**

We provide free market intelligence each quarter, including Salary Surveys and Industry Move Trends.

▲ **Service Reviews**

We carry out annual service reviews to evaluate the service we have provided and to understand how we can better work together.

▲ **Resourcing Strategy**

We provide free resourcing strategy advice, such as improving EVPs and job descriptions, helping to scope new roles or to better understand competitors.

AR RESOURCING

Get in touch to further discuss
our Recruitment or Candidate
Research services.

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