



# Recruitment Magic: Finding job success and happiness

**Follow our Yellow Brick Road and see where it takes you.**

When asked “who are your customers?” most recruitment agencies will quickly name the businesses they are working with. You can tell if they have this approach immediately when you reach their website; it is all about how the service benefits the paying customer, which in recruitment is the businesses who recruit.

You, as an individual, with your own personal motivations and desire for a new job receive the free

element of the service, and may sometimes appear to be an afterthought.

The saying “nothing in life is free” is true, as although you may not part with any money you will of course invest time, energy and emotion into every job you apply and interview for, as well as every recruiter you speak to.

So, how do we at Change Recruitment take a more balanced approach?

# YOU TOO ARE OUR CUSTOMER

We have two types of customers at Change Recruitment, you the individual and the business; both are equally important to us.

Why? Because we passionately believe that if we nurture our relationship with you, build trust, make you feel valued and respected as a person. Then we will deliver a recruitment service of real value to you.

This is the ethos on which we have built our business and success.



# WHAT DO WE DO DIFFERENTLY FOR YOU?

People find us in so many ways. Some arrive courtesy of a vacancy we are advertising, some because we have contacted them, some through LinkedIn and others by recommendation. All have one thing in common, they are looking to move job.

That is where the similarity ends.

The motivating factors for changing jobs are many and therefore the satisfaction criteria are too and if the new job doesn't meet those for you, you will of course move on.

At Change Recruitment it is so important that everyone finds the right position for them. This makes for a happier new employee and a delighted employer. This may sound obvious, but a recent survey that we conducted with businesses based in South West revealed that a staggering 34% of new employees only remained in their posts for 12 months – that is it significant cost to the company and a severe disappointment for the new employee.



# HOW DO WE ENSURE YOU DO NOT BECOME A SAD STATISTIC?

Here at Change Recruitment, we have created our very own Yellow Brick Road just for you.

To get things moving forward, we spend a lot of time getting to know you and what motivates and excites you. We also make sure you are fully prepared for any jobs that you would like to be put forward for and for today's demanding job market.

The first thing we do alongside you is to define your level of interest and commitment, how quickly you want to change jobs and as we have said before, what your motivations are.

We need to get to know you.

In our contact with you we will work to define where you are right now in your thinking.

Over the years we have realised that whilst you can't put people into boxes, generally, we arrive at the job search in three different ways – and the roads you take you can intersect:

1. You may be simply browsing at this stage - looking to see what the market has to offer before you commit yourself to actively seeking to change employment. If this is you, you may just want to link with us through LinkedIn. You may wish to initially explore our website, the e-Books we can offer and read the articles that demonstrate options – or you may start to consider accessing training on how to make yourself the best person for your ideal job. The first option many people take is a tentative approach, whilst they feel their way into what is a very big move in life.

2. Route two, is where you are ready to actively put your toe in the water. You have likely seen an advert that may be enticing and are perhaps wondering if a recruitment agency approach may work for you? You may not know what we can offer and the many ways in which we can help you personally. To you, we would say, please talk to us! We want to help you find the vacancy you're looking for with the company you want; making sure you have every opportunity to hear about the possible jobs before the deadline for applications –we want to work with you and present the best opportunities to you that you may otherwise have missed. If you are ready to take this step, we really are ready to support you in doing this.
3. Finally, if you are looking to fast track your career you may wish to join the **"OUR STEPS TO YOUR SUCCESS PROGRAMME"**. This programme is specifically tailored to help you now and in the future. This programme will be right for you if you are looking for a strategic career move or, if you are highly focussed and wish to move roles within 1-3 months.



## OUR STEPS TO YOUR SUCCESS - HOW IT WORKS:

- **YOU** can connect with us on LinkedIn to gain access to career enhancing eBooks, articles, access to training videos, podcasts etc.
- **YOU** register on our CRM through our website giving you access to tailored job alerts
- **YOU** can then book a career focussed consultation meeting with us online
- **YOU** become part of our talent pool and we can help you to show case your unique experience via video, written competencies, behavioural profiling, CV
- **WE** offer you free behavioural profiling (we use [McQuaig](#))
- **WE** work together to identify key employers, which we will contact on your behalf
- **WE** book in for formal catch ups
- **WE** will share all information regarding your job search progress – this is a team effort!
- **WE** both provide feedback on our experience from both sides

## FINALLY

Whatever stage you are at we firmly believe that this approach to working closely with you offers a much more rewarding experience for all; where you feel understood, valued and supported every step of the way.

Get in touch with us on **01934 612 288**  
or [email us here.](#)

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