

Winner

McCARTHY

Best Retail Recruitment Firm

McCarthy Recruitment is a retail specialist consultancy working only in the area of permanent management-level recruitment across the UK and Ireland.

Working closely with clients, consultants draw on their own extensive retail experience and knowledge to develop a profile of the type of candidates required for a specific role. The judges were impressed with McCarthy Recruitment's in-depth understanding of the sector and the clients.

A challenging brief was fulfilled in particularly outstanding form, with the panel liking the 'Day in the life' concept that the company used. McCarthy Recruitment discussed a scenario detailing a day in the life of a manager in a certain company with potential candidates, not hiding anything but in a 'warts and all' manner. In this way the company was able to focus on getting the right candidate fit, delivering the most suitable potential managers to the client and successfully placing the right person for the role.

Client's testimony: "They travelled over from Manchester to the Republic of Ireland and set up a virtual office in Dublin, created a website and took the time to understand what Ireland was like for us. They are a company that is prepared to put their money where their mouth is. It takes something special to deliver in this way."

Finalists

- CVUK
- Elite Associates

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Thomas International carries out over one million assessments every year. With a presence in over 60 countries, our behavioural assessments are available in 56 different languages.

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Winner

McCARTHY

Best Newcomer

Already a winner in the category for Best Retail Recruitment Firm, McCarthy Recruitment stood out in the Best Newcomer category. It began trading in March 2005 from a small, two-man office in central Manchester. Since those small beginnings, the business has grown significantly, not only in employee numbers (26 at October 2007), but also in a number of highly sought after sole agency contracts with blue chip businesses. It now has satellite offices in London and Dublin.

The wide strategy focus for clients, coming from a newcomer, impressed the judges. One particular challenging brief was to recruit three area managers for operations across the UK. However, the client wanted to remain private and confidential to the candidates until the week of the first-stage interviews, which meant McCarthy's strategy for attracting candidates, among other things, often had to rely on the strength of its brand.

Client's testimony: "Considering they are a relatively small recruitment firm, we have found them quite strategic, and generally they never miss an opportunity to over-deliver. Nothing is ever a problem for them. It's like they've developed and evolved with us."

Finalists

- Andersen Banks
- Hitchener Wakeford

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Into its fifth year, this award continues to be sponsored by the UK's No.1 quality financial and administrative outsourcer, Back Office Support Services.

New start-ups require bravery and guts to leave the warm, insulated world of a secure job, often from the ranks of one of the bigger players, to face the cold, icy unknown of heading up your own show.

This bold spirit is the bedrock of the industry and recognises the vast contribution that SMEs make to the development of the whole marketplace.

Our involvement with this category is a meeting of minds, as it matches the entrepreneurial spirit, innovation and successful growth of many of the client agencies that come to Back Office.

They, and all the small recruitment businesses, help make the industry what it is today, and we salute that entrepreneurialism and independence of spirit.

Our goal is to support this spirit through our peerless quality support service and by sponsoring this award. So "well done" to all those who were brave enough to enter, and "congratulations" to those short-listed and to the 2008 winners.

Ian Humphrey
Managing director