

THE PERFECT PACKAGE

M^cCARTHY *Style*



Our recruitment
services and expertise
packaged up for you

The Designer[®]

OUR OUTSTANDING
CUSTOM-MADE SERVICE
WITH NO UPFRONT COSTS

She designs a comprehensive
candidate attraction and
management solution but
only charges if you like
the finished article

“

McCarthy Recruitment is an excellent consultancy. Kate is unlike any other recruiter I have met. She exudes a genuine interest in the people she meets and the needs that they have. Straight talking but with empathy and wit, she can get to the source of a need or matter whilst already thinking 10 steps ahead. Kate has assisted my team in the hardest to place positions and her team have delivered on her business ethic and success

”

Kerry Nelson, Lidl



With this package you will get:

- Multi-sourcing techniques; including headhunting for all levels, web-based attraction and database search solutions, including social media
- Specific vacancy briefs and we will research your company to understand your culture, behaviours and values
- Screening and in-depth candidate pre-selection determining a candidate's motivation skills, experience and overall suitability
- A candidate who understands and embraces your brand via SWOT analysis, store visits and business research
- Candidate behavioural and/or competency interviews tailored to your selection criteria shortlisting a maximum of three candidates
- Negotiation on your behalf and a candidate managed through the full recruitment cycle
- An efficient and quick process which is focused on representing your brand accurately, professionally and with passion
- Optional reports and weekly vacancy updates if necessary

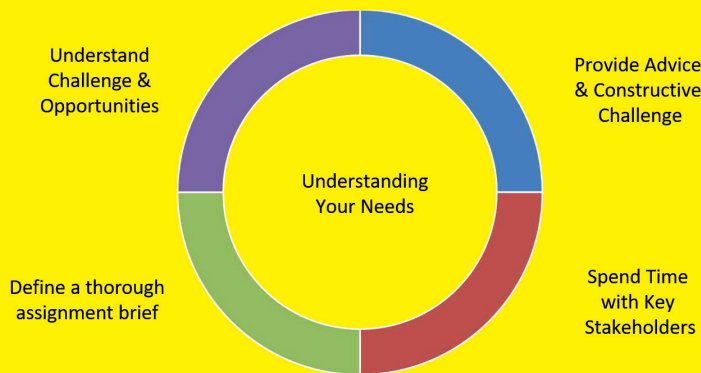
Benefits for you:

- High levels of candidate management will ensure a 100% acceptance rate and a positive candidate experience
- We won't stop searching until we find your perfect candidate
- Ensures all you have to do is turn up, interview and choose the best candidate on the day (No Offer, No Fee)
- Package is totally flexible, costs will be significantly reduced through exclusivity and head start agreements
- If you choose the designer package after engaging with the Miss Surfer or Casanova you will receive a credit against the agreed designer fee

Superhero

OUR PREMIUM SEARCH & SELECTION PACKAGE

Retain him and he will be at your service until the mission's complete



“

We wouldn't go to anyone else for our senior recruitment. McCarthy goes above and beyond every time and we recognise that they deliver candidates to us that we just wouldn't attract ourselves. We know from experience that their candidate management and rapport building has ensured senior hires have engaged with us because of their professionalism and ability to sell our opportunity with engagement and accuracy.

Carolyn Daykin, Electrolux

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With this package you will get:

- A dedicated and highly experienced senior executive headhunter
- A specific vacancy brief for each role in the assignment
- Face to face meetings with senior decision makers to design role profiles, behavioural and competency interviews
- Research your business to understand your culture, behaviours and values of the overall business
- A retained project plan and timeline designed
- Market research carried out to understand the employee
- A comprehensive list created of target markets
- Referral, networking and candidate name gathering immediately

Benefits for you:

- Talent attracted through a discreet, professional and confidential search approach
- Introduction to your brand, selling your unique culture and job opportunity
- Inclusion of all other relevant candidate attraction solutions in the search to find you the best talent
- Screening and in-depth candidate pre-selection conducted to determine a candidate's motivation, skills, experience and suitability
- In-depth face to face candidate behavioural and competency interviews
- Psychometric testing where appropriate
- CVs and full interview notes provided to assist with your candidate assessment methods
- All feedback, administration, counter offers, other opportunities and overall expectations managed on your behalf
- A maximum of 3 candidates per vacancy shortlisted
- A guaranteed quality ratio of 1 in 3
- The best available candidates attracted to your brand

The Runner[®]

OUR LOW COST OUTSOURCING SOLUTION

She races through large store, head office and distribution openings and volume requirements

“

Engaging McCarthy as our 'go to' agency since our rebrand has not been a decision that I have regretted once as they have truly delivered in every way against the promises that they made us when at our first meeting with them. As a business we have been driving a strong cultural change over the past 18 months and McCarthy have worked closely with us to understand our business and work with us during that change process.

”

Lyn Rutherford, HR Director, Carpetright



With this package you will get:

- An efficient, bespoke and cost effective solution to ensure volume requirements are filled quickly with high levels of service and candidate quality
- The hassle taken out and we will become your in-house team
- Recruitment for all levels of site & store teams from operators, sales advisors, drivers, cleaners and of course, all management levels!
- Face to face meetings with key stakeholders to design and agree recruitment methods, timescales and costs
- An assigned and dedicated team plus account manager
- 24/7 contact and a recruitment hotline
- A detailed project plan developed with a programme of events, specific deadlines and accountabilities to ensure a service led experience and a guaranteed result

Benefits for you:

- Integration of all forms of candidate attraction solutions including methods such as social media, leaflet drops and local store campaigns
- Your internal website managed to ensure a consistent candidate experience
- Unlimited use of our internal database and all online partner databases
- Headhunting and research approach to ensure you can choose from the best available talent
- Design, facilitation and management of assessment centres across the UK
- Face to face candidate competency and behavioural interviews (using the Moviestar)
- All candidate feedback and administrative requirements will be managed ensuring an excellent candidate experience
- Regular review meetings and progress reports
- All elements of candidate management to ensure a 100% acceptance / attendance rate

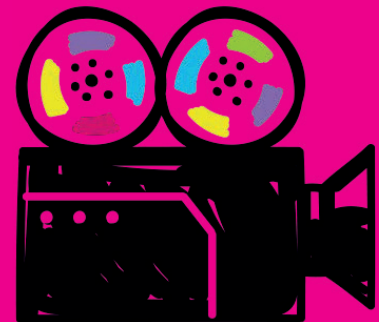
★ THE MOVIE STAR

OUR PREMIUM CANDIDATE SELECTION TOOL

She saves you time by showcasing the best talent on the market on film, sit back and shortlist your superstars to meet face to face

Are you searching for the next big thing for your business but fed up of sifting through the same old CV's?

Look no further than The Movie Star, our new video interviewing suite which connects our candidates to you within seconds!



With this package you will get:

- A Video Shortlist for each role, showcasing the star quality in every candidate
- The ability to record job briefs to be used to engage candidates with your brand allowing your brand to stand out from the crowd and be different
- A versatile and flexible option for Video Meetings, Interviews and Conference Calls
- A mobile option, allowing you to interview candidates anywhere with an internet connection using either your Laptop, Mobile or Tablet devices
- The Movie Star allows you to record all Video Meetings, Interviews and Conference Calls, allowing you to focus on the interview instead of note taking and additionally share the recording with any other hiring managers
- Live introductions to candidates from our Consultant Team on the interview platform

Benefits for you:

- 16 Days is the average time saved in the hiring process due to reduction in interview and shortlisting stages
- 94% of Hiring Managers said that The Movie Star was their preferred way of reviewing candidates
- 70% of candidates invited for an in-person interview after being reviewed on "The Movie Star" are offered the position
- Reviewing a video allows you to identify the perfect candidate earlier in the process and prevent you losing them in a candidate tight market
- This can be added into any of our other packages, with no extra charges

The Hunter

DAILY RATE HEADHUNT SOLUTION

Our experienced in house team research and scope out the market on your behalf, targeting the competition & passing you fantastic talent engaged with your brand, leaving you to finish the job and only pay a daily rate, not for multiple hires

“ McCarthy have carried our headhunt research for us on a number of occasions which has enable our in house team to then follow up and approach candidates. The benefit for us is multiple placements from a consultancy fee. I would recommend this service if you have an in house team but want support from a professional agency

Fashion Multi Product Retailer

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With this package you will get:

- A bespoke headhunting assignment which matches your budgeted spend
- Individually tailored package to suit your needs; you can hire us for half a day or a week dependent on your requirement
- This package can include all aspects of a full headhunt assignment or can simply be a detailed research project with no candidate approach
- Time spent with you to establish the specific requirements for your vacancy so we understand your business culture, behavioural fit and expectations
- A targeted list identifying ideal companies, roles and market sectors applicable to the position
- Salary benchmarking survey and name gathering to pinpoint specific talent
- Talent attracted through a discreet, professional and confidential search approach

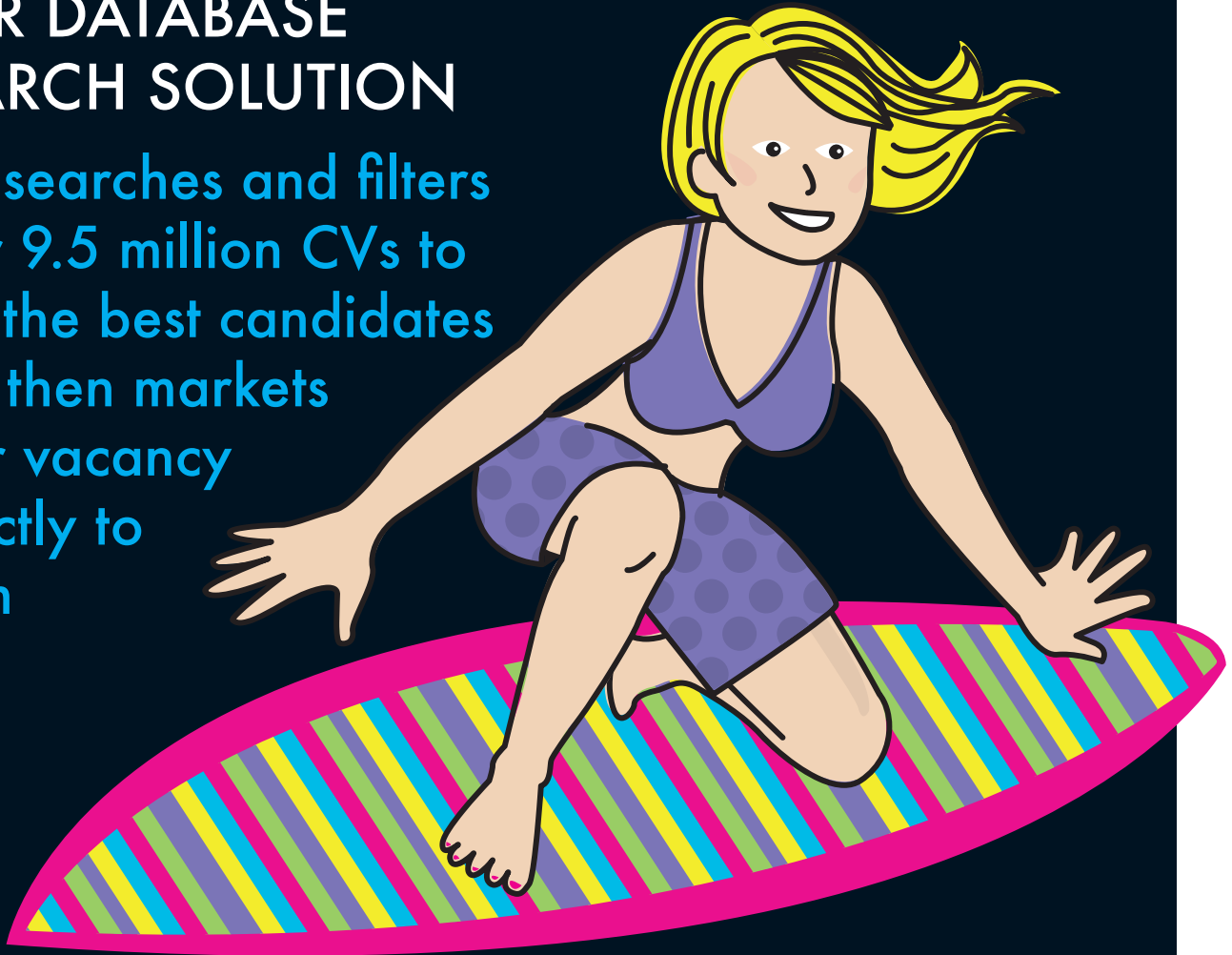
Benefits for you:

- Time based pricing system which reduces cost to hire
- Introduce your brand and sell your unique culture and job opportunity
- All candidates who show interest will be passed on to you to utilise for this vacancy and multiple hires
- All research and top talent spotted can be passed on to you to contact directly yourselves
- Your brand is protected and represented professionally by expert headhunters
- Significantly saves money from traditional headhunting costs
- Attract candidates through a discreet, professional and confidential search approach
- Enables you to attract the best talent for your job including passive job seekers
- Service is fully flexible and will be designed to maximize results to fit your available budget

Miss Surfer

OUR DATABASE
SEARCH SOLUTION

She searches and filters
over 9.5 million CVs to
find the best candidates
and then markets
your vacancy
directly to
them



With this package you will get:

- Access to our 150,000+ strong database along with our online partner databases
- CV search under agreed criteria including location, job title and salary bandings
- Option to include specific competitor keywords, if required
- Bespoke designed e-shot, selling your opportunity to the 'best-fit' candidates
- Individually designed branded or unbranded email shot
- E Marketing campaign to attract the best candidates from the search to apply to your brand
- Targeted follow up and personal email to the top candidates
- Forwarding service or access to your own web based application page to ensure hassle free filtering

Benefits for you:

- All candidates who apply will be owned by you for multiple hires
- Fixed one-off fee with high value exposure to a huge pool of relevant candidates
- Markets your vacancy and employee brand to an extensive yet specific candidate audience
- Creates a bespoke email shot for your brand reaching a wider targeted candidate pool
- Flexible search criteria created by you with our expert advice
- Ideal for private & confidential vacancies which require sensitivity
- Cost effective way of reaching and promoting your opportunity to a large volume of candidates

Casanova★

OUR ONLINE ADVERTISING PACKAGE

He lures candidates in with an extensive online advertising campaign, all for a one-off fee

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I quickly realised that McCarthy's commitment to partnership and delivering a quality service was something that would set them apart, and they have gone on to prove this is simply the way they work all the time. They understand our business and everything we need in our people, however are also not afraid to challenge and work with us to add value to our processes which has set them apart from other recruiters we have used.

Kevin Davies, Attraction & Brand Manager, Sainsbury's

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With this package you will get:

- A fully optimised featured advert written for you
- 2 weeks extensive marketing exposure and online advertising campaign
- Your advert posted to a minimum of 5 leading job boards and up to 20 online sources



- Access to your own secure online webpage to view your applications
- Option of a full filtering service and response management
- Maximum brand exposure and option of upgrading to include services such as screening and interviewing

Benefits for you:

- You own the candidates for multiple hires
- Reduces your time and overall workload spent sifting volume applications
- Reaches a large number of candidates for a fraction of the cost of a traditional agency approach
- Significantly reduces cost per hire
- Fully filtered service is web based so it avoids large emails that fill up your email inbox
- Option of combining this service with Designer and receiving a full credit for your Casanova fee*
- Our detailed knowledge of online advertising and optimisation means high exposure and maximising choice at a low one-off fee.

*Please contact us for full terms and conditions



BECOME ONE OF OUR
HAPPY CLIENTS

Give us a call. We will arrange to meet you and together we can create the perfect package that suits you and your budget!

Call us on 0161 828 8726

or email enquiries@mccarthyrecruitment.com

M^cCARTHY
Love our Style[®]
mccarthyrecruitment.com