

YOUR INTERNAL RECRUITMENT PROCESS



Understand the current Recruitment Market in Procurement and Supply Chain, including trends and specific recruitment issues in the current Procurement and Supply Chain industry?

Understand the balance of Salary, Package and Benefits required to attract the Talent you wish to secure?

Reach non-active candidates, i.e. those candidates that are not actively looking and not responding to job advertising?

Understand the Cost and Implications of a failed hire? As a Hiring Manager; in respect to financial loss, your time, your colleagues time, and damage to your procurement team morale and reputation?

the beaumont select
service



OR KNOWLEDGE & REACH: 20 years' experience solely in Purchasing and Supply Chain with up-to-date industry wide knowledge. Every hour, every day, year on year we talk Procurement and Supply Chain Recruitment. We know what is happening, throughout the UK and in Europe too. We provide industry updates and news, through various mediums.

OR SALARY & PACKAGE: Recruiting UK wide, in all sectors, we understand the subtleties of the procurement and supply chain market; we know industry, sector and regional rates and what your competitors offer to attract talent.

OR CHOICE: Beaumont Select has a database of over 25,000 procurement and supplychain specialists, the majority non-active in the employment market. Advertising campaigns and industry trawls through LinkedIn will not necessarily secure you the best candidates; but an ability to network effectively, based on specialist procurement and supply chain knowledge will!

OR UNDERSTANDING: Studies suggest that the costs of choosing the wrong candidate (i.e. they will severely underperform, voluntary leave or get terminated in the first year) will equate to an additional cost, on average of over 30% of first year's salary. Using a good specialist agency will improve the matching processes, reduce risk and if in the unlikely situation a candidate does prove unsatisfactory, we can re-resource at no additional cost.

COST & RISK: Our fees are very competitive, and *significantly* less than the cost of employing the wrong candidate.

Have suitable Candidate Care Processes and the resources and commitment to respond to all candidates that apply, in a manner that ensures your business reputation and brand is maintained?

OR BRAND RETENTION: Using an agency with a great reputation for open, fair and informed dialogue with Candidates and Clients, will minimise the risk of damaging your business' brand and reputation. We can set expectations and enhance brand value with the candidates you are seeking. We can manage advertising responses and we can maintain brand anonymity, where required.

Possess Procurement / Supplychain role specific Telephone Interview and Job Brief Interview templates to identify best fit Category experience, soft and hard skills, attitudes and potential issues?

OR DETAIL, DEPTH & QUALITY: We utilise Procurement and Supply Chain Interview templates to ensure total understanding of the candidate's experience, skills attitudes and any potential issues. Our systems ensure we always provide exceptional candidates that align with your Job Brief.
Our systems are ISO9001:2015 certified.

Understand that, if you are a Hiring Manager, recruitment is unlikely to be your No.1 priority. It can be time-sapping, particularly if something you do not do regularly?

OR SAVING TIME AND MONEY: Utilising a good specialist agency reduces the administrative burden and time required to sift multiple candidate applications. A specialist agency can provide a shortlist of 2 or 3 proven 'best fit' candidates with supporting information and analysis, minimizing the disruptive influence of the recruitment process.

For more information please contact the team on:

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LEADERS IN PROCUREMENT & VENDOR MANAGEMENT RECRUITMENT