

CASTLEFIELD RECRUITMENT

Crown
Commercial
Service
Supplier

RM6229

Permanent Recruitment Solutions

Recruitment Information Pack

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Foreword

Jack Barnes

Director

Thank you for reading our Permanent Recruitment (RM6229) prospectus and for taking an interest in our services.



Castlefield Recruitment is a recruitment partner with specialist teams in the Public and Private Sectors, recruiting nationally across all corporate functions and professional services. We have an unrivalled hit rate on retained and permanent assignments alongside a fantastic track record of offering value for money and delivering on niche, hard to fill vacancies up to board level – all evidenced later in this prospectus.

Castlefield were also awarded a place on the previous Permanent Recruitment (RM6002) framework and successfully assisted a range of Public Sector customers within Finance & Accountancy, Estates & Facilities, Procurement & Supply Chain, Risk & Governance, HR & OD, Operational Management as well as Project Management.

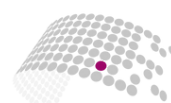
Our promise to you is that we approach recruitment differently, ensuring that service and value for money are at the forefront of everything we do. We are seen by our customers as transparent and honest, seeking long term partnerships – helping us to become one of the UKs leading recruiters in our specialist markets.

Please use this prospectus to see how our services can benefit you and to review case studies, testimonials, and key contacts.

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CASTLEFIELD RECRUITMENT

Specialisms

Castlefield covers a range of back office functions and you can find out more about each division and their specialist consultants by clicking on the links.

- 
- Finance and Accountancy
 - IT and Technology
 - Governance and Risk
 - HR and OD
 - Operational Management
 - Project Management
 - Property and Estates
 - Social Housing
 - Procurement and Supply Chain



Case Studies

Procurement NHS Trust – Northwest

Background

Last year our NHS Trust, based in the Northwest, wanted to recruit 4 new procurement managers to support their ambitious, strategic procurement agenda.

We struggled to fill these roles through our standard methods, which included NHS jobs. So, we decided to appoint a specialist agency as our recruitment business partner.

Solution

We used our previous Permanent Recruitment Solutions framework to help us find the right agency to meet our non-clinical recruitment needs. The framework is also part of the Workforce Alliance suite of workforce support services for health HR and workforce functions. Castlefield Recruitment was awarded directly due to their reputation for filling niche, hard to fill positions. They also offered us their premium service at a highly competitive price.

Results

Following a high-profile recruitment campaign Castlefield Recruitment maintained their 100% success rate filling all 4 positions, as well as an extra 5th position:

- 2 Senior Procurement Managers
- 3 Procurement Managers

In addition to the successful delivery of the project, our NHS Trust saved £25,000 by accessing the competitive rates available through the framework.

Full case study [here](#)

"Castlefield Recruitment was highly methodical and consultative, providing a diverse and detailed shortlist with expert knowledge on each candidate, from which we appointed all roles first time round. They added huge value with a well-controlled aftercare service and smooth onboarding process which resulted in a 100% offer to acceptance rate."

Deputy Director, NHS

Case Studies

Finance

Local Authority – Midlands

Background

The finance department are pivotal in this transformation and as a result, required eight new staff to join under the following roles:

- Senior Business Partner – Finance
- 6 x Accountants
- Systems Accountant

Having previously struggled to reach appropriate candidates through direct advertising, our organisation partnered exclusively with Castlefield Recruitment to lead a retained multiple hire campaign.

Solution

Castlefield project managed the entirety of the campaign leaving the organisation's finance team to continue with their day-to-day. This included:

- Initial consultation meeting to discuss JD's, benefits, candidate attraction and process
- Revamping of JDs and creation of bespoke candidate packs
- Microsite development and social media marketing campaign

Results

Castlefield underwent an extensive shortlisting process, vetting 85 initial candidates of interest, interviewing a longlist of 25 and presenting a shortlist of 19 to the finance team.

The eight positions were offered, accepted and appointed to first time around, with Castlefield offering a thorough aftercare process, successfully managing the offers as well as assisting with the onboarding, coordinating the process with our HR team.



"Our first experience with Castlefield was extremely positive and I would highly recommend them to others who may be seeking a multi-hire campaign. Castlefield put a lot of effort into understanding the type of candidates we were seeking, which was reflected in the number of successful appointments that were made. I was particularly impressed with the thorough approach that Castlefield took with respect to vetting and shortlisting candidates which reduced the burden for my team and ensured we only interviewed very strong candidates."

**Assistant Director –
Finance & Commercial**



Case Studies

Procurement

Central Government – Northwest

Background

The ongoing expansion of our organisation's procurement team led to the creation of a number of specialist Fixed-Term positions which needed to be recruited over the course of 18 months to support the wider organisation.

Due to the Fixed Term nature of the roles, alongside very demanding specifications, our organisation went with the Crown Commercial Service Permanent Recruitment Framework which is designed for filling difficult Permanent or Fixed Term vacancies.

Solution

With a previous track record within this area Castlefield Recruitment were engaged on all five of these positions with an on-site meeting scheduled to discuss requirements.

Results

Castlefield completed the recruitment for each of these vacancies, offering a great selection for each and offering savings of over £16,000 due to the rates accessed via the framework.

- Senior Buyer
- Procurement Business Analyst
- Procurement Framework Manager
- 2 Buyers

"I would recommend Castlefield to other organisations who are looking to recruit. They offer a fantastic overall process which does not stop once an offer has been made. They make sure candidates are guided through what can sometimes be quite a long onboarding process and are consistently in contact to see how their candidates are getting on."

Head of Procurement

Case Studies

Housing Association – Southwest

Process

These were key appointments for our organisation, and we wanted to make sure that our approach to the market was both professional and comprehensive. We aimed to reach the national housing finance market to ensure that the best candidates were aware of our campaign. Our process included;

- An initial briefing meeting with the client. This was key to understand the culture of organisation and the nuances of the position.
- Producing a microsite, a branded advert on Inside Housing, and candidate packs to assist the application process. Here is a link to the microsite.
- Running a thorough marketing campaign on LinkedIn and other social media platforms to create a 'splash' and reach our national network. Our targeted mailers hit specific candidates with the right backgrounds for the positions.
- Meeting with all interested candidates to ensure they met with the essential criteria and would add to the culture.
- Producing quality shortlists and met with the client to run through all candidates. We advised and recommended which candidates the client should meet for interviews.
- Facilitating interviews and ensured they ran smoothly

Results

After a well-managed process, both positions were offered to very good candidates.



"I was very impressed with Castlefield's management of this campaign. They understood the brief and took the time to understand the values and culture of the company. Undoubtedly their understanding of the social housing sector also added to their ability to source the right candidates for us. The microsite and candidate pack produced was very professional and the social media marketing added a great deal of value in helping to promote our brand."

Director of Resources

Key Contacts

By recruiting with Castlefield, you are choosing a professional and experienced organisation that will provide you with the highest calibre of candidates relevant to your company's needs. The success of an organisation is directly linked to the quality and skillset of its employees and their ability to tackle the challenging demand of today's workplace. Our commitment to you is to provide accomplished, experienced individuals who will work optimally in your business.

We hope our commitment to your staffing needs will allow us to become an integral partner in your future recruitment strategy. For further information and to discuss potential recruitment requirements, click on one of the profiles:

Jack Barnes

Director



Dan Evans

Divisional Director

