



focused. driven. successful.  
automotive | industrial | engineering > **specialist recruitment**



*I would recommend Glen Callum Associates to anyone looking to take the next step in their career, I have been impressed with their professionalism and both the quality of positions and clients that they work with.*

*Jason, National Account Manager,  
Automotive Aftermarket Parts Distributor*



# Welcome... to Glen Callum Associates

*Specialist automotive, engineering and industrial  
recruitment across the UK and Europe*

With over 18 years of recruitment expertise within the automotive, engineering and industrial sectors we have built an impressive client base that includes market leading manufacturers and distributors within our specialised fields of operation throughout the UK and Europe.

We provide bespoke recruitment solutions for our clients, ensuring each client benefits from our expertise and a service level that's second to none.

As recruitment leaders within our sectors, many of our clients use us exclusively to recruit for their roles. Our knowledgeable and industry accredited recruiters are fully aware of our clients' needs and can quickly engage and fully screen candidates, ensuring a seamless recruitment process.

## *ethical recruiting*

Glen Callum Associates have been proud members of the industries' recognised recruitment body, the REC since 2009. By following the REC's code of professional practise you can be assured that our recruiters maintain high standards of professional ethics.

All of our recruiters are also IRP registered and we encourage and assist in staff training and continued professional development.

We manage the recruitment process with ease and can advise our clients on current recruitment legislation. Our terms, conditions and processes are fully vetted by the REC, giving you the confidence that you are dealing with an agency you can trust.

# ticking all the boxes...

*sales | marketing | operations | production | purchasing | engineering | IT  
industrial | senior management | directorships | technical | commercial*

**If you manufacture, distribute or sell within the automotive, industrial or engineering markets, we can recruit for you...**

*Once you've instructed us, we can provide you with advice, support and assistance at every stage of the recruitment process. Whether it be selecting candidates from our substantial and accurate database or taking advantage of our complete recruitment package, we can tailor a solution to fit your requirements.*

## invaluable experience

Given that all of our consultants have worked at senior levels in the automotive, industrial or engineering industries, we know that our combined experience within blue chip organisations ensures a thorough understanding of both our clients' and candidates' needs.

Our in-depth knowledge, coupled with our proven recruitment methods and skills, means that you get the right people, for the right roles first time.

## pre-screened candidates

Here at Glen Callum, we attribute our success to the high levels of service and guidance we offer. As well as having a focused and driven team, our continuing investment in the very latest database technology means that the information we work with is accurate, concise and reviewed daily.

Our policy is to introduce you to only the most suitable candidates, currently seeking alternative career opportunities and possessing the skills and abilities to perform in excess of your expectations. *Client retention is of paramount importance to us and our understanding of the market place and our honest evaluations are what we believe leads to a happy working partnership.*

## attracting the right people

In today's fast moving society job seekers pursue many mediums to view the most up to date vacancies. Creative advertising is key in attracting top flight candidates, who are rarely on the job market for long. To ensure we are able to grasp the attention of your target market, we have a dedicated in-house team able to create the right advertising campaign to suit your needs.

As competition for the most qualified and suitable individuals is fierce, both speed and flair are key in attracting the most desirable candidates. Our advertising and editorial team have strong links with internet job boards and leading publications and are well qualified to select the most suitable media for your campaign.

*We ensure access to a wide pool of candidates via industry contacts, headhunting, our bespoke job app, our own substantial database, web advertising, partnerships with leading industry and national job boards and databases.*

## making job hunting easier

We are one of the first recruitment agencies to develop our own bespoke job app. Designed to make job hunting easier, it enables job seekers to register for jobs 'on the go' and as soon as they have been released.





*“I normally stay away from recruitment agencies, because I worry they might talk me into applying for jobs that I don't want or if I do want the job, they will not represent me the way I wish. This was completely different with Glen Callum. I was treated as an individual and my details were not re-written into a comparable format. I never felt pushed by Kayleigh, but she gave me all the information and time I needed to make my own decision. She kept me well informed throughout the whole process and made sure I knew she was always there to answer any questions I had. I must say, Glen Callum Associates Ltd and my dealings with Kayleigh changed my view about recruitment agencies completely, this is an agency I will recommend.”*

*Claudia, German Speaking Customer Services Representative, International Industrial Chemical and Lubricants Distributor*

***Our up-to-the minute data ensures the decisions we make accurately match your specific needs***



*An in-depth knowledge of your market and a tailored, personal service which meets your specific business needs, ensures both your success and ours*

*“I have dealt with a vast number of recruitment agencies over the past 16 months with a huge variation of service levels experienced as a job seeker – my experience of Glen Callum Associates was fabulous. The support and guidance on interview preparation was, in my experience, unique I felt like I had a team behind me supporting me at every turn, I was no longer alone.”*

*Peter Ellis, Head of Business Development,  
Global Manufacturer*



# so what's on offer?

We are able to offer you a complete tailored recruitment package including a written detailed proposal, advertising, copywriting, screen interviewing, written assessments and support and assistance throughout each stage of the recruitment process, through to successful appointment.

## 360° recruiters

As part of our offer to you, our comprehensive screen interview facility ensures we only forward qualified candidates, who are well informed of the vacancy and have the ability and drive to perform well in excess of your expectations.

Our consultants, in addition to their specific commercial experience, have extensive interviewing experience and recognise the needs of clients within their market place. Clients also have the facility to dual interview alongside our consultants during the final stages of interviewing.

We have devised interview assessment notes, tailored to each individual client's needs, ensuring that records of the screen interviews are always available, along with notes on the candidate's performance and career aspirations.

Should you wish, we are also able to arrange personality profiling tests. We work closely with human resources professionals and can advise you on employment law and current legislation.

## immediate access to jobseekers

The successful implementation of our interactive website has enabled us to reach both our clients and candidates quicker than ever before.

Candidates are able to register with us free of charge and gain access to a variety of information, from CV preparation and interview techniques, to our very latest opportunities which are advertised on-line. Clients are also able to contact us on-line and detail their requirements at a time that best suits them.

## social networking expertise

Our web recruitment advertising team are able to constantly update our live roles enabling you to take advantage of on-line advertising to a vast range of potential employees currently looking for opportunities.

We utilise social media sites and have an excellent record with SEO and Google rankings. Our online advertising expertise and techniques ensure advanced targetting of those hard to find candidates.

Alongside the changes in new technology and development tools, we are continually striving to enhance our systems to ensure that the changing needs of our clients are consistently met and often surpassed.

*“Thanks for all you've done for me, everything was handled perfectly, my consultant was very efficient and kept me informed at every stage of the process.”*

*Nick, Area Sales Manager, Supplier of  
OEM Automotive Parts & Accessories*

For more information contact us on **01384 485 274**  
at [jobs@glencallum.co.uk](mailto:jobs@glencallum.co.uk) or visit [www.glencallum.co.uk](http://www.glencallum.co.uk)

# “don't just take our word for it...”

*This was our first experience of using a specialist automotive recruitment agency. For me the process was excellent with very strong communication happening at all stages. I certainly felt involved, ultimately responsible but that a guiding hand was always there to help, steer, remind and organise as necessary.*

*Glen was always professional, provided plenty of information on each candidate and I felt got a very good handle on the sort of person we were looking for. He then went on to provide candidates who were above and below this 'ideal'. It gave us confidence in what was out there and what you get for your money. Sure, we ultimately made our own choice but I certainly do not feel we would have been able to find these excellent candidates without Glen's help. You exceeded my expectations. Thank you.*

**Glenn Mason, Managing Director,  
Leading UK Aftermarket Buying Group**

*Overall I was very pleased with the service I received from Glen Callum. This is not the first time I have used your agency and I have always found Julian to be very helpful and professional when placing candidates in roles and I was fortunate enough to have Julian's support many years ago when he helped me move on in my career. Our chosen candidate is settling in very well and proving to be a highly capable person. I would definitely use your agency again and will continue to recommend you to friends and colleagues in the automotive aftermarket.*

**Jamie Plane, Country Manager UK,  
Eire and Scandinavia – NRF (UK) Ltd**

*I would like to thank Glen Callum Associates Ltd for their assistance in our recent recruitment drive in relation to the position of Regional Account Manager to join our Sales Team.*

*I would personally like to thank Julian Curtis once again for his assistance in finding relevant candidates, arranging interviews etc. I have worked with Julian on previous recruitment opportunities relating to Sales & Marketing opportunities. I am extremely pleased how Glen Callum assisted Tenneco in their recent recruitment and would have no hesitation in recommending them to other companies who are recruiting.*

**Janice Andrews, UK HR Manager,  
Tenneco Walker (UK) Ltd**

*Just a short note to say thank you for the excellent job with recruitment for our European Sales Manager position. I was impressed that you managed to find such a high-calibre selection of candidates within just 3 weeks of briefing you on our recruitment. I was concerned that it might be difficult for a UK-based company to locate suitable persons for what was quite a specific role, but you and your team did a great job in that respect. The shortlist of candidates that we subsequently interviewed were all very suitable for the position and it was a challenge to select and advice in filling this key position in a short timescale and we are very pleased with the candidate we finally selected for the role. Best Regards.*

**Greg Harris, Sales Director**



To find out why our clients come back to us time after time,  
visit our website or call us for a confidential chat on

# 01384 485 274

[www.glencallum.co.uk](http://www.glencallum.co.uk) | [jobs@glencallum.co.uk](mailto:jobs@glencallum.co.uk)