

High praise to Kate McCarthy and her team at McCarthy Recruitment. They were professional and exceptionally helpful and I wouldn't hesitate to recommend them. They are always on hand when you need them and offer great advice, they are friendly and offer a superior service – keep up the good work.

Tim Kirk – Visual Merchandiser

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We have been working closely with McCarthy since their launch. They have continually proved themselves to be an integral partner in our recruitment strategy.

Through close relationships with our recruitment department and a sound understanding of our business' needs, they have provided invaluable assistance in sourcing candidates for our most difficult to fill vacancies.

Working with us on a national level, they have supplied quality candidates all over the UK who have a real culture fit. I can safely say that unless they are confident that a candidate will be placed they do not put them forward.

It is because of this honesty and realistic approach that I would not hesitate to recommend McCarthy to any retailer.

Julia Fell – Company Recruitment Officer, The Works Retail Ltd.



If you would like to discuss in more detail what McCarthy can do for you, call me direct today.

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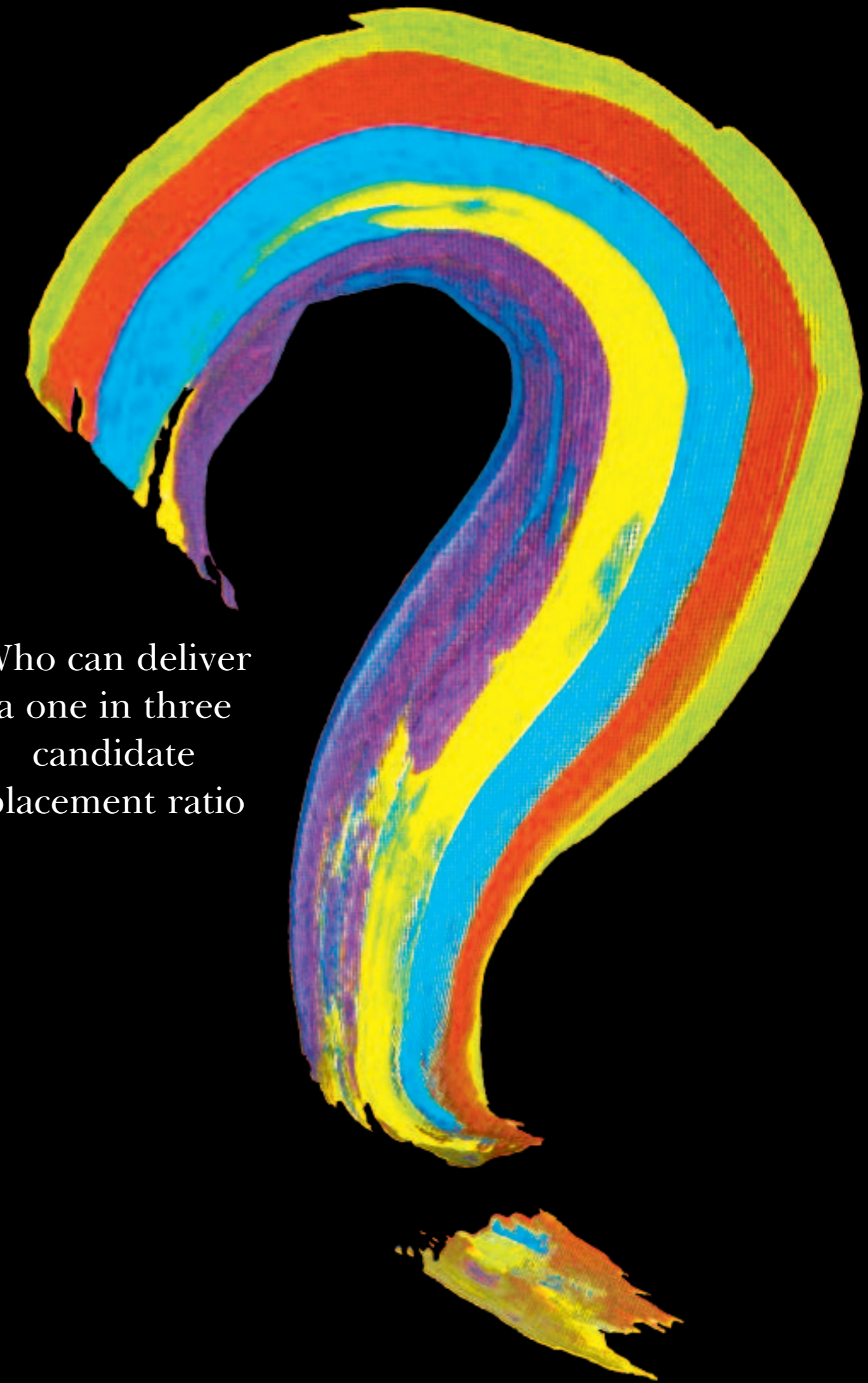
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Who can deliver
a one in three
candidate
placement ratio

McCarthy delivers a 1 in 3 candidate placement ratio – and with some clients, McCarthy regularly achieves a ratio of 1 in 2.

Contrast this with the industry norm of 1 in 7 and you start to appreciate how our quality of delivery far exceeds

small talk. It enables us to see beyond the 'interview suit', the manicured CV and slick answers that tell you only what you want to hear.

We get real – and get to the real person. And we get real results too.

Like a candidate placement

required for all the job roles. We deal with specifics – which in turn enables us to be extremely specific about the quality of candidates we put forward to our clients.

How do we find the candidates?

We source candidates continuously

along with assessing their softer skills and personality, taking into account our understanding of your needs from the job specification.

Taking time with candidates ensures we only represent candidates to you with a genuine interest in your

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what you might expect of an ordinary recruitment consultancy.

But then, McCarthy Recruitment is anything but ordinary.

We're committed to building partnership relationships in order to provide flexible, tailor-made solutions that ensure you find the right candidate for the job – quickly, efficiently and cost-effectively.

We work with major retailers, recruiting for all levels of retail store management, executive, HR and Head Office roles – and provide candidates for the hospitality and leisure sector too.

We offer a consultative, honest, high quality and efficient service. We take the long view, investing in relationships to become the preferred consultancy for all clients and candidates.

Our open, no nonsense approach may occasionally ruffle a few feathers, but we prefer straight talk to

ratio of 1 of 3 and a reputation for getting the job done.

How do we do it?

Our method is simple: know the client, know the candidate.

Before we can begin to understand what the right candidate looks like for our clients, we first spend time gaining an in-depth understanding of the company.

We visit head office and stores, spending time with key personnel in order to become familiar with the environment and culture of our clients' business.

With our retail knowledge and experience, we start to get a good idea of the right candidate 'fit' for our clients – but this is still only the start of our professional approach to the recruitment process.

We then build a picture of the exact skills, personality and experience

through a number of recruitment methods – through the McCarthy website www.mccarthyrecruitment.com, advertising and by specifically targeting candidates through effective search and selection.

We're also fortunate to receive a high number of referrals and recommendations too. But then, good news travels fast.

And that goes for our clients just as much as it does for our candidates – because if you've ever sat there wasting time on a no-show, or interviewing candidates who have no chance, it's easy to recognise quality when you see it.

Our recruitment consultants are trained to source, interview and present candidates for assessment – but not before we understand their career aspirations, key skills and motivations for changing jobs. We also establish the candidates technical skills and experience,

opportunity. In short, we won't waste your time.

Plus, everything is backed up by a service that takes care of all the administration – and regular reports on recruitment statistics to show in black and white the value for money we provide.

And as we're not a company to rest on our laurels, we've introduced a number of ways to obtain feedback from both clients and candidates, enabling us to monitor our standards and deliver the service that is needed, wanted and expected.

This all translates through to a tangible benefit; a superior quality of candidate. All the time. Every time. Our candidate placement ratio says it all.

Only by understanding your business so completely and thoroughly can we guarantee such levels of success.

But then, we're McCarthy. *It's the way we work.*

McCarthy Recruitment provides a thorough, professional and competitive service. The consultant team are all friendly, great to work with and really aim to understand the candidate that you are looking for. They really offer a unique service that you can trust and most importantly provides you with the right candidate every time.

Neil Goddard – Regional Retail Sales Manager, Porcelanosa

Kate demonstrates a professionalism and integrity that is second to none. She has always ensured that she can deliver before agreeing to take on any assignments, and has consistently delivered a high calibre short list of candidates. In the extremely competitive retail market place, Kate enthuses her team and delivers results; it is always refreshing to work with Kate, as you know you will get what it says on the tin.

Craig Pattison – Global Competency Manager: BP

One word Brilliant! A supportive, genuine and friendly consultancy that provided me with a first class service. I found them approachable, professional and honest, they were different because they were open and listened to my career expectations. They were realistic, understood their clients requirements and more importantly they did what they said they would, they always called me on time – a pleasant change from other companies that I have worked with in the past.

Paul Hughes – Fashion Store Manager