

A person wearing a VR headset is shown in profile, looking towards the right. The background is a blurred industrial or technical setting with warm, golden light and some sparks or particles. The overall tone is professional and futuristic.

encore

ENGINEERING

**ENGINEERING A
SKILLED WORKFORCE
FOR YOUR
BUSINESS**

ATTRACT > SELECT > RETAIN > REPEAT

www.encoretechnical.co.uk

ABOUT US

www.encorepersonnel.co.uk

Encore Personnel are specialist suppliers of blue collar personnel (Industrial, Driving, Engineering, Energy, Managed Services, Manufacturing, Supply Chain & Logistics, Aviation, temporary and permanent) to businesses throughout the UK. We place thousands of workers each week from our network of 21 Divisions and our Managed Service operation.

With ten branches across the UK including Birmingham, Coventry, Derby, Leeds, Leicester, Northampton, Nottingham, Slough, Spalding and Telford, we currently employ more than 250 staff.

We were acknowledged as the 23rd fastest growth business in the UK (Sunday Times), voted the Best Company to Work For 2013/2014 and Best People Development Award Winners 2012/2013 by the Recruitment and Employment Confederation's Institute of Recruitment Professionals and named in The London Stock Exchange Group's prestigious '1,000 Companies to Inspire Britain' list for the second year running.

- **34 Operating Locations**
- **Financially Stable - £64.5m 2017**
- **REC Members**
- **REC Gold Audited since 2005**
- One of only 51 to be so in the UK
- **Sedex Registered & Audited**
- **GLA Licensed - Membership number - ENC0001**
- **Members of the Association of Labour Providers (ALP)**
- **1000 Companies to Inspire Britain 2016 & 2017**



1000
COMPANIES TO INSPIRE IN
BRITAIN 2017



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As a vastly experienced Engineering recruiter, we have an extensive background in the following sectors:

- Engineering
- Manufacturing
- Construction
- Aerospace
- Motorsport
- Energy
- Oil & Gas
- Telecoms
- Aviation
- Electronics
- Defence
- Rail
- Utilities
- Design
- Food / FMCG
- Pharmaceuticals

#ENGINEEREDWITHENCORE

We are: FOCUSED / HONEST / FUN / UPBEAT / LASTING / FRESH



– THE RIGHT SKILLS FOR THE RIGHT ROLES



CANDIDATE ATTRACTION

Over the years we have been able to devise a recruitment model that not only allows us to find highly skilled candidates but do so in a short space of time that allows us to react to any sudden uplift in client requirements.

ATTRACT

Our £100,000+ annual advertising spend gives us key access to sector specific job boards 24 hours a day, 7 days a week.

We also invest heavily in Social Media using highly targeted advertising campaigns in which we aim to engage with skilled workers in the Geographical areas we recruit.

SELECT

Using competency based interview questions and skills testing we **ONLY** present candidates to you who have been thoroughly screened and meet your criteria


SELECT

We remain in regular contact with our candidates throughout their entire contract with you. We strive to provide the best customer service in the industry and this is why our candidates continue to stay loyal to us.

BEYOND THE JOB BOARDS

As technology and the way people search for jobs develops, it's vital that your Recruitment partner is able to access and engage via the Social Media channels where the target audience are active. We have seen a huge increase in the number of placements from the likes of Facebook since 2017 and expect this trend to continue.

We invest heavily in our Social Media advertising to ensure your vacancies are exposed to the right people at the right time.



ASKING THE QUESTIONS THAT MATTER

We are: FOCUSED / HONEST / FUN / UPBEAT / LASTING / FRESH

**INVESTING
WHERE IT
COUNTS
£100,000+
ADVERTISING
SPEND PER YEAR**

ATTRACTING THE SKILLS > RETAINING THE TALENT

#ENGINEEREDWITHENCORE

**REGULAR WORK,
EXTRAORDINARY PEOPLE**

TEMPORARY RECRUITMENT

Contract Engineering is a fiercely competitive field with a fight for skilled workers at an all time high. We work closely with our customers to ensure no stone is left unturned when planning and implementing a project schedule.

PUTTING YOU IN CONTROL

We want to start as we mean to go on and in order to do this we need to offer clear transparency with our customers. We will outline realistic costings, timeframes and results at the start of any contact so there won't be any nasty surprises further down the line.

FINDING YOU PERFECT EMPLOYEES

With our extensive candidate database we will always offer cover for your peak production periods throughout the year. Whether this be for a particular project or a particular expertise you require.

AN EXTENSION OF YOUR TEAM

We truly believe that a Recruitment Partner should be an extension of your HR division. We stay by your side for the duration of any given contract to ensure your life is made easier.

DELIVERING QUALITY

We serve over 100 clients at any one time, supplying them with highly skilled temporary workers. We are fully aware of the UK skills shortage but we won't accept that there aren't the skilled workers out there to fill your vacancies.

We will continue to invest to ensure your vacancies are filled with the best talent in the UK market.

**TEMPORARY WORKERS,
PERMANENT QUALITY**

We are: FOCUSED / HONEST / FUN / UPBEAT / LASTING / FRESH

A hand holding a marker pointing to a technical drawing on a whiteboard. The drawing features various lines and shapes, including a large orange circle on the right side. The background is a whiteboard with some faint markings and a corner of a yellow sticky note visible in the bottom right.

IT'S KNOWING WHERE TO LOOK THAT MATTERS

SOURCING THE SKILLS FOR YOUR BUSINESS

#ENGINEEREDWITHENCORE

SUPPLYING THE SKILLS AND THE SERVICE

CONTRACT RECRUITMENT

Contract Engineering is a fiercely competitive field with a fight for skilled workers at an all time high. We work closely with our customers to ensure no stone is left unturned when planning and implementing a project schedule.

WE'LL BE UPFRONT WITH YOU

We want to start as we mean to go on and in order to do this we need to offer clear transparency with our customers. We will outline realistic costings, timeframes and results at the start of any contact so there won't be any nasty surprises further down the line.

FINDING YOU THE RIGHT PEOPLE WHEN YOU NEED THEM THE MOST

With our extensive candidate database we will always offer cover for your peak production periods throughout the year. Whether this be for a particular project or a particular expertise you require.

HANDLING THE NITTY GRITTY

We truly believe that a Recruitment Partner should be an extension of your HR division. We stay by your side for the duration of any given contract to ensure your life is made easier.

With more than 500 contractors on assignment at any time, we offer flexible workforce models that clearly outline the responsibilities of all parties throughout the relationship.

We guarantee full compliance on all legal requirements from the HMRC and other parties which offers full protection to our clients.

**BUILDING A HIGHLY
SKILLED CONTRACTOR
NETWORK**

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**TODAY'S TALENT IN
TOMORROW'S WORLD**

PERMANENT RECRUITMENT

Permanent Recruitment has been a huge part of our service offering which supports our contact & temporary function. We are vastly experienced in supplying highly skilled engineers on a permanent basis in a range of sectors across the UK.

FOCUSED ENERGY

We get to know your business inside and out so we not only match candidates that have the precise skillset you require but will also fit perfect into your company culture. This saves both us and you valuable time and money.

FINDING YOU THE PERFECT FIT

Our specialist recruiters will access the candidates that others will struggle to find. Our specialist resources allow us to source candidates that match your specific criteria.

FINDING YOU THE PERFECT FIT

We will keep you up to date at every stage of the recruitment process as we strongly believe that communication between all parties is paramount in ensuring the right hire is made for your business.

SEARCH AND SELECT

If your vacancy is business critical or you have a particular few candidates in mind then search and select is the option that will best suit you. By engaging us to head hunt on your behalf you are guaranteeing 100% of our time to fill your vacancy.

You can be at ease that we use discreet techniques to search and qualify your ideal candidate without threatening your businesses reputation for professional conduct and make the recruitment process reflect the outstanding reputation you have worked so hard to build.



**DELIVERING EMPLOYEES
THAT FIT THE MOULD**

We are: FOCUSED / HONEST / FUN / UPBEAT / LASTING / FRESH

TESTIMONIALS

encore



Abacus[®]
Leaders in Lighting

ARP

From vetting and selection, to day to day management; the attention to detail, the level of understanding and 'no task is too difficult' approach, Encore continue to provide us with a high-quality service as well as a level of reliability that I wouldn't usually expect from a recruitment agency.

EMMA WEAVER
HR BUSINESS PARTNER
LEVC

Abacus Lighting engaged the services of Encore Personnel 5 years ago (2013). The Company had some challenging issues at the time which previous agencies could not help with, Encore helped us overcome these issues with ease. Encore are always helpful and engaging, nothing is too much trouble.

HR MANAGER
ABACUS LIGHTING LIMITED

The team at Encore have always provided me with a high level of service for a number of years now, and I certainly wouldn't hesitate in using them to supply us with skilled staff in the future.

JASON PRESTON
DIRECTOR
ARP