

## Our Different Approach – An Overview

We provide a professional recruitment service which is efficient, successful and proven, specialising in the provision of Sales, Marketing, Purchasing and Supply Chain professionals across many industry sectors.

We have a long term commitment to understanding our clients business and their evolving staff requirements needed to support those objectives.

We endeavour to provide our clients with a consistent and high level of personal service.

For many of our blue chip clients we serve in a preferred supplier/ master vendor capacity.

## How does our recruitment philosophy differentiate us in the recruitment marketplace?

Midas Selection adopts a 360° approach to recruitment, this means primarily that we endeavour to remove any unnecessary constraints to the recruitment process, be they commercial, functional or geographical.

In practice this means that we;

- are not desk bound, we visit our clients whenever we can, and certainly at the start of the relationship, in order that we may understand their business and their staffing requirements fully before we begin to provide a solution.

- consultants will work on all assignments for their clients regardless of location, we operate different geographical offices, but not a traditional branch network. Our consultants will travel to identify and interview candidates in all locations relevant to any role. This means our clients receive a seamless and consistent level of service for every assignment we undertake for them.

- Following our recruitment method, we do not limit our approach to any particular 'flavour' of recruitment - we will advise our clients on our considered best course of action, this may be a search and selection assignment, identification from on-line or in-house databases, an advertising approach or more commonly a blend of one or more of these components.

- from a commercial perspective we differ from many agencies who place themselves in the executive league - in that we don't always insist on the client paying a retainer in order that we work on executive assignments.

Each opportunity is judged on its merits and we always strive to negotiate a commercial framework that suits both parties. We regularly recruit on a retained basis and also on a fee on placement basis.

We believe that our efforts deserve reward; we will politely decline opportunities if we feel we can not make our absolute best efforts in view of the rewards available for success.



## Does our different approach really work?

Our clients seem to think it does, and we'd agree.

Our interview to placement ratio regularly runs at around 1:4, this means that for every 4 interviews we arrange a client will usually make a job offer.

On a month by month basis we are generally working on assignments that represent 80% repeat business - our clients come back for more of the same.

What our clients have said ...

**Siemens - Regional Sales Manager**  
" ... a professional approach that delivers what it promises ..."

**JCB Excavators Ltd**  
- *Group Purchasing Manager*  
"... our first port of call when recruiting ..."

**Alliance & Leicester Commercial Bank**  
- *Head of Plant*  
"... level of customer care second to none ..."

**Tilney Investment Management Ltd**  
- *Research Director*  
"Midas Selection ... thoroughly professional from start to finish."