

CASTLEFIELD RECRUITMENT

Crown
Commercial
Service
Supplier

RM6277

Temporary and Fixed-Term Recruitment Solutions

Recruitment Information Pack

Contents

Foreword	1
Specialisms	2
Testimonials	3
Key Contacts	13



Foreword

Jack Barnes

Director

Thank you for reading our Temporary and Fixed-Term Recruitment (RM6160) 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 Temporary Recruitment (RM6160) 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.

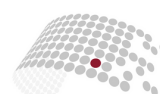
Our promise to you is that we approach recruitment differently, ensuring that service and value for money are at the forefront of everything we do. We are seen by our customers as transparent and honest, seeking long term partnerships – helping us to become one of the UKs leading recruiters in our specialist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

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

T: 0161 938 7224

M: 07584 558 826

E: jack.barnes@castlefieldrecruitment.com



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



Testimonials

Estates, Facilities & Property

Deputy Director of Estates Strategy and Performance Management – NHS Trust

"I would highly recommend the team at Castlefield Recruitment to any NHS organisation. Over the last six months they have placed numerous temporary members of staff across our Estates Team. Castlefield has taken the time to get to know me and the team really well meaning the candidates they send through fit well within the team. I would not hesitate to recommend Castlefield as partners and will happily make them our first 'go to' on recruitment moving forward."

Candidate Testimonial – NHS Trust

"Castlefield have placed me in 2 interim roles within the NHS over the last 6 months and I have found them a pleasure to deal with. They have always kept me up-to-date of any job opportunities and works tirelessly to make sure things are in place before assignments begin, making sure all the relevant paperwork and information is communicated

Alongside that which I think goes in their favour is that they continue to keep in touch during assignments to see how things are, and if there is anything they need to do on my behalf with the client

Personable and professional, I would not hesitate to use Castlefield as my go to recruitment organisation when I am looking at future interim assignments and it continues to be a pleasure to work with them."

General Manager – Security Organisation

"Castlefield have been a real help in finding a specialist resource to us. They helped us fill a position that we were having difficulty to recruiting to with a competent, experienced person. They were always supportive, responsive and helpful. The admin system, invoicing and contact if needed was a great experience."

Testimonials

Governance and Risk

Director of Governance – NHS Trust

"Whilst advancing the risk approach in our trust, we were looking for an experienced, interim senior risk lead to help us taking it to the next level. Castlefield did a great job finding us a very suitable candidate, who, in turn, has helped us to enhance the risk approach in our trust. From start to finish, Castlefield were very professional and courteous, and they made sure the process was made easy and straightforward. We would be more than happy to work with Castlefield again, should we need further interim support."



Trust Secretary & Data Protection Officer – NHS Trust

"Our organisation urgently needed senior assistance within our Corporate Governance portfolio. This type of expertise often being extremely difficult to source. Castlefield were able to match a suitable candidate extremely quickly and made the whole process smooth and painless. I wouldn't hesitate to recommend Castlefield Recruitment and would be happy to use them again if needed."

Interim Corporate Governance Manager – NHS Trust

"From the start of the recruitment process the support and professionalism of Castlefield was outstanding, taking the time to work through our requirements and this was seen in the calibre of candidates. The professionalism and quality of the individuals that were put forward to us was second to none, following interview all were ultimately employable and the person who worked with us has helped us further develop the novel and agile Board support and governance structures that we needed. I have no hesitation in recommending the team at Castlefield. The whole process has been simple, easy and supportive. Thank you, Castlefield."



Testimonials

HR & OD

Director of People & Organisational Development – NHS Trust

"I have worked with Castlefield for a number of years and most recently engaged with them as we were looking to hire a Deputy Director of People Services and a Medical Workforce Specialist. Castlefield were very prompt in responding with options for both positions and we were delighted to appoint two highly experienced candidates.

I was kept fully informed throughout the process and was pleased with the prompt service and professionalism that Castlefield demonstrated. I would have no hesitation in recommending Castlefield Recruitment to other NHS organisations looking to hire key personnel within their organisations."

A&C Booking Co-ordinator – NHS Trust

"Whilst seeking a Recruitment Business Partner for our trust, Castlefield were on hand to provide us with two excellent candidates. From start to finish, Castlefield has helped us fill a much-needed position within this team, their candidates were excellent, and we have since gone out to the board to get permission to employ both. I have worked closely with Castlefield during the process, and they have been very helpful, honest and friendly and I will certainly be returning to them again should we need further help."

Associate Director of Human Resources – NHS Trust

"Having been placed by Castlefield as an Associate Director of Human Resources at a London NHS Trust I can highly recommend them as recruitment professionals. Throughout the process, from the initial call to the start date, Castlefield's engagement with me was constant and led to a seamless onboarding process.

When I came to recruit internally for a Human Resources Business Partner I contacted Castlefield and engaged with them on an exclusive basis. They provided a very strong shortlist of candidates and this resulted in an excellent hire for the organisation. I would have no hesitation in recommending Castlefield to NHS organisations for any Human Resources or Organisational Development recruitment projects."

Testimonials

NHS Finance

Acting Head of Financial Management – NHS Trust

"I have worked with Castlefield recruitment to successfully recruit 3 interim positions over the past year or so at various levels within an NHS Finance team. I have found them extremely helpful and responsive. They really impressed me with their dedication to trying to find us the right candidates that fit the criteria we were looking for. They have been a pleasure to work with and I would certainly contact Castlefield again in the future."

Head of Financial Services – NHS Trust

"We recently had a requirement within financial accounts and used Castlefield Recruitment to source an interim for the Trust. We opted to take a candidate on their recommendation which meant that they carried out the screening process on our behalf and sent the candidate in to start straight away. The whole process was very straightforward, quick and professional. The successful candidate has hit the ground running and fitted well into the department."

Since the placement, Castlefield Recruitment have maintained regular contact to monitor progress and have visited the organisation to conduct review meetings face to face which has been a great help."

I would have no hesitation in recommending Castlefield Recruitment to other finance departments."

Senior Finance Manager – NHS Trust

"Recruiting the right candidate is often a difficult process, and it was vital that we found the right Finance Manager to join the team at short notice. Castlefield Recruitment worked quickly to secure the best person and gave me the assurance that I needed to be confident that I was employing the right candidate. This candidate not only matched but exceeded our expectations and has now been extended four times as a result. I will have no hesitation in calling Castlefield first next time I need to recruit."



Testimonials

Operational Management

Director of Operations – NHS Trust

"Castlefield approached me when I was looking for specialist support within Operational Management and Emergency Care. This was especially tricky as it was in the midst of the pandemic and with added winter pressures in this area. Castlefield were able to source an outstanding individual with the right depth of experience in this field. For them to be able to secure me someone of the that calibre at that time of year was particularly impressive, and of great benefit to us, as we looked to stabilise the team. I have recommended them to my colleagues for any future requirements."

Temporary Staffing Manager – NHS Trust

"I was very impressed with Castlefield for the hire of a Senior Service Manager to our new Unplanned Care division. We had already been unsuccessful in our own search and after going out to several framework agencies, Castlefield were the only agency that had high-quality candidates and the only agency to provide a suitable candidate that we were able to interview.

The process was smooth and the candidate we appointed was accommodating to both a virtual and face to face interview. We were able to appoint in a quick time in line with the previous Crown Commercial Service Framework rates. I would highly recommend Castlefield for their service and value.

I was also appreciative of the fluidity and flexibility of both Castlefield and their candidates and as a result will be using them first moving forward."

Operational Manager – NHS Trust

"Thanks so much for your support over this phase and providing some excellent staff. It's really enabled us to achieve effective flow and we have not once had to close to or delay admissions in the 5 months of operations. So far we have supported almost 350 patients out of regional hospital sites since 28th October 2020, so it has been a huge success."

Testimonials

Private Sector Finance

Group Management Accountant – Manufacturing Company

"I would strongly recommend using Castlefield Recruitment for interim finance assignments. They quickly sent across a strong shortlist of immediately available candidates and they were happy to provide further insight and narrative from his meetings with the candidates. The candidate selected was swiftly onboarded through Castlefield and has picked up the role excellently"



Financial Controller – Legal Firm

"I would be happy to recommend using Castlefield Recruitment exclusively for finance requirements within the legal sector. We have approached Castlefield with both a Legal Cashier and Cashiering Manager position over the last 12 months. They provided consultation throughout the process, including; talking down a detailed role specification, advising on salary benchmarking and providing detailed feedback from candidate meetings. Following this process, they presented strong candidate shortlists for both roles, and we subsequently appointed their candidates for both positions."

Finance Director – Compliance Organisation

"I initially dealt with Castlefield as a candidate, with them placing me in my current Finance Director role. Since then, I have utilised them as a client, most recently placing a senior interim into the team. They have always worked closely with me to gain a full understanding of my requirements and provide detailed accounts of the candidates they are submitting. Our current interim through Castlefield has settled in well and has proved extremely useful in plugging the gap in our team. I'd be happy to recommend using Castlefield exclusively on both interim and permanent assignments."



Testimonials

Procurement and Supply Chain

Procurement and Commercial Manager – Housing Association

"I would be delighted to recommend Castlefield Recruitment who have always acted swiftly, fulfilling interim and permanent requirements for the organisation at Category Manager level. Not only do they have an extremely strong candidate pool and knowledge of the market but the consultative value that Castlefield provide is instrumental in identifying suitable candidates. I would strongly recommend using Castlefield exclusively for any recruitment needs."

Category Manager – NHS Trust

"I have found Castlefield to provide an excellent service, from initial contact and role matching, through to after-placement care. As someone that had not interacted with new contracting opportunities for several years, I feel very lucky to have had Castlefield working with me: they made the process easy and friendly, whilst maintaining their professionalism throughout. After supporting me through the interviews process and helping me find a new position, Castlefield made sure that we had follow-up conversations, checking that I was settling in well, etc. This kind of service makes a real difference to me as an individual, knowing that Castlefield genuinely cares about their contractors."

"This is my first role through Castlefield, and I have been incredibly impressed by the support with onboarding. The onboarding process was really quick and painless, and Castlefield were exceptionally supportive and helpful."

Operational Manager – NHS Trust

"The experience I have had with Castlefield has been a really positive one right from the offset. They have delivered a good pool of candidates and I have found them to be very knowledgeable about what is happening in the market, and they have a good approach to engagement with clients and candidates alike. I will be using Castlefield again and would highly recommend their services."

Testimonials

Public Sector Finance

Head of Financial Reporting and Compliance – Further Education Provider

"I would be happy to recommend Castlefield Recruitment to any Higher Education organisation, based on our recent experience of working with them. We were recruiting a technical accounting role on a fixed term basis. They kept clear communication throughout the process and identified a strong candidate, with relevant HE experience. The candidate has made a very good start in the role."

Head of HR – Non-Profit Organisation

"We recently went to market to recruit for a Head of Finance and we initially used another agency to recruit the position. After our first round of interviews didn't hit the mark we spoke to Castlefield Recruitment regarding our requirement. Castlefield took a thorough brief for the position and took the time to understand the culture at New Directions and the needs of the company.

Castlefield provided a strong shortlist and we ultimately offered a candidate introduced to us by them. They managed the successful candidate's 3 months' notice period, and I am pleased to say they are now in post and they are doing an excellent job. I wouldn't hesitate to recommend Castlefield as recruitment partners and will happily give them our first call on recruitment processes moving forward."

Executive Director of Finance – Housing Association

"We approached Castlefield in order to recruit a head of treasury and business planning. This is a particularly specific position and a critical appointment to our organisation. Castlefield took the time to speak to us in detail and find out the nuances in the position and what specifically we needed in a candidate. We had approached other agencies to work on the position alongside Castlefield, however when we came to interviewing we only met with candidates that Castlefield had provided. We offered an excellent candidate who fit the brief and look forward to their career with us. I would highly recommend Castlefield as a recruiting partner who have an expert knowledge of the sector and work hard to ensure its clients' needs are met."





Testimonials

Social Housing

Interim Head of Procurement – Housing Association

"I have worked with Castlefield for a number of years as both a client and a candidate and have always found their approach refreshing. On a personal level they have secured me senior interim positions, and in a client capacity have worked with me to build new permanent teams and placed interims to assist in delivering large scale transformation projects. They are extremely thorough in their approach, whether that's discussing a vacancy, presenting candidates, or advising on briefs. I would have no hesitation in recommending Castlefield to candidates and clients alike and will definitely look to use them again in the future."

Head of Finance and Procurement – NHS Trust

"I would be happy to recommend Castlefield Recruitment as a recruitment business partner. This follows a recent requirement to recruit several positions simultaneously – which we engaged Castlefield exclusively on. Castlefield came up with a bespoke process for us advising on the job descriptions through to candidate starting, providing valuable support and guidance, including a full vetting process and coordinating the interview schedule around our requested timescales. In comparison to engaging multiple agencies, it was much quicker, less hassle, represents excellent value for money and resulted in the appointment of great candidates."

Operational Manager – NHS Trust

"We have worked with Castlefield on multiple occasions and made quality appointments at various levels within the department. The most recent appointment was a new Head of Delivery and Aftercare. Other recruitment agencies were engaged alongside Castlefield, however all five of the candidates selected for interview were provided by Castlefield. We recruited an excellent candidate that they provided, who was exactly what the business needed. In addition to the sourcing of candidates, they provided valuable insight into market conditions and candidate requirements which helped manage our expectations and inform our offer. Prior to this appointment, we have recruited other candidates with Castlefield at a range of levels across our Development team in both project management and new business roles."

Testimonials

IT and Technology

Systems Development Manager – Further Education Provider

"The experience I have had with Castlefield Recruitment has been positive right from the offset. We were particularly impressed with their performance, having approached them with a couple of roles. We were presented with candidates in a prompt manner, with background checks and candidate meetings already completed on their side to ensure high-level candidates. Throughout the process, their engagement with clients and candidates alike has been informative and professional, demonstrating strong knowledge of the market. I will be using Castlefield again and would highly recommend their services to both clients and candidates."



Executive Director of Finance – Housing Association

"Tasked with rebuilding our IT Support Analyst department, Castlefield Recruitment were prompt and thorough in their search. They have a clear and polite approach to engagement with both clients and candidates, evidenced when they provided us with a pool of seven candidates, all with strong IT analyst experience. We moved forward with these candidates for interview, all of whom were employable and the successful four candidates was able to start within a week. These candidates have stepped in and filled the roles confidently and effectively. I will be using Castlefield again and would highly recommend their services to other organisations looking at filling IT roles in a timely manner."

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

