

Our Recruitment Process



Shifting Mindsets, Securing Futures

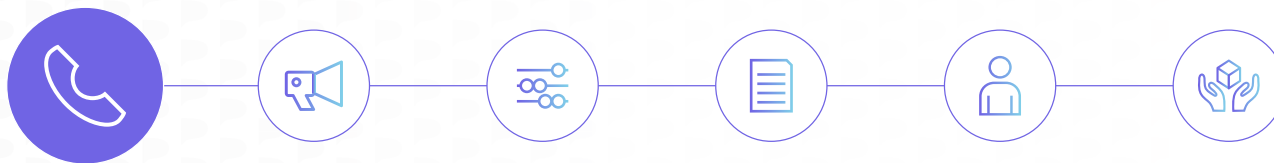
1. Specification Call

A successful recruitment process starts with us understanding your company's unique needs and requirements. No two businesses are the same, and neither is our approach.

Our specification call allows us to take a deep dive under the surface, working closely with your hiring managers and stakeholders.

This allows us to become familiar with your nuances, time-scale, expectations, and the kind of candidates you're looking for - from their cultural fit to their salary and package.

From there you'll receive a comprehensive email summarising our conversation ensuring we're all on the same page.



2. Engaging the Market

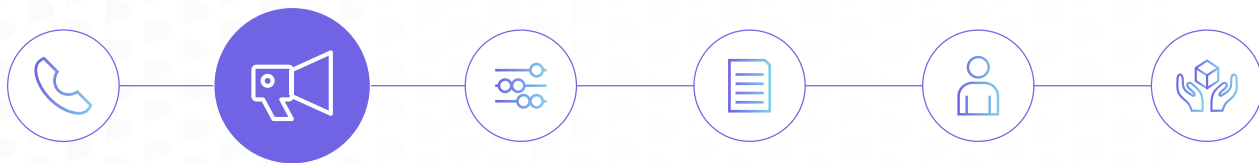
With over three decades of sector experience under our belt, we've learned a thing or two about attracting the best HSEQ talent.

Candidate attraction is all about engaging with the right person, at the right time, in the right way.

Where we shine is that at this stage of the process, our team will meticulously craft and execute an effective role marketing strategy specifically for your role.

This involves not only using the latest job boards and attraction methods but also combining this with extensive knowledge of the industry and tapping into passive candidates who aren't actively looking - but are open to opportunities.

It's a fine art, however, it's something that we've mastered and it's what sets us apart.



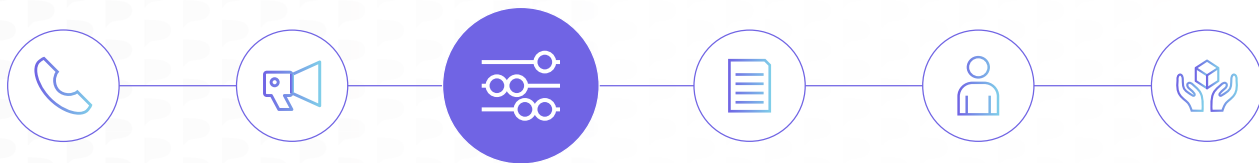
3. Candidate Screening

Once we've successfully marketed the role and received interest, the last thing we'd do is throw those CV's over the fence and hope for the best. It just isn't our style.

Instead, we pre-qualify all of our candidates by conducting a thorough 30-45 minute interview with our team. This way, you'll feel assured that we are committed to only shortlisting the best and most suitable candidates for your role.

After the interview and once we're confident in the candidate, we'll send them a "role we discussed" pack. This information reconfirms the job description, information about your company, salary details, and other pertinent details.

This is a crucial part of the process as we encourage candidates to use this pack when discussing the opportunity with their loved ones before proceeding, ensuring their commitment.

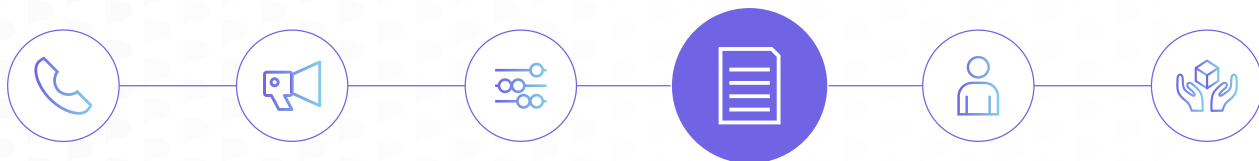


4. Shortlisting

At this stage of the process we'll be in a position to present a shortlist of candidates we feel are right for your role. When we submit a candidate, you'll receive a professionally formatted document with a cover sheet which highlights their relevant experience and qualifications.

Going one step further, we'll also schedule a video call with you to personally present the shortlist and answer any questions that may arise. This call also allows us to discuss each candidate's strengths and weaknesses, and to determine which candidates should be selected for interviews.

Our goal is to make sure that the recruitment process is as smooth and efficient as possible, while also ensuring that every candidate is given a fair and equal opportunity to succeed.



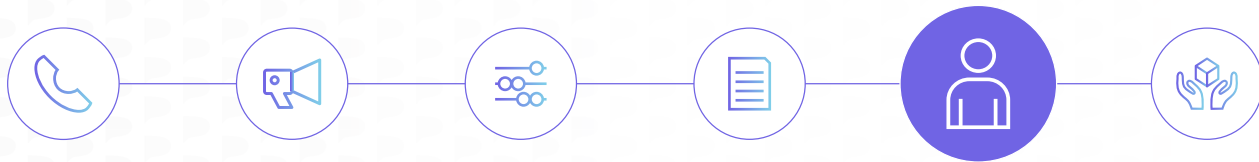
5. Employer Interview

The client interview stage is where we hand over the reins to you. However, before we do, we firmly believe in preparing every candidate so that they perform the best they can on the day.

Our prep doesn't just help candidates though. If this is your first employer interview, or it's been a while and you need some familiarisation, then we're on hand to offer support and advice on delivering a stand out interview.

For candidates, our interview prep allows us to engage in personalised discussions and offer tailored guidance, with a particular emphasis on mastering the STAR technique for effective storytelling. We have seen great success from candidates who fully utilise our support.

Following the interview, we extend detailed feedback to assess the candidate's level of interest and suitability for the position.

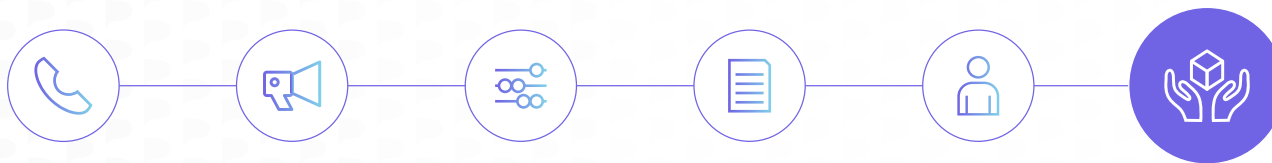


6. Offer Management

Finding the candidate who is committed to your business and the role is important to you. Before we finalise an offer we prioritise candidate commitment by engaging in discussions about potential scenarios and addressing any concerns, including potential counteroffers.

Once both parties agree on an offer, we don't finish the process there. Our priority at this point is to make sure the candidate is supported through their resignation process and liaise with both parties to facilitate a seamless transition.

We're passionate about ensuring both you and your new hire are happy after they have started their employment. So, we'll check in with you both to receive feedback and help support in the initial period.



Our process delivers results

But don't just take our word for it!

The team at Principal People took the time to understand the business context, the specific requirements of the role, and shared additional functional insights which helped us to identify the right candidate. I would highly recommend Principal People.

- HR Director, Flogas

I have never been disappointed with the candidates they put forward which is testament to the way in which they work closely with me to establish my needs. Principal People provide an excellent service and I have no hesitation in recommending them.

- Director of Safety, L&Q

Principal People provide me with candidates that fit perfectly to the roles that I am recruiting for. They have a clear set of values and procedures to vet candidates diligently before sending them across to me for my attention, saving me time money and effort.

- Group Head of Health Safety and Compliance, Met Police

96%

Client satisfaction rate

4.8/5

Google reviews score

93%

Of candidates stay in their role for longer than 12 months

Let's chat

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