



FIRST

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RECRUITMENT



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About Us



From the very beginning our goals and focuses have always stayed the same, although we have had to adjust some of our processes along the way to adapt to an ever-changing market our mission to become the most trusted recruitment business within our sector has always remained.

Now we have the privilege of working with some of the most prestigious blue chip businesses in the UK and we are trusted to deliver industry recognised results.

Our Consultants, Account Managers and Coordinators are experienced, passionate, friendly, and trained to the highest level to ensure a professional service is provided to our clients and to the many thousands of people who seek employment through us year on year.



FIRST4
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Areas of Specialism

First 4 Recruitment specialise in the following four industries...

FIRST4 CONSTRUCTION

We source candidates skilled within the Construction sector who will hold all the relevant skills for their roles including building & mechanical knowledge, coordination, math & language literacy, risk assessment, working at heights & candidates who are adept within the industry.

FIRST4 INDUSTRIAL

We supply quality candidates to the factory and warehouse environments, who have experience in picking & filling orders from stock, receiving & processing incoming stock and material, packing & shipping orders, organising & retrieving stock in warehouses, as well as skilled Production Operatives, Machine Operatives including those trained on Textile, CNC Amada (press brake, laser, bending, punch, milling), Calender, Guillotine, Sewing Machinists and also Candidates training in Quality & Assurance.

FIRST4 LOGISTICS

We supply a number of major transport businesses with HGV Class 1 (C + E), Class 2 (C), 7.5 (C1) & 3.5 Tonne Drivers (B), FLT & PPT Operators as well as Transport Planners & Managers, Delivery & Collection Drivers who will of held the relevant licenses for no less than 2yrs with at least 6 months of consecutive driving – All the relevant DVLA license checks and References will be held for each candidate before being referred to your business.

FIRST4 COMMERCIAL

We supply agents trained within Telesales including Business to Business (B2B) , Business to Consumer (B2C), Direct/Field Sales Executives, Retail Colleagues & Contact Centre Agents that have extensive knowledge within insurance, claims management, motor-trade, up-selling, complaints & customer service.

Our Process



Vacancy Received

We receive a fully qualified job opportunity, taking the time to understand our client's needs and company culture.



Candidates Sourced

Following this we will speak with our fully qualified registered candidates, creating a shortlist for the position using our 25+ years of experience combined to recruit top talent.



Candidate Feedback

Shortlisted candidates are sent through to the client. Client feedback is received and delivered back to our candidates.



Interview Arranged

Successful applicants will have interviews arranged to suit both them and the client. All candidates and clients are fully prepared prior.



Job Offer & Acceptance

The position is offered to our candidate. We assist with the full offer-cycle, including all checks, paperwork and queries.



Continuous Support

All candidates and clients receive continuous "check-ins" and support, allowing us to support with timesheets, employment queries and more.

Clients

Our tailored service

We can put together a tailored recruitment plan which gives us – as your recruiting partner and you as our client, a clearer understanding of the needs and requirements of your business and provides you with a complete breakdown of costs.

Given our flexible approach to the market this gives your business the ability to adjust the recruitment plan at any time with us.

By conducting tailored & client customised search assignments our aim is to align your business culture, way of working & goals with strategic growth plans to candidates who possess strengths suited to your metrics.

Our friendly and experienced consultants recruit calibre of high-quality by targeting and adopting a personal yet professional approach to each mandate.

Why choose us?

Recruiting for both temporary & permanent, as well as contracted opportunities and having access to outstanding candidates on a large ATS database and sourcing from a number of specialist search engines means we can find the perfect candidate(s) for your business.

As a specialist recruitment company this means we make it our business to attend organised job fairs working alongside InWorkGM & local Job Centres to constantly seek out new talent by tapping into exclusive pools.

Working in **partnership** with a number of businesses including **YODEL**, **STUDIO**, **DPD** & many more we have provided tailored recruitment, expert knowledge and guidance within employment trends and staffing solutions to ensure each business gets the most out of the recruitment process. 'Our promise is to work closely with your business to ensure that the support we provide helps to maximise labour quality, minimise risks and improve production rates'



Our Services

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High Volume Recruiting

We don't tell you what you need you simply tell us, if its 5 people or 50. Our team work hard carrying out extensive searches to find quality candidates right away for your business.



Temporary Staffing Solutions

More and more companies are looking to use temporary staff to work on projects, provide maternity cover, help with peaks in workload and cover for sickness – We can help with temporary cover



Contract Staffing

We offer a 'temp to perm' conversion option. This allows for an extended time period to assess a candidate's potential, before offering a permanent position under contract.



Consulting

Our team of dedicated consultants will provide excellent guidance, knowledge and support to ensure you and/or your business and our candidates are always up to date and engaged.



Testimonials

CLIENT TESTIMONIAL

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I first met the team back in Jan 2020, it took me up to October to onboard, but looking back, I would have been wiser to onboard them the moment we had our first meeting. They have proven without doubt to be the best agency have worked with and have provided some of the best workers and the best on fulfilment.

Operations Manager – YODEL Hatfield



WWW.FIRST4-RECRUITMENT.COM | 01706 433 744

CLIENT TESTIMONIAL

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Great service from the team from start to finish. Really paid attention to what we required and sent appropriate candidates to suit the roles. They went above and beyond to help us out during our peak season (Aug to Dec) supplying over 100 candidates to fulfil roles over 2 shifts. Looking forward to working with them again this year.

Recruitment Manager – Studio Retail

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CLIENT TESTIMONIAL

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I have found the onsite team to be one of the most hardworking, professional agency providers that I have worked with. The team are always able to adapt to meet our daily and longer-term staffing requirements. First 4 have built up an excellent relationship with myself, the GM and Team managers. Their communication is excellent and their site presence is very good. A pleasure to work with.

Operations Manager – YODEL Shaw

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On-site Support

www.first4-recruitment.com | 01706 433 744

First 4 Recruitment have a unique **On-Site** setup that has been specifically designed to support our clients on larger projects.

It is tailored to provide you with peace of mind by offering a **partnership** that is managed by one of our dedicated experienced Account Managers.

Consider it our **full-service package** – a complete innovative solution that is designed to take away the need for you to get caught up in the day-to-day recruitment process.

Through the induction/selection process we can work back-to-back with your trainers or department leaders to ensure only the most suitable candidates are allocated to them. Once everybody is then happy and settled in, we will create a unique profile set up to accommodate the new candidates which allows us to monitor them through our Applicant Tracking System.

We are all about consistency at First 4 Recruitment so we like to make sure the service is always of a high standard, naturally however; we are continuously looking at ways to improve so we are open to discuss with your team if there is something you're not happy with it and want to change – This reflects the tailored approach we take.



Contact Us

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