



RECRUIT



**RESULTS-DRIVEN
RECRUITMENT**



25+

YEARS

7

SPECIALIST SECTORS

8,000+

VETTED AND QUALIFIED
PLACED CANDIDATES

**YOU DON'T
NEED MORE CV'S
- YOU NEED THE
RIGHT ONES.**

GOOD HIRING MAKES GOOD BUSINESS

That makes good sense. Your business needs an expert at placing short-term, contract and full-time hires in highly regulated and technical sectors.

We've been doing it for 25+ years, which means we know a thing or two about how to help you make the most of your recruitment strategy.

We're not your typical recruitment agency, which is important because your business doesn't need typical or average. Whether you're hiring into specialist roles, niche sectors or highly secure positions, results matter.

You need a recruitment partner who understands that every placement impacts your operation, your projects and your bottom line.

Our team of recruitment specialists make it their business to understand what success looks like for you.

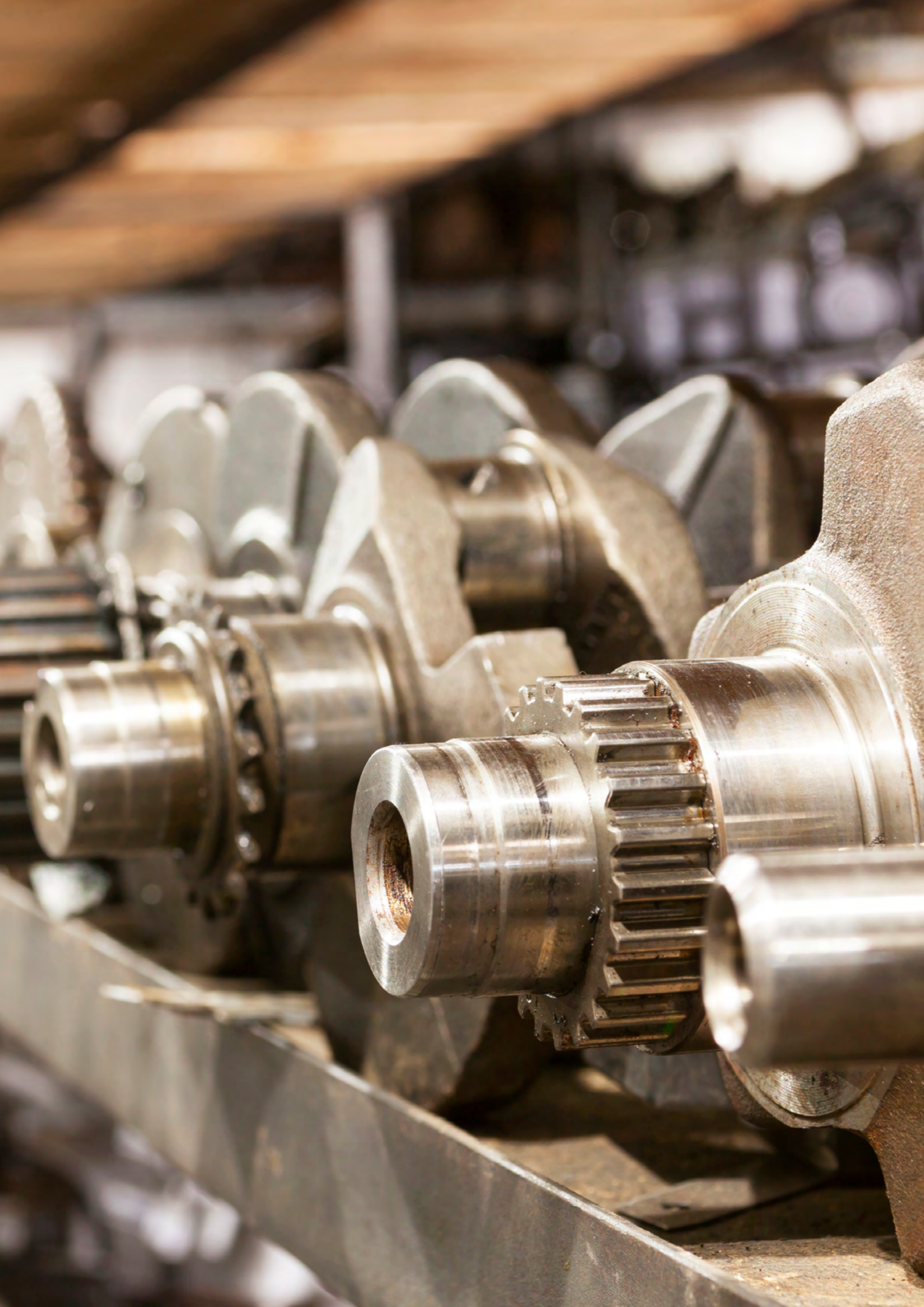
Looking beyond the immediate hire, we take time to understand your growth ambitions and future recruitment plans, meaning we can take a proactive role as your hiring partner to build a talent pool that's fit for today while planning for tomorrow.



Over three decades in recruitment we've seen a lot change in our industry, not least the evolution of technology. But I passionately believe that hiring will always need a strong human touch and when we keep that front of mind, it ensures we consistently deliver the best results

- **YOUR GOALS DRIVE OUR STRATEGY.**
- **YOUR CHALLENGES BECOME OUR PRIORITY.**
- **YOUR NEEDS SHAPE OUR RESPONSE.**
- **IT'S THAT SIMPLE.**

□ **Carolyn Frodsham**
Managing Director, ES Recruit



IT STARTS WITH A SIMPLE CONVERSATION

All the best relationships start with talking. And, what we think is important, a healthy dose of listening. Creating a solid working relationship is a more than a priority for us; it's fundamental to our approach. It helps us understand what is important to you, is a chance for us to share the benefit of our experience and allows us to align on and execute a hiring strategy that ticks all your boxes.

WHAT YOU CAN EXPECT:

▣ COLLABORATION TO GET THE BEST RESULTS

Meaning we take our responsibilities as an extension of your hiring team seriously – we'll support you with strategic workforce planning as well as those quick-turnaround hires.

▣ DEEP SECTOR KNOWLEDGE ACROSS SEVEN KEY SECTORS

Meaning your requirements will be handled by a technical specialist who speaks your language – and finds candidates ready to hit the ground running.

▣ DEPENDABILITY YOU CAN ACTUALLY COUNT ON

Meaning realistic timescales, honest communications and regular updates - we're in this together so no surprises, no excuses – just consistent results, every time.



WHAT YOU CAN EXPECT:

▣ Quality as standard:

Rigorous candidate screening for exceptional quality and suitability

▣ Extensive talent pool:

Access to more than 8,000 candidates who've been screened and vetted

▣ Flexible solutions:

An agile approach for permanent, contract and temporary roles

▣ Full market coverage:

White-collar and blue-collar expertise in our specialist sectors

▣ People-first approach:

A partnership built on trust and respect

▣ Expertise you can trust:

Deep sector knowledge and tailored recruitment support



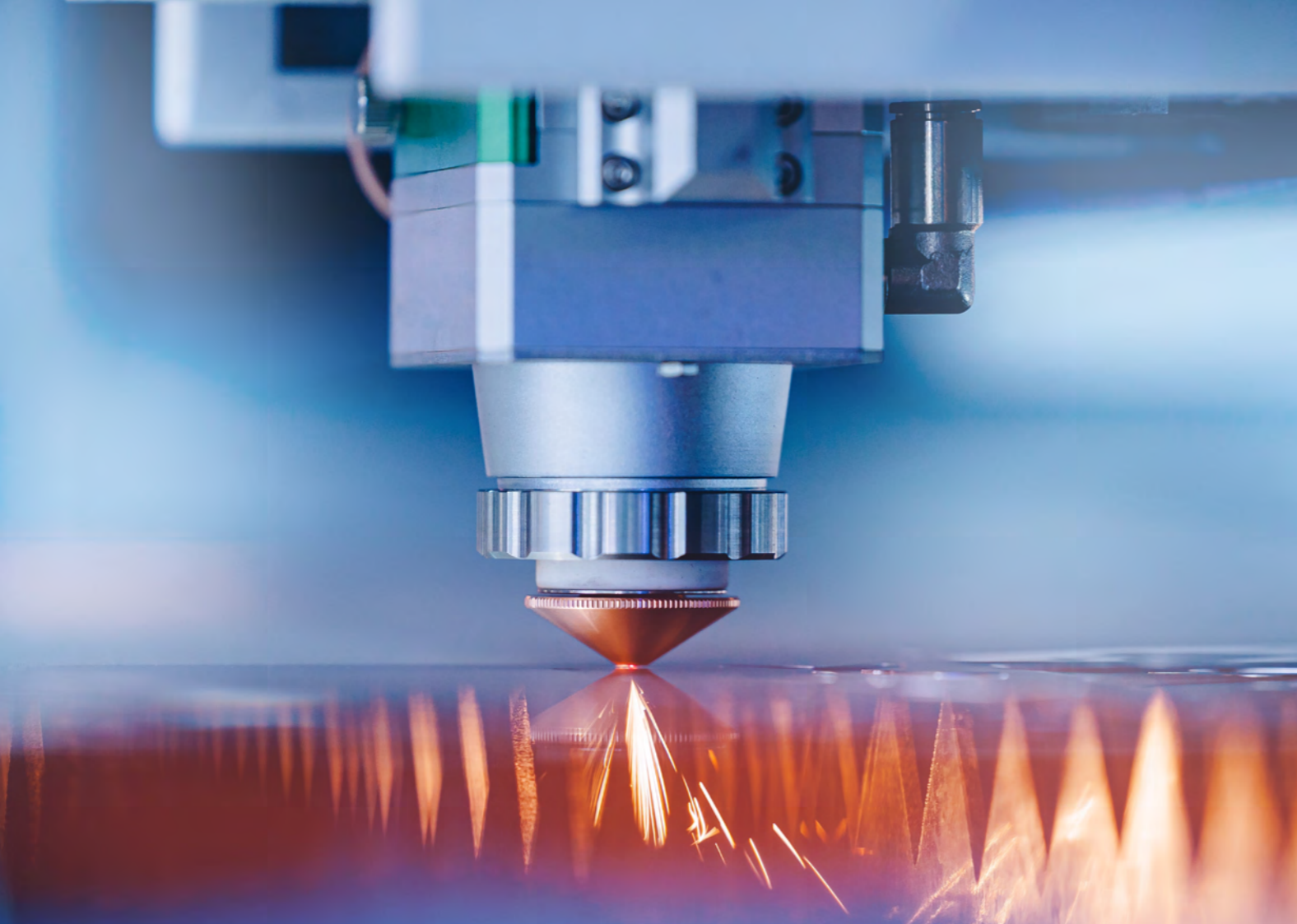
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ES Recruit without doubt has been the most influential recruitment company KNDS has ever dealt with.

Their knowledge, engineering expertise and general understanding of our business has been paramount in our success. There is pride of quality throughout the company.

KNDS

**OUR
SPECIALIST
SECTORS**



ENERGY:

We partner with leading energy, and oil and gas companies to source specialist talent across renewable and traditional power generation.

Our consultants understand the range and rarity of skills required in this high-tech, high-value sector, delivering vetted candidates across permanent, temporary and contract roles.

STRUCTURAL STEEL:

From iconic infrastructure projects to complex commercial builds, we supply talent for permanent, temporary and contract roles, across fabrication, installation and project delivery. We ensure you have the expertise readily available to deliver on time and to specification while supporting candidates in building rewarding careers in this essential industry.

AEROSPACE:

Leveraging our extensive experience in the sector, we regularly source high-calibre professionals for roles including engineers, buyers, managers and skilled operatives across procurement, logistics, electronics and assembly functions.

Our unrivalled understanding ensures better candidates, quicker processes and longer-lasting relationships to deliver the best outcomes.



DEFENCE:

We partner with prestigious defence companies that contribute to national security and the UK's GDP.

For 25+ years, we have built trusted relationships to source top-tier talent across technical roles, enabling business success while advancing candidates' careers in this highly specialised sector.

NUCLEAR:

The nuclear sector demands highly skilled, fully compliant professionals who meet the strictest safety and security standards. With 25+ years of experience, we partner with leading nuclear infrastructure, engineering, and construction companies, supplying talent for new build, decommissioning, and operational projects.

CONSTRUCTION M&E:

The construction industry, including M&E, requires skilled professionals to support both highly regulated sites and commercial projects.

We connect structural engineers, steel erectors, welders, fitters, fabricators, electricians and quality inspectors with permanent, temporary, and contract roles, helping businesses navigate industry challenges while driving careers forward.

MANUFACTURING:

From nuclear engineering to natural beauty products, our clients operate in some of the most innovative and forward-thinking industries. We supply rigorously vetted candidates across permanent, temporary, and contract roles across all engineering and manufacturing disciplines, ensuring the perfect fit for both client and candidate.



THE TALENT BEHIND YOUR HIRING SUCCESS

□ Neil Davies Director



30+ years in recruitment | Engineering, Manufacturing & Nuclear sectors

As co-founder of ES Recruit, Neil specialises in contract and permanent recruitment for the UK's largest engineering, manufacturing and technology companies. Starting his career at Kinetic plc in 1995, he's led major recruitment campaigns for blue-chip companies and SMEs, building his approach on the principles of honest communication and long-term relationship building.

"I have lived and breathed recruitment for decades now and have seen so much change and evolution in the way the industry works. That experience has given me insight into complex client problems; I have the knowledge, empathy and understanding to guide people through the right process to achieve both the candidate's and the client's needs. Even today, I still get the same enjoyment from building client relationships as I did 30 years ago. It's not just placing someone in a role, but seeing them and the client grow as a result."

□ Dean Carthy Principal Consultant



30+ years in recruitment | Construction, Engineering and M&E

Dean brings an engineering background to the world of recruitment, having served an apprenticeship as a welder, he understands the whole process, from the candidate's journey. Starting his career in the sector in 1994, he rose to area manager before founding Fastlane Personnel in 2003. Since joining ES Recruit in 2010, he's combined his extensive industry experience with a professional, non-corporate approach to construction, engineering and mechanical/electrical recruitment.

"Recruitment is, and always will be, a people business and so it's no surprise that relationships are my area of expertise. There's not a lot I haven't seen or experienced and so I can apply this focus to any situation to turn it around and get the results. Resilience and clarity are key – decisions, circumstances and minds can all change rapidly and so I pride myself on staying calm, responsive and focused on the objective to ensure the right person stays in the right role. I have candidates that I've worked with for over 20 years and I still get satisfaction from being part of their career story – I'm proud of the difference we can make in a person's life."

□ Mark Dorey Technical Manager



18+ years in recruitment | White Collar Engineering & Manufacturing

Mark leads the Technical Recruitment team at ES Recruit, having joined in 2018. Starting his career in 2008 at Kinetic Technical as an Oil and Gas specialist, he now oversees the full recruitment process, from identifying prospects to ensuring the right technical expertise and cultural fit for each new hire.

"In a fast-paced recruitment environment, every conversation matters. Trust is the foundation of all of my relationships and I know my no-nonsense, honest approach is valued by both our clients and candidates."

I make it my business to ask questions and tease out the details that matter – this way I can make sure I'm having meaningful, realistic conversations about a role and what the client is looking for whilst managing the expectations of candidates who are interested. It's a careful balancing act, but it's the difference that delivers the best outcomes.

I celebrate every candidate I place but what really matters to me is more than the hire – it's their success in the role and the knowledge that when the time is right, it's ES Recruit they will pick up the phone to for their next hire."

CASE STUDY: KNDS

Specialist defence manufacturer, KNDS, has grown substantially – and we've been there every step of the way. Drawing on our strong relationship of over two decades, we've supported the business as it moved from a contractor-heavy workforce to a permanent one.

Recruiting across traditional manufacturing jobs all the way through management and more strategic roles, our regular on-site presence has helped us spot who will be needed and when, to support KNDS' expansion.

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ES Recruit without doubt has been the most influential recruitment company KNDS has ever dealt with. Their knowledge, engineering expertise and general understanding of our business has been paramount in our success. There is pride of quality throughout the company.

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CASE STUDY: SEVERFIELD

When Severfield Nuclear & Infrastructure secured a bespoke project requiring 30+ specialist welders at short notice, our 10-year partnership delivered.

Within just 4 weeks, we mobilised a complete workforce by bringing together our recruitment and construction expertise to form an integrated recruitment strategy.

We participated actively in HSE leadership meetings, implemented on-site safety audits and maintained 100% nuclear compliance throughout, subsequently achieving low turnover and seamless project execution.

By combining ES Recruit's recruitment agility with ES Steel's nuclear construction experience, we provided a fully managed workforce solution that reinforced Severfield's reputation in their highly regulated environments.

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This joined-up approach worked incredibly well throughout the project, and I have no hesitation in recommending ES Recruit as a business that can deliver a bespoke service.

They are proactive, solutions-driven, and have achieved results that others deemed unachievable within the required timeframe.



Severfield

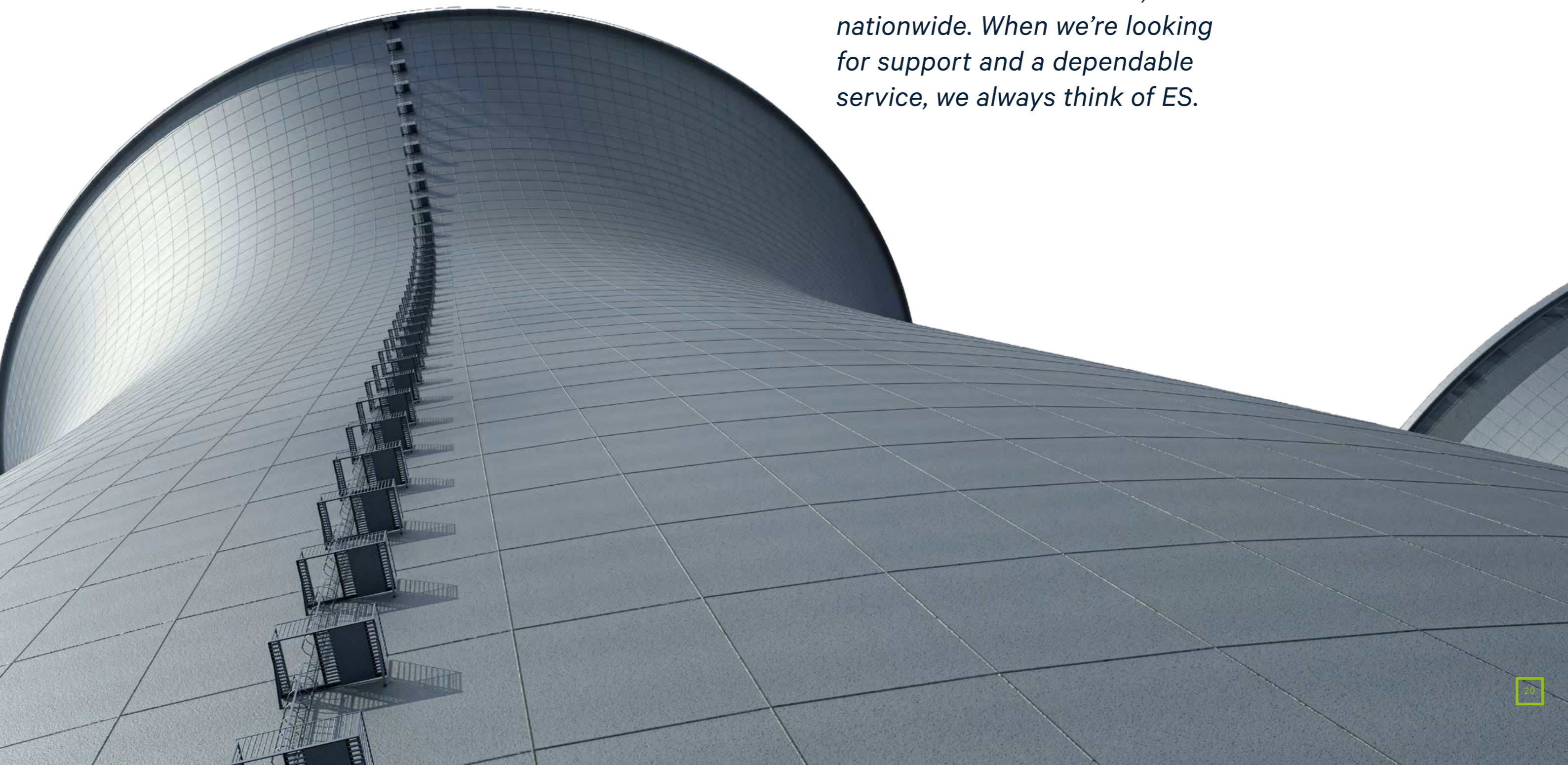
CASE STUDY: NIS

Since 2010, we've been NIS's trusted partner for project-driven recruitment across their Chorley and Burghfield sites. Specialising in plant handling equipment for Engineering, Manufacturing and Nuclear sectors, NIS needs a flexible supplier with a strong marketing reach to resource high-volume projects quickly and reliably.

We've delivered where other recruiters have failed, placing over 200 quality candidates from Project Managers and Design Engineers to Welders and Electrical Engineers. With over 20 years' nuclear sector expertise and an extensive database of Nuclear SQEP candidates, we work seamlessly as an extension of the NIS team to deliver results, every time.

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We have worked with ES Recruit as one of our top suppliers for over 25 years. They have consistently partnered with us as a supplier of white and blue collar staff as well as contractors, across our business units, nationwide. When we're looking for support and a dependable service, we always think of ES.



RECRUITMENT BUILT AROUND YOU

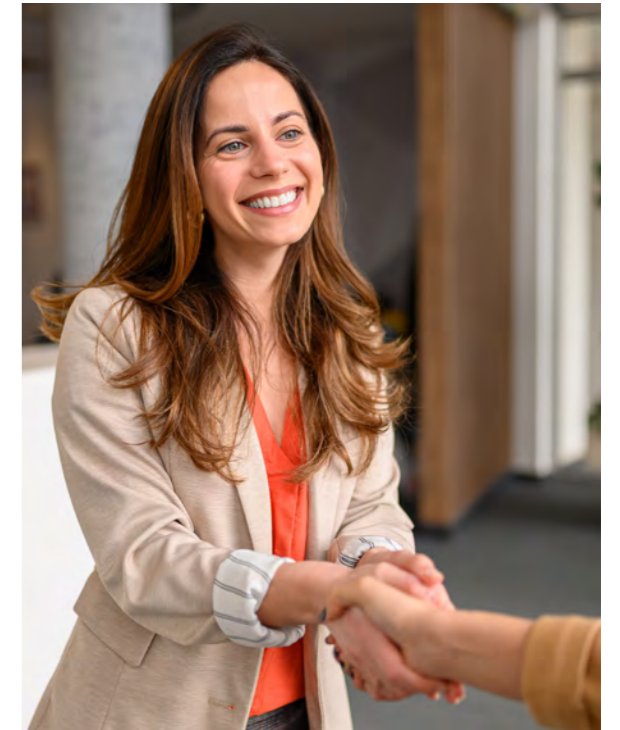
It's true – there's a formula to hiring. But finding the **right** hire for you is our priority. This means we have a framework in place that has been carefully developed and honed over 25+ years, but experience has taught us we also need an agile and more tailored approach based on your requirements and needs. It's this insight that guides every individual recruitment strategy.

Our secret to success? It's our people and their approach to every interaction we have. In a digital age, you need to know the person behind the CV is the right fit for your business. We're reliably honest to make sure you spend your time dealing with candidates who fit your profile and are ready to work, speeding up your time to hire and improving the recruitment experience.

NURTURING OUR TALENT POOL

Creating a winning candidate experience isn't a nice to have anymore; it's something job seekers expect. With specialist skills, desirable experience and sector knowledge, candidates understand their value in the market and the vital role they play in your operational success.

For our database of over 8,000 candidates, they know a call from us means a serious job conversation. We nurture our relationships with care; many of our candidates have been with us throughout their whole careers and rely on our experts to guide them to their next move when the time is right.



IT'S THE LITTLE THINGS THAT COUNT:

- You need to know what's behind the CV, so we undertake comprehensive screening and skills-matching to ensure a candidate can be operational from day one.
- Cultural fit is important for your success, so we leverage our long-standing candidate relationships to be sure of a good fit and continuously check this during the hiring process.
- Onboarding is a crucial step for your new hires, so expect us to support you with right to work checks, essential paperwork and even a Sunday night call to make sure everything is ready for the first day in role.

We're boldly blending old and new-school recruitment to deliver the results you, and our candidates, expect. It's the way recruitment should be.

BEYOND THE PLACEMENT – AFTERCARE

Placing a new hire is always our goal but keeping them in role is what really counts. Whether it's short-term labour, senior leadership roles or something in between, a successful recruitment campaign means we're here to support you long after the contract is signed.

We regularly check in with the candidates we place to ensure they are settling in and delivering in their role as they expected. More than this, we're here as a point of contact for questions, concerns or issues in those early days, as well as any administration connected to payroll or right to work. Our support doesn't end once a candidate is in place; we're here as an extension of your team to ensure the whole process is seamless.

From single placement to volume hiring, we're here to support you when and where you need us.

YOUR RECRUITMENT STRATEGY IS MORE THAN JUST THE HIRE

□ RELIABLE COMPLIANCE:

We take the risk out of hiring. Through robust compliance contracts and certified Identity Service Providers (IDSPs), we ensure every candidate meets all UK recruitment and Right to Work obligations before placement.

Our end-to-end compliance process protects your business, saves time, and gives you total peace of mind that every hire is fully compliant from day one.

□ IR35 GUIDANCE:

Protect your hiring plans with support on IR35 tax legislation. Our team of recruitment specialists have a deep understanding of IR35 and can help you understand where this status can be accurately used to support a recruitment need, including the use of the HMRC CEST online tool to help determine an individual's status.

Where off-payroll options are appropriate, we proactively work with you and any potential candidates to ensure nobody gets tripped up by HMRC, whilst ensuring you get the best person in the role as quickly and efficiently as possible.

□ MARKET INSIGHTS:

We make it our business to understand what's going on in recruitment and people management across our key sectors so that you can benefit from this in our recruitment strategy conversations.

Whether you want to understand more about hiring trends, candidate mobility, new qualifications or how to create more compelling job roles, we have the intelligence to guide your thinking.

□ FUTURE TRENDS:

Be future-ready with our focus on what's coming next. With technology advancing at a faster pace than ever, evolving expectations of pay and overall remuneration packages as well as legislative and security clearance implications, there's a lot to factor into future workforce planning. We track candidate behaviour alongside a number of emerging trends to ensure you have the full picture when it comes to future hiring success.



TRUSTED BY INDUSTRY HEAVYWEIGHTS



KNDS



START YOUR HIRING REVOLUTION TODAY:



Scan the QR code for quick access
to our website or contact form:

If you're a client in the manufacturing or engineering sector and you'd like to work with a recruitment agency that does things a little differently, contact us today for a free and confidential consultation.

Visit us at: www.es-recruit.com
call us on: 0161 839 5353
email us at: info@emp-sol.com

LinkedIn: ES Recruit
Insta: esrecruit
Facebook: ES Recruit



**CHANGING
LIVES, ONE
JOB AT A TIME.**



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