



AUTOMOTIVE | INDUSTRIAL | ENGINEERING
Recruitment Specialists



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AUTOMOTIVE | INDUSTRIAL | ENGINEERING

Welcome... to Glen Callum Associates

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

With over 20 years of recruitment expertise within the automotive, engineering and industrial sectors we have built an impressive client base that includes market leading companies throughout the UK & Europe.

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 practice you can be assured that our recruiters maintain high standards of professional ethics.

All of our recruiters are also IRP registered and we encourage 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.

DELIVERY

● We have worked with GCA for a number of years and have successfully appointed into various positions including, Operations Manager, Technical Services Manager and several types of sales role. Glen and his team have taken the brief and also taken the time to understand how we function as a team at Schaeffler. They have listened to our feedback following interviews and modified the approach in order to find the right fit. This is critical for both us as the client and the prospective employee. The fact that our retention rate is very strong is testament to the care taken in the process. ●

Nigel Morgan, Managing Director
SCHAEFFLER UK LTD



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.

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 your market place and our honest evaluations are what we believe leads to a successful 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.

Making job hunting easier

We were 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.

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.

● As an expanding company with a constant requirement for sales staff GYS has worked with Glen Callum for 4 years. Recruitment is an area where we insist on the highest standards of integrity and professionalism and have always found the service to offer precisely that. I have no hesitation in recommending their service to others. ●

Neil Pulsford
UK Commercial Director, GYS

RECRUITMENT PROCESS GUIDE

Our team will take you through the recruitment process with ease, ensuring continued contact and an explanation at each stage of the process.

STAGE 1

- Take a full job brief and understand the objectives of the vacancy and the search/headhunt criteria.
- Compile a comprehensive and SEO optimised job advert/job specification, ensuring the advert is fully visible on job boards and social networking sites and is continually refreshed.
- Set up searches on the leading specialist and general employment job databases – we have access to technology which will send us updates on new candidates as soon as they register.
- Place adverts on the Glen Callum website and the Glen Callum jobs app to raise awareness of the vacancy with our registered candidates.
- Commence searching of our own GCA database and make professional approaches.
- Advertise online to generate candidates who are not registered with job boards.
- Advertise on social networking sites.
- Utilise our 20 years experience of contacts and industry knowledge to headhunt.
- Headhunt using current online and social networking contacts.

STAGE 2

- Approach all selected candidates in a discreet and professional manner to discuss their experience and interest in fine detail.
- Provide candidates with a full brief on the company, the role and the clients expectations of their performance.
- Present to the client a shortlist of candidates who meet the criteria along with a detailed brief of each candidate.
- Discuss recommendations for interview selection.

STAGE 3

- Make arrangements for all shortlisted candidates to be interviewed by the client, including, if required, use of the GCA interview suite and a Glen Callum Recruiter to dual interview.
- Provide information on the use of personality profiling, if required.

STAGE 4

Manage the assignment through to formal offer and notify unsuccessful candidates, providing them with constructive feedback in order that their experience with the client makes a positive impression, even if their application is unsuccessful.

OUR 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.

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



- Glen Callum Associates assisted us in filling an open position quickly and efficiently. Our consultant was straightforward and easy to deal with, communication was excellent throughout the process and resulted in our position being filled with a high calibre candidate. Thank you. ●

Lucy Kennedy
Human Resources Manager
MERITOR AFTERMARKET UK LTD



Social networking expertise

Our web recruitment advertising team are able to constantly update our live roles enabling you to take advantage of online 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 targeting 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.

AT A GLANCE



COVERAGE

Commercial Experts

Sales/Business Development
Marketing
Technical
Category Management
Distribution
Supply Chain/Logistics
Export Sales
International
Senior Executive/Directorships
Admin
IT/Software/Data
Finance
Operations
HR
Graduate
Pricing/Analysts
National/Key Accounts

Technical Experts

Engineering
Production
Supply Chain
Procurement/Buying
Product Management
Process
Quality
Six Sigma
Design
Operations
Maintenance
Service
Mechanics/Technicians
Continuous Improvement
Plant/Works Management
Field Service Engineers
Technical Managers
Capital Equipment Sales

Our Sectors

Automotive
Aftermarket
Automotive OEM/Tier 1
Industrial
Manufacturing
Vehicle Manufacturers
Aerospace
Automation
Electrical/EV
Truck/Bus/
Commercial Vehicle
Off Highway
Agricultural
Classic Car Parts



VALUE

- 140 years combined team experience
- Specific account managers
- Industry knowledge and recruitment market advice
- Ethical recruitment methods
- Proven industry specific recruitment specialists
- Tailored cost effective solutions

QUALIFY

- Team of dedicated recruitment experts
- Candidate engagement skills
- Salary benchmarking expertise
- Qualify candidates to specification
- Ability to assess skills, knowledge, experience & motivation

TOOLS

- Rolling agreements with major job boards
- Database interrogation expertise
- Advertising and SEO experts
- Latest searching technologies
- Dedicated job app
- Access to all major nationwide job boards
- Glen Callum Brand



Glen Callum Associates are proud members of the Recruitment & Employment Confederation and comply with their policy of professional and ethical recruitment conduct.



Working with Glen Callum Associates has been a breath of fresh air, from initiation of understanding of our operation and requirements through to vetting potential personnel. The outcome has been extremely successful and we believe we now have a positive outcome with the business. Finding good people is difficult and I believe that Glen Callum Associates have the right attitude to make this happen.

Adrian Haller
Managing Director, BRUDERER UK LTD



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.



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