

WWW.RECRUIT12.COM

**RECRUIT12**  
RECRUITMENT. REDESIGNED.

# THE FUTURE OF RECRUITMENT

AUTOMOTIVE • AEROSPACE • ENGINEERING • AFTERMARKET • CORPORATE

There is no 'one size fits all' when it comes to hiring talent. Our clients and candidates all have different needs. This is not a new concept for recruitment, but how Recruit 12 delivers this service, is.

#### OUR MISSION STATEMENT

To build and maintain honest, open and transparent partnerships with our clients and our candidates to help businesses succeed and employees to flourish.

##### INTEGRITY

We are proud of the open, sincere and transparent relationships we build.

##### HONESTY

We bring trust, loyalty, fairness and sincerity to every aspect of our business.

##### PROFESSIONAL

We conduct ourselves in a competent, reliable and respectful manner at all times and in all our dealings.

##### PEOPLE

Our people are our passion.

##### EXPERIENCE

Our employee's knowledge is our business's experience.

##### PASSION

We encourage our employees and reward their successes and we always go above and beyond our clients and candidates expectations.



## OUR STORY

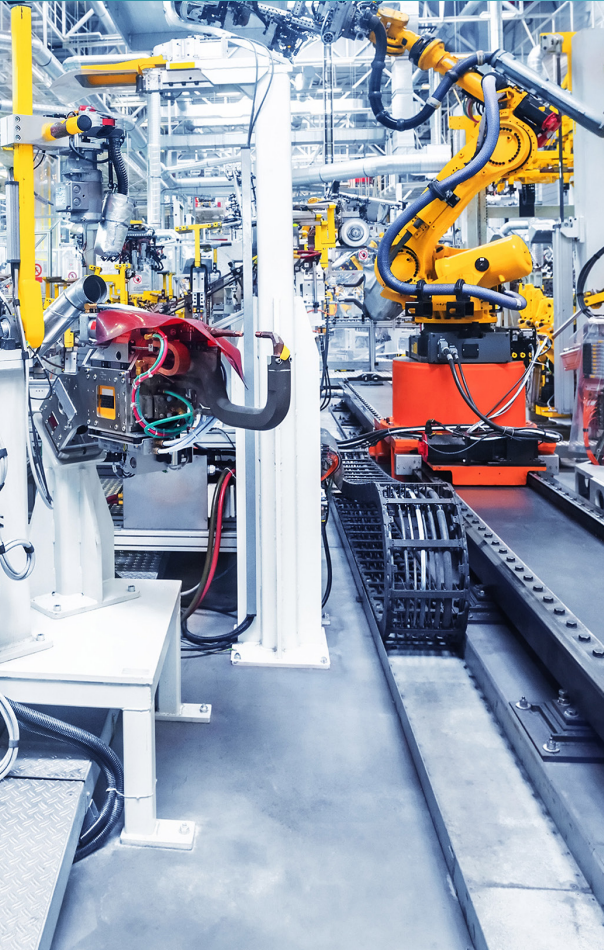
Recruit 12 was formed over 10 years ago to support the UK's Manufacturing Engineering sectors, relieving firms of the financial burden of their recruitment.

We quickly established ourselves as a leader in our specialist field with both clients and permanent and contract candidates depending on our knowledge and experience to deliver results quickly, efficiently and effectively. Our integrity, passion and drive for excellence is behind every partnership, relationship and placement.


Fast forward to today and we have combined **TECHNOLOGY** and **SCIENCE** with our **EXPERIENCE** to ensure that we are offering our clients the service they both want and need to contend with the challenges businesses face today; a unique, streamlined, efficient and effective hiring process with a payment structure that suits all budgetary considerations.



# AUTOMOTIVE & AEROSPACE




The UK automotive and Aerospace industry is a vital part of the UK economy, both financially and through the thousands of people it employs. Faced with the prospect of meeting challenging climate change targets, changes within these sectors have never been more fast paced. New technology means acquiring a workforce with the skills to help businesses succeed and excel. Recruit 12 is uniquely positioned to source these highly skilled specialists having worked closely with some of the UK's largest Tier One Manufacturers and OEMs for over a decade.

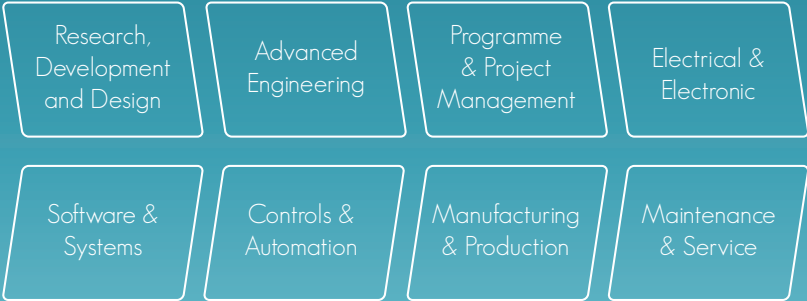
We source highly experienced permanent and contract candidates covering all aspects of engineering including: 



# ENGINEERING

Did you know that the term engineering is derived from the Latin word ingenium, meaning “cleverness” and ingeniare, meaning “to contrive, devise”? It makes sense when you consider that the engineering profession is concerned with the optimisation of complex processes and systems by developing, improving and implementing integrated systems of information, knowledge, equipment, energy and materials.

Engineering covers a vast array of industries and professions and Recruit 12 has partnered with clients in Energy, Electronics, Plastics, Defence, Controls & Automation, Off Highway & Commercial Vehicles and Rail. We work with clients from concept to production successfully sourcing the very best contract and permanent engineers in: 





## AUTOMOTIVE AFTERMARKET



The Automotive Aftermarket sector is the vast secondary market of the automotive industry. This sector covers many aspects of industry and a wide variety of job roles and skill-sets. As our cars get 'smarter', the scope of the UK Automotive Aftermarket sector increases to marry traditional businesses with the technologically advanced automation and in-car smart functions driven by 21st-century technology. Recruit 12 has partnered with organisations in many areas of this sector including:



Manufacturing  
& Re-  
Manufacturing

Distribution

Motor Factors

Service  
Centres

Fast-Fit /  
Accident Repair

Dealerships

Automotive  
Retail

Connected  
Vehicle  
Technology

## CORPORATE AND HEAD OFFICE FUNCTIONS

Regardless of an organisation's industry sector, each one has Corporate and Head Office roles they need to fulfil in order for the business to function. HR, Finance, Health and Safety, Facilities Management, Sales, Marketing and many more roles exist to support every business in every sector. Fulfilling these roles is very often about identifying soft skills and cultural fit which means as Recruitment Consultants, we need to dig a little deeper and know how to question candidates to qualify their suitability for the role and whether they possess essential skills including:



Adaptability

Critical Thinking

Time  
Management

Flexibility

Leadership

Communication

Creativity

Reliability



# THE FUTURE OF RECRUITMENT

Our clients are the epitome of 21st century technology and engineering or Industry 4.0.

As a recruitment consultancy that counts some of the UK's most advanced manufacturers amongst its client list, taking a 21st century approach to our business has been an important stepping stone in our development.



CANDIDATE VIDEO  
SCREENING AT  
INITIAL STAGES



CANDIDATE PORTAL  
WITH VIDEO, CV  
& DOCUMENTS



LIVE VIDEO  
PLATFORM FOR  
VIRTUAL INTERVIEWS



50% REDUCED  
TIME TO HIRE



450% INCREASE IN  
ENGAGEMENT WITH  
CANDIDATES



CLIENT VIDEO  
SHORTLIST WITH  
ANALYTICS



INTERVIEW TO HIRE  
RATIO IMPROVED  
BY 70%



PSYCHOMETRIC  
TESTING FOR TRUE  
CULTURAL FIT

By combining technology, science and our experience, we offer our clients a completely unique approach to recruitment. Using virtual technology to streamline the process, the time to hire is reduced by over 50% and the interview to hire ratio is increased by over 70%.

We have access to over 450% more suitable permanent and contract candidates using a direct approach with a modern virtual twist and our clients get to set the parameters they want upfront.

## FEATURES

Customise first stage interview questions that candidates can answer in a video scenario

Secure and exclusive candidate portal that stores all videos, CV's, certificates and right to work documents

Psychometric testing to assess candidates behavioural style

Three introduction fee options to suit you

## BENEFITS

Eliminates the need for first stage interviews, no more 'no shows' and 50% reduced time to hire

24/7 access to your own portal, with regulated security to safely store all candidates videos, interviews, CV's, certificates and right to work documents

Evaluate candidate soft skills and cultural fit which improves employee retention

Flexible budgeting options with no compromise on quality of service



## WHO WE WORK WITH

From day one, Recruit 12 has worked with a vast range of businesses and organisations. From small, local SME's through to some of the world's largest manufacturers. Our focus is on forming truly tailored and collaborative partnerships with our clients whether their need is to recruit one business critical candidate, or an entire team.



## HOW WE WORK WITH CANDIDATES

OPEN . HONEST . TRANSPARENT.

Both permanent and contract candidates are guided through the interview process by our team of experienced recruiters. We ensure that they feel comfortable with the processes that they face and we keep them informed at every stage of their recruitment journey.

We always listen to our candidates so that we are only ever putting them forward for the roles we know they can be successful at. Qualifications, skills and cultural fit are all thoroughly investigated and considered so that our candidates interview for the roles they want and that can give them the opportunities and benefits they need.



The consultants at Recruit 12 strive to reduce the problems, providing advice and guidance at every stage of your journey. They are professional and proactive and work as a team to provide the highest level of customer service.

(Candidate)



From the first call from Recruit 12, the recruitment process was explained and managed perfectly. They were proactive at managing the recruitment process and regularly contacted me to keep me up to date. They have actively supported me throughout the process.

(Candidate)



Recruit 12 have become our 'go to' source for quality candidates when we are struggling to recruit through our own traditional means. They have taken the time to really get to know our business and only put prospective candidates in front of us who fulfil our brief. Their whole approach is really refreshing in a time when the world of recruitment seems to be changing so quickly.

(Client)





[WWW.RECRUIT12.COM](http://WWW.RECRUIT12.COM)

The Workshop Business Centre, Main Street, Pinvin, Worcestershire, WR10 2ES

01386 718698    [info@recruit12.com](mailto:info@recruit12.com)



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No. 05297216