



# POLAR RECRUITMENT

E X P L O R I N G P E O P L E

Employees make or break your business. Carefully selected, skilled and motivated staff ensures the long term success of your organisation.

Polar Recruitment recognises this and provides bespoke employment solutions for the **IT, Defence** and **Telecommunications** sectors on a timely, cost-effective and highly professional basis. We are a true business partner, assisting your growth and development.

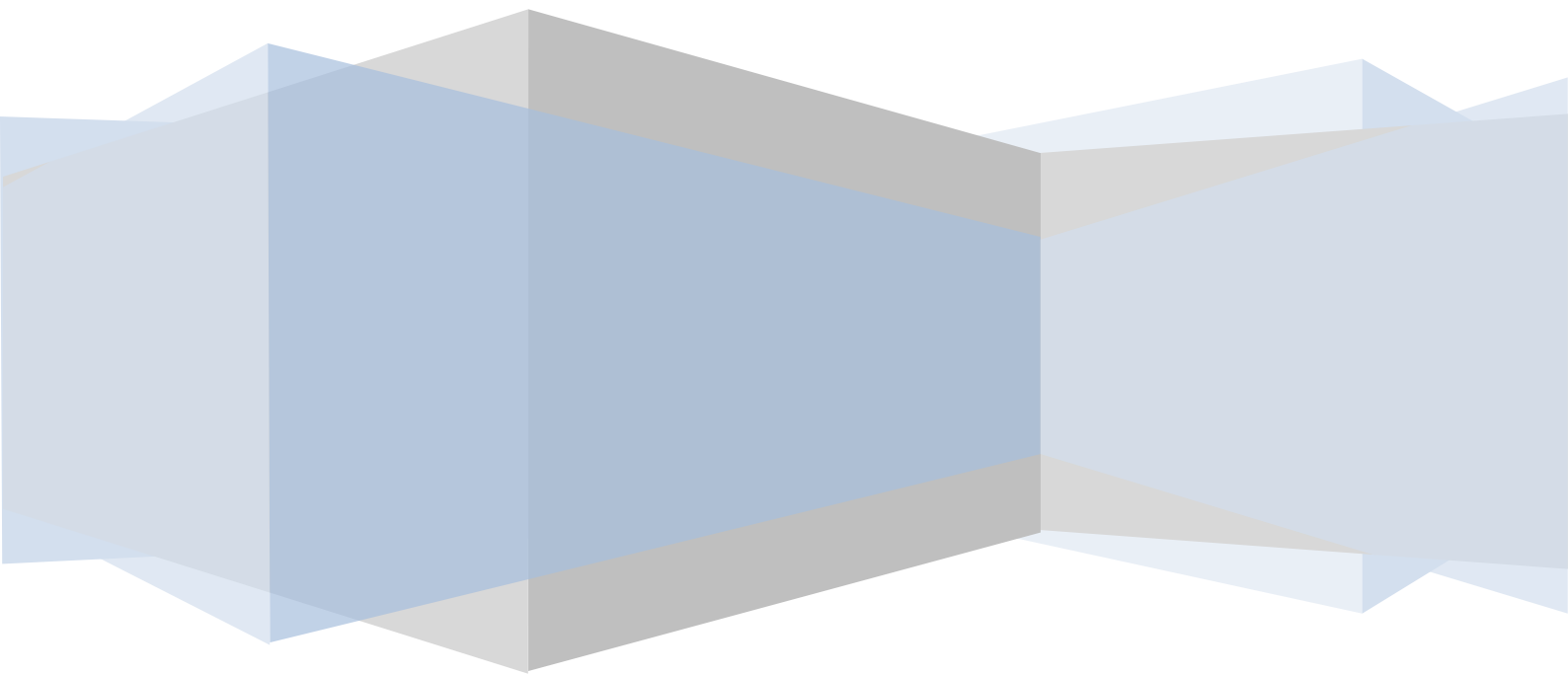
Our primary objectives are to efficiently meet our client's requirements when sourcing highly skilled and difficult to find staff, whilst representing our clients to the highest standards to potential candidates in the market.

We provide expert recruitment professionals with many years experience, utilising the latest search and selection techniques. In addition, Polar Recruitment go that extra mile to assist your business, offering value added services such as **Psychometric Testing**, current **Market Information**, and even **Redundancy Consultation**.

Please contact us on **02380 001179** for further details.

Still unsure if using a recruitment agency is right for you? We have enclosed client and candidate testimonials, a breakdown of why your competitors are using Polar Recruitment, along with current market information from the recruitment industries leading independent professional bodies.

We look forward to hearing from you!





**POLAR RECRUITMENT**  
EXPLORING PEOPLE

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# Testimonials

*Defence Client*

“We share the same goals on Service Delivery and Polar have been an enabler to my business”

*Job Seeker*

“Polar Recruitment have been very helpful, informative and communication has been outstanding. As well as this I have found your agency have an extremely friendly approach towards potential employees”



## Why your competitors are using Polar Recruitment

### Time

- *Hours spent* designing/organising advertising campaigns?
- *Hours spent* assessing hundreds of applications?
- *Hours spent* responding to each applicant with the outcome of their application?
- *Hours spent* fielding the many calls relating to enquiries on the role(s) advertised?
- *Hours spent* interviewing multiple candidates?
- *Hours spent* negotiating offers and coordinating start arrangements?

### **"Time is money!"**

*Wouldn't it be worth considering outsourcing the above?*

Polar Recruitment act as your partner undertaking all of these time consuming and costly activities, allowing you to focus on what's really important; promptly securing the right candidates to integrate within your organisation.

### Cost

*Did you know that the average expenditure for recruiting a single employee is in excess of £4,000?*

This cost increases dependent upon the seniority of the position and the number of staff required. Many of the costs involved are often unexpected and unaccounted for, including:

- Time (as exempld above)
- Advertising costs
- Redundancy costs
- Induction costs
- Referencing costs
- Attrition costs
- Recruitment and selection costs
- Interim cover
- Training costs
- Exit interview costs
- SLA penalties

Polar Recruitment can assist with pro-active candidate sourcing, improved candidate suitability, lowered attrition and training costs and more. This enables you to maintain high levels of service to your customers. Let the experts reduce your costs, by increasing your efficiency.

### Efficiency

Many companies feel comfortable with time honoured recruitment processes; be it the local press, company web site, employee referrals etc. This may have proved sufficient in the past, but is it the most effective and efficient strategy in today's competitive market?

Polar Recruitment currently supports others in your market sector, providing higher quality candidates sourced through multiple avenues such as:

- Print media
- Job boards
- In house databases
- Head hunting
- Redundancy consultation
- Referrals



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- o Networking

Polar Recruitment specialise in optimising the efficiency of your recruitment processes utilising multiple sources and the latest recruitment techniques for the benefit of your business.

*Why limit your potential pool of talent!?*

## PSL?

Preferred supplier lists / agreements are an asset to your company. PSL's highlight the fact that you take recruitment seriously and understand that professional recruitment partnerships are central to your success.

However, when did you last ensure that your PSL agencies are:

- Focussed predominantly in your specialist sector(s)?
- Providing you with the best value for money?
- Using the latest candidate identification techniques?
- Giving you the best customer service available?
- Representing you to the highest standards in the market?
- Servicing the full range of your requirements?
- Maintaining a close and transparent partnership?
- Providing the best ROI?

*Whether it be a corporate solution or individual purchase we all seek the best value - don't we?*

## Try Before You Buy!

Polar Recruitment understand that many agencies flood you with speculative CV's and request up front commitment in the form of supplier agreements, approved terms, and budgetary allocations. This ultimately reduces your ability to secure the ideal candidate in the current market from the broadest sources available at the best value.

We understand the proof really is in the pudding so we offer you the opportunity to utilise our service free to charge with no commitment or paperwork to complete - sound fair?

We are confident that the quality and value of the service provided will result in a lasting business partnership, evolving from mutual commitment initiated by you.

## Bespoke

Permanent, contingent, FTC, managed service... the list of options is huge, with confusing terminology. Polar Recruitment aim to de-mystify such resourcing solutions through the provision of bespoke services - that meet your needs.

Polar Recruitment currently provides tailored solutions for a variety of clients. Why not ask how we can add value to your business today?

Call: **02380 001179**