



AT EGANKNIGHT WE'RE THE ESSENTIAL LINK BETWEEN BUSINESS AND PEOPLE

We build extraordinary partnerships, working faster, smarter and harder because when it comes to providing transforming solutions in recruitment, actions always speak louder than words.

EGANKNIGHT CULTURE

Throughout Eganknight you'll find our people are friendly, professional and always ready to listen. We value honesty and openness and we know that integrity is what really underpins our reputation. We understand that when we're forging the long-term partnerships we always strive for, our clients' best interests are our best interests too.

Welcome to Eganknight, the company that places you first.

www.eganknight.com

0207-234-0789



ABOUT US

THE EGANKNIGHT APPROACH TO RECRUITMENT PUTS YOUR BUSINESS AT THE HEART OF OUR SOLUTIONS.

Like every Eganknight Group Company, we take the time to learn our clients' businesses inside out before identifying ways to improve efficiency and reduce expenditure in every aspect of their recruitment. Our partnerships focus on empowering clients, and this begins with an honest appraisal of how much input by us is required to achieve the desired outcomes. The key to our success as a group is that we understand our position within the recruitment chain and its wider commercial context.

We know that we're the crucial link between business and people, and we've got the expertise and initiative to make this relationship less costly, more productive and far smoother than it often is. The scope of our tailored solutions is infinite, but they always revolve around a simple promise: we'll give you the best people at the right time for unbeatable value, and we'll help you to make the most of those people from day one.

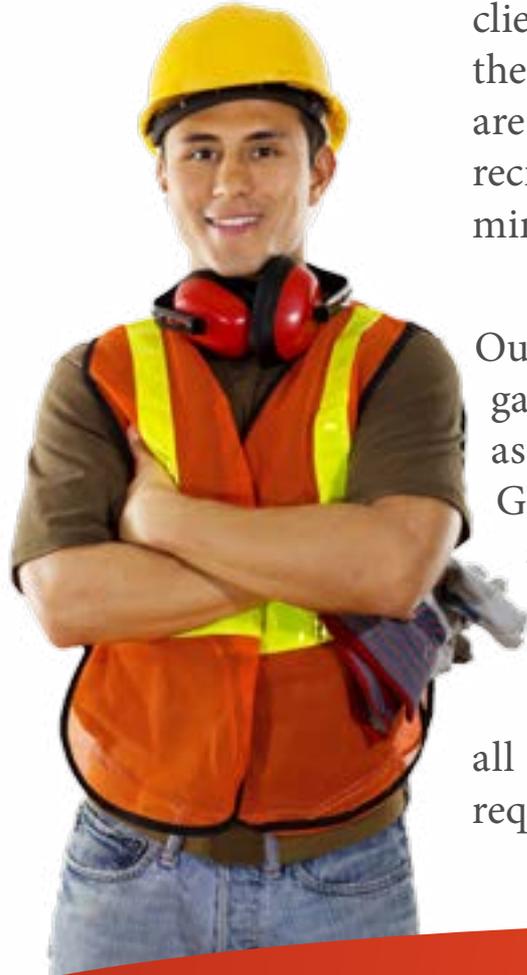


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ENGINEERING SPECIALISTS



As the specialist engineering recruitment division, we're experienced in delivering proven engineering recruitment solutions to our customers. Our clients represent many of the Europe's most successful businesses from the engineering, manufacturing, scientific and technical sectors. These are businesses that demand the very best people as well as comprehensive recruitment services to match. They're businesses that demand the peace of mind that comes from knowing their recruitment is always in safe hands.

Our teams have a wealth of experience in the engineering recruitment sector gained from working with a diverse range of customers. Our teams operate as recruitment specialists in dedicated sectors such as Rail, Water, Power Generation and Distribution, Oil and Gas, Petrochemical, Manufacturing and Mining. As such, they're skilled in resourcing a wide cross-section of disciplines from Process Operators and Mechanical Fitters through to Chemical Engineers and Hydraulic Modelers. This means we're able to supply the highest quality contract and permanent candidates with all the skills, experience, qualifications and personal attitudes to fill your requirements perfectly.

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HOW WE WORK

OUR CUSTOMERS

We put our customers and their needs at the very heart of everything we do, and that goes for every business or organization we work with. What's more, our flexible approach and an ability to deliver carefully tailored solutions means we're able to forge highly successful partnerships with a vast range of customers. From small and medium-sized businesses through to FTSE-listed market leaders with global operations, we've got the skills and resources to help them all. In fact, we work with customers from right across the engineering sector every day. These are diverse businesses with different requirements and challenges, and every one of them values the insight and expertise we bring to their contract and permanent recruitment needs.

OUR RECRUITMENT PROCESS

Our selection and recruitment process is as rigorous, efficient and effective as they get, and it starts with the added advantage that comes from our detailed knowledge of the engineering sector. That's thanks to our Industry Sector Specialists, who have in-depth knowledge of recruiting within specific industry sectors and who understand the qualifications and technical skills associated with a particular role. Our database of candidates is always up to date and contains in excess of 100,000 people at any one time, but it's the quality of those candidates that really sets our service apart.

HOW WE WORK

HOW WE HELP YOUR BUSINESS

In today's rapidly changing and increasingly challenging commercial world, we understand that there's only one thing that really matters: results. Customers require the right blend of skills at the right time in order to deliver critical projects and to meet their operational goals. Putting the drive for greater efficiency at the heart of our services and often collaborating with our consultancy and technology partners, Eganknight delivers tailored recruitment frameworks that make a measurable and sustainable improvement to the performance of every client's recruitment lifecycle.

TAILORED SOLUTIONS BUILT AROUND YOU

From reducing operating costs, increasing security of supply and accelerating time-to-hire, right through to helping businesses improve their overall productivity by having the most talented workforce they can, we've got the vision and resources to deliver it all. We also know that no two businesses are the same and that's why our ability to innovate and think on our feet means we're capable of delivering carefully tailored solutions that perfectly fulfill even the most unusual or difficult recruitment briefs.

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PERMANENT RECRUITMENT

It's crucial that your permanent staff members have the perfect mixture of skills, experience and qualifications, and our rigorous selection and vetting procedures ensure this is always the case.

We'll supply you with strong candidates who match your requirement in every way including fitting with the culture of your business. Whether we're being engaged for search and selection, campaign management or on a contingency basis, we'll provide you with candidates that add real value to your organization.

SEARCH AND SELECTION

Thanks to our worldwide networks and in-depth knowledge of engineering's many sectors and roles, we're able to provide a 'retained' agency Search and Selection service that handles all your senior appointments effectively and discreetly.

PERMANENT RECRUITMENT

CONTINGENCY RECRUITMENT

We create strong, lasting and highly beneficial partnerships that always start with us gaining a thorough understanding of a client's recruitment needs. These partnerships then form the basis of our contingency permanent recruitment solutions, and we'll draw upon whatever expertise and resources we need to fulfill recruitment requirements of any size, type or geographical reach.

CAMPAIGN MANAGEMENT

We've got the expertise and resources to plan, implement and manage entire recruitment campaigns on your behalf. We do this using everything from press advertising, job boards and relevant social media right through to campaign micro sites and industry-leading selection techniques in order to find the best people in the right numbers wherever you need them.

CONTRACT RECRUITMENT

We know that when you need contractors, you probably need them yesterday and you definitely need them to be every bit as skilled, qualified, dedicated and professional as your own permanent people. In many cases, contractors will play a key role in helping you achieve your project objectives and strategic goals. That's why we go to the same great lengths to make sure that the contract staff we supply will be fit for purpose as well as adding value to your business or organization, even if they're a temporary part of it. Whether it's through a Preferred Supplier, Managed Service, Managing Agent or Sole Supplier model, we've demonstrated time after time that we're successfully supporting clients by delivering the highest quality candidates, exactly when needed, and in response to their specific needs.

MANAGED SERVICE

A managed service comes in many forms and is commonly referred to as master vendor, managing agent, sole supplier and neutral vendor. As well as a pure recruitment service covering permanent and contract workers, at night we've also got the knowledge, in-house support and nationwide contacts to provide a comprehensive portfolio of services under our Managed Services capability. These services are the perfect way for businesses with large-scale, complicated or rapidly changing recruitment needs to hand over responsibility for their entire recruitment function, or part of it, to us.

CONTRACT RECRUITMENT

ACCOUNT MANAGEMENT

We make proactive account management central to our solutions, using face-to-face contact and a highly consultative approach to build successful lasting partnerships. Better still, through tactical use of Service Level Agreements, Key Performance Indicators and Management Information, we're able to deliver objective and quantified measurements not just of our own performance but of the wider improvements we make to a client's efficiency. Regular performance reviews help ensure these improvements are ongoing and long term.

TECHNOLOGY

We've got the expertise and technology to provide up-to-the-minute solutions that fully embrace e-recruitment. Today, we take full advantage of IT right across our business from using social media to attract the best people more quickly, or improving the overall 'hire experience' by using the latest online recruitment right through to our own software – a leading recruitment software solution able to integrate and communicate with major systems like SAP and Oracle.

CONTRACT RECRUITMENT

COST REDUCTIONS

As well as dramatically reducing cost-to-hire by streamlining and accelerating your internal recruitment process, we also deliver measurable cost savings through benefits such as a more efficient distribution and use of manpower. We're also able to recruit at market rates that offer best possible value per candidate and, whenever appropriate, we use benchmarking and the standardization of pay rates to achieve further business-wide savings.

VISIBILITY AND CONTROL

Being able to see exactly what's happening within your recruitment function at any given moment, and being able to measure or control its performance, are key factors in the drive for improved efficiency. We'll enable you to achieve superb levels of visibility and control either through intelligent use of our technology platform, a carefully tailored program of managed services, or a powerful mix of both.

RESOURCE PARTNER MANAGEMENT

By taking full responsibility for expertly managing your resource partners, we'll free up valuable time and resources leading to significant improvements in your everyday efficiency. We view resource partners as an integral part of a solution and, as such, we ensure that they feel valued and that it is commercially viable for them to operate within our framework agreements.

CONTACT US

YOUR JOURNEY STARTS HERE

We've only given you a modest snapshot of the services we offer and the difference we can make to the efficiency, performance and profitability of the clients we work with. What we hope you'll take from this brochure is an overall impression – an impression of a unique team with a prestigious track-record of helping some of the UK's leading engineering businesses.

A team that's equipped with everything it needs to deliver, and committed to delivering it brilliantly. To take the next step towards a recruitment solution that could help transform the prospects of your business through its relationship with people, please don't hesitate to contact us.

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