



The
McCarthy
Candidate
Charter:

Making the difference.
Making the right move.

M^cCARTHY

McCarthy is different. **It's the way we work.**

And you'll notice the difference from the very first moment you contact us.

McCarthy is an independent retail recruitment specialist with offices in the UK and Republic of Ireland.

Our success and reputation is built upon our ability to deliver – and that's why we work with major Blue Chip retailers, recruiting for all levels of retail store management, executive, HR and Head Office roles.

Genuine consultancy service.

With some agencies, the recruitment process can feel more like a cattle market than a consultancy – but with McCarthy, we provide a genuine consultancy service that ensures you make the right move for the right reasons.

Our consultants are friendly, open and honest – and, as we're independent, they can spend the time they need to get to know you. Only when they have a good understanding of your skills and experience, your motivation for changing jobs and your career aspirations, will our consultants advise you.

Honest advice.

Sometimes the advice might not be what you want to hear. We may not feel it's possible for you to make the move or the salary increase you have in mind just yet. We might even advise you stay where you are in the short term – because we prefer straight talk to small talk. Feeding you flattering lines with an eye on our commission simply isn't our style.

You can also trust that if we put you forward for a vacancy, it's because we believe it's right for you – and working in partnership with leading retail brands means we have a great range of opportunities to offer you. Plus you can count on your consultant for all the help and support you need throughout the recruitment process.

Taking the long view.

At McCarthy, we take the long view and invest in relationships. That's why we receive so many referrals and recommendations – but then, good news travels fast. And we're proud of the fact that some of our candidates have gone on to become McCarthy clients. Having experienced the McCarthy difference first hand as candidates, they know the difference we can make to their business.

To deliver this quality of service, we need to attain a certain quality of relationship with you – and you with us. A relationship founded on mutual trust and respect from start to finish. So here, in black and white, is what you can expect from us. And what we, in return, expect from you.



McCARTHY

Our Commitment to You.

Consultancy: We will represent you professionally and provide a genuine consultancy service, taking the time to really get to know you and understand your situation and career motivations. If possible, we will meet for a comprehensive face-to-face interview – if not, we will contact you by phone and email.

Knowledge: We will use our indepth knowledge and experience of retail – and hospitality and leisure – to fulfil your career aspirations utilising our extensive network of business relationships with leading retailers.

Honesty: We will give you frank, honest advice as part of the consultancy service we offer, establishing a good relationship and working with you to develop your career, fulfil your potential and reach your goals.

Support: We will provide all the help and support you need throughout the recruitment process, with practical advice and suggestions to develop interview skills and assessment centre performance.

The Extra Mile: We will always go the extra mile for you. We're passionate about people, passionate about what we do – and just as passionate about doing what it takes to deliver.

Our Expectations of You

Honesty: We ask that you be honest with us – in the answers you give, in discussion, feedback and general comment – in order that we may better serve your interests and offer you the best possible advice and guidance.

Preparation: We ask that you prepare yourself as much as possible for the recruitment process. This includes such things as updating your CV, being punctual, dressing appropriately and preparing yourself fully for interviews – which can all help achieve a positive outcome.

Integrity: We ask that, as a McCarthy candidate, you represent the company in a fair and professional manner at all times. We value the relationships we have with our clients and the trust they place in us to put forward the very highest calibre of candidate. We wish to safeguard this trust and ensure all McCarthy candidates continue to have the pick of the best retail job opportunities throughout the UK and Republic of Ireland.



McCARTHY