

# CLIENT BROCHURE

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**IT'S NOT ABOUT US IT'S ABOUT YOU**



## **YOUR TRUSTED RECRUITMENT PARTNER**

At Clockwork Recruitment, we believe recruitment is more than just filling roles — it's about understanding your business and delivering talent that truly makes a difference. Since 2009, we've been providing trusted recruitment solutions across the UK.


## **ABOUT US**

We are a well established and dedicated recruitment agency with the reach and expertise to manage campaigns on a local and national scale. From innovative start-ups to established global brands, we partner with a diverse range of clients across multiple industries.

At the heart of our approach is a commitment to building strong, lasting relationships. We take the time to visit our clients' workplaces to truly understand their culture, environment, and values—allowing us to represent them authentically in the job market.

As part of our comprehensive service, we monitor market trends, provide salary benchmarking insights, and offer a full library of practical guides designed to support employers at every stage of the recruitment journey. We provide informative resources on our website to help you attract, select and retain the best candidates to help your business grow.

Our goal is to act as a natural extension of your team — collaborative, invested, and always aligned with your business goals.







## OUR COMMITMENT TO YOU

We're committed to building long-term partnerships based on trust, transparency, and results. Our promise to you:

- ***Tailored Solutions*** – We take time to understand your goals, culture, and requirements.
- ***Responsiveness*** – Expect prompt communication and fast turnaround times.
- ***Consistency*** – A dedicated consultant works with you throughout the entire process.
- ***Quality Over Quantity*** – We don't flood you with CVs; we present only strong candidates.

## HOW WE WORK

- ***Discovery*** – We learn about your business, team dynamics, and role requirements.
- ***Search & Select*** – Our team taps into a wide talent network, combining proactive sourcing and market insight.
- ***Screening & Testing*** – Every candidate is pre-screened, and where relevant, skill-tested.
- ***Interview & Feedback*** – We manage interview coordination and feedback collection.
- ***Post-Placement Support*** – We stay in touch after placement to ensure a smooth integration.



## OUR DEDICATION TO CANDIDATES (AND WHY IT MATTERS TO YOU)

Happy candidates lead to stronger hires. We treat every candidate with respect, keeping them informed and prepared throughout the process. This builds trust, improves retention, and reflects positively on your brand. We can offer above and beyond assessments of candidates if required. Such as:

- *Microsoft Office Proficiency Testing*
- *Numerical and Verbal Reasoning*
- *Typing and Data Entry*
- *Custom Assessments tailored to your role requirements*

## WHY CANDIDATES VALUE THE CLOCKWORK PROCESS

At Clockwork Recruitment, we know that a positive candidate experience directly benefits your business. Here's what makes our process stand out — and why top talent is keen to work with us:

### **PERSONALISED APPROACH**

We treat each candidate as an individual, taking time to understand their strengths, ambitions, and career goals. This leads to better matches — and longer-lasting hires for you.

### **TRANSPARENT COMMUNICATION**

From first contact to final offer, we keep candidates informed, prepared, and confident. This professionalism reflects positively on your brand as an employer.

### **HONEST FEEDBACK**

We give constructive, respectful feedback throughout the process. It builds trust and ensures candidates come to you engaged and motivated.

### **THOROUGH PREPARATION**

We brief candidates thoroughly, so they arrive at interviews informed about your company, the role, and the team — increasing your chances of a successful outcome.

*“The team at Clockwork were honest, supportive, and genuinely cared. I felt like more than just a CV — they helped me land a role that fits me perfectly.”*  
— *Placed Candidate*



## OUR FEES & GUARANTEE

We believe in clear, competitive pricing with no hidden costs.

- **Permanent Recruitment:** Fixed fees or percentage-based, depending on the level of the role
- **Temporary & Contract Roles:** Hourly or daily rates + statutory contributions
- **Payroll Services:** Affordable weekly processing for candidates you supply

**Guarantee:** If a candidate leaves within an agreed period, we offer a free replacement or a partial refund — your satisfaction is our priority.

## VALUE ADDED SERVICES WE CAN OFFER YOU

### ***RECRUITMENT AUDIT***

We assess your current recruitment process and deliver a tailored strategy to attract the right candidates. This includes reviewing job specs, branding, benefits, onboarding, and retention practices.

### ***STUDENT CAREERS ADVICE***

We work with local schools and colleges to provide careers support—covering CVs, job applications, and preparing students for the workplace.

### ***CAREER FAIR CONSULTANCY***

With experience at events like Surrey Careers Fair and Woking Means Business, we help you plan and maximise your impact at career fairs.

### ***HR AUDIT***

Our HR Audit reviews your current practices to highlight strengths, ensure compliance, and identify areas for improvement in structure, process, and delivery.

### ***SKILLS TESTING***

Through our partnership with ISV, we offer trusted online skills tests used by leading employers worldwide.

### ***TRAINING***

We provide ISV's online video training to support staff development. Ideal for onboarding or upskilling existing teams — fully managed by us.



## WHY WORK WITH A RECRUITMENT AGENCY LIKE CLOCKWORK RECRUITMENT?

Partnering with a recruitment agency isn't just about filling vacancies — it's about finding the right people to power your business. At Clockwork Recruitment, we understand that your time, resources, and talent are valuable.

Here's why working with us makes perfect business sense:

### KEY BENEFITS TO YOU:

#### 1. SAVE TIME & RESOURCES

Recruiting can be time-consuming and costly. We streamline the entire process — from sourcing and screening to interviewing — so you can focus on running your business.

#### 2. ACCESS TO A WIDER TALENT POOL

We maintain a robust network of pre-vetted professionals, including passive candidates not actively job-seeking but open to the right opportunity.

#### 3. EXPERTISE THAT DELIVERS

With years of experience across multiple industries, our consultants understand market trends, salary expectations, and what top talent is looking for.

#### 4. TAILORED SOLUTIONS

Whether you need temporary cover, a permanent hire, or executive search services — we craft a recruitment strategy specific to your business needs.

#### 5. REDUCED HIRING RISK

Every candidate we put forward has been thoroughly assessed for both skills and cultural fit, minimising the risk of a poor hire.

## WHY CLOCKWORK RECRUITMENT?

Just like clockwork, our process is precise, reliable, and consistent. We don't just fill roles — we build teams, solve problems, and help companies grow.