



Octane

recruitment

Fuelling the Industry

Our dedication to professionalism and efficiency is unrivaled. Our main objective is to offer a complete service which we have shown time & time again.

welcome to Octane Recruitment

Octane Recruitment is a well-established recruitment agency who live to our core ethics of honesty, reliability & hard work. We are a company that bring vastly experienced and knowledgeable consultants who will work closely with you to secure the right staff.

HISTORY

We were established in 2009 by Rik Baynes and Andrew Hodson. Having worked together for a number of years recruiting into the market they saw an opportunity to become a leading agency by doing recruitment the 'right way'.

ETHICS

Our core ethics are honesty, reliability and hard work; we deliver what we promise and work closely with both candidates & clients to make dealing with Octane a pleasurable experience. Using these ethics to build the business into a company with an extensive portfolio of clients who trust us to secure the right staff.

PEOPLE

We are a very close-knit company, made up of teams with the drive and passion to supply the very best service for our clients and candidates. Communication is key, meaning we are all fully aware of the job roles, interviews and candidates on the market. It is essential that future Octane Recruiters demonstrate the same core ethics and works in a professional manner with our clients.

FUTURE

We embrace a culture of continuous improvement, which in turn creates a strong working environment and organic growth. With a large portfolio of quality candidates and clients, we believe we are in a fantastic position to deliver the high standards desired by those we work with. Our experience in this industry has taught us 'best practice' and we are committed to delivering it.



honesty | reliability | hard work

www.octanerecruitment.co.uk 0161 300 5430 or 0330 052 0355

You can be assured that our processes are thorough and geared to fulfill your recruitment strategies.

types of placement

We are able to offer **permanent, temporary and contractor staff** across the UK ranging from front line to senior appointments. We will always work to your specifications and offer support to find the right option for you. We offer competitive terms and a strong rebate structure, which we will be happy to discuss further.

Permanent Placements - We offer a full serviced permanent recruitment platform that can be tailored to suit your business needs.

- Permanent placements at all levels
- Best practice, being thorough, diligent and transparent throughout the process.

Temporary & Contract Placements – We offer a service that makes the process easy for candidates and hiring managers.



Online timesheets – easy to complete for candidates and clients meaning there won't be an issue with wages. More time for the hiring managers to dedicate to their day to day role.

Online portal – candidates can track wages, clients are able to make sure all the timesheets are correct and paid on time. Managerial & HR reports are available.

There are many reasons why a company will need to recruit:

- **Growth**
- **Attrition**
- **Project work - an additional set of skills required to enable an important project is completed on time**
- **Staffing cover before new budgets**
- **Seasonal work**
- **Maternity cover**
- **Long term illness / absenteeism**

We understand that finding the right Candidate for the role is 'business critical' and besides the costs & time involved, it can cause a far greater issue if the wrong appointment is made. Octane will make sure that we understand all the necessary criteria for the new hire.

permanent | temporary | contract

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industries we supply

The following are industries we supply:

- | Car Dealerships
- | HGV Dealerships
- | Waste & Municipal
- | Fleet Management
- | Bodyshops & Crash Repair
- | Contract Hire & Leasing



- | Manufacturing
- | Logistics
- | Motor Trade
- | Independents
- | Plant Hire
- | Engineering
- | Public Service
- | Local Government
- | Parts Operations
- | Rental Solutions
- | Rail
- | Production Centres
- | Tyres
- | Vehicle Asset Solutions

diverse sectors | great partnerships

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We are specialists in targeted recruitment, we will ensure that we will have the necessary resource to secure the right candidate for your business.

the areas we cover

The core of our business has been the Motor Trade specialising in Car Dealerships, HGV, Bodyshops, Fleet and independents.

Working within this specialist market has led us to work with similar industries such as Engineering, Plant and Manufacturing with a view to taking on further related industries.

We cover the whole of the UK for permanent, temporary & contractor placements.



- | **Technical positions**
- | **Bodyshop**
- | **Fleet Management**
- | **Service & Aftersales**
- | **Managerial**
- | **Parts**
- | **Sales**
- | **Administration**
- | **Accounts**
- | **Head Office positions**
- | **Confidential appointments**



specialists | targeted recruitment

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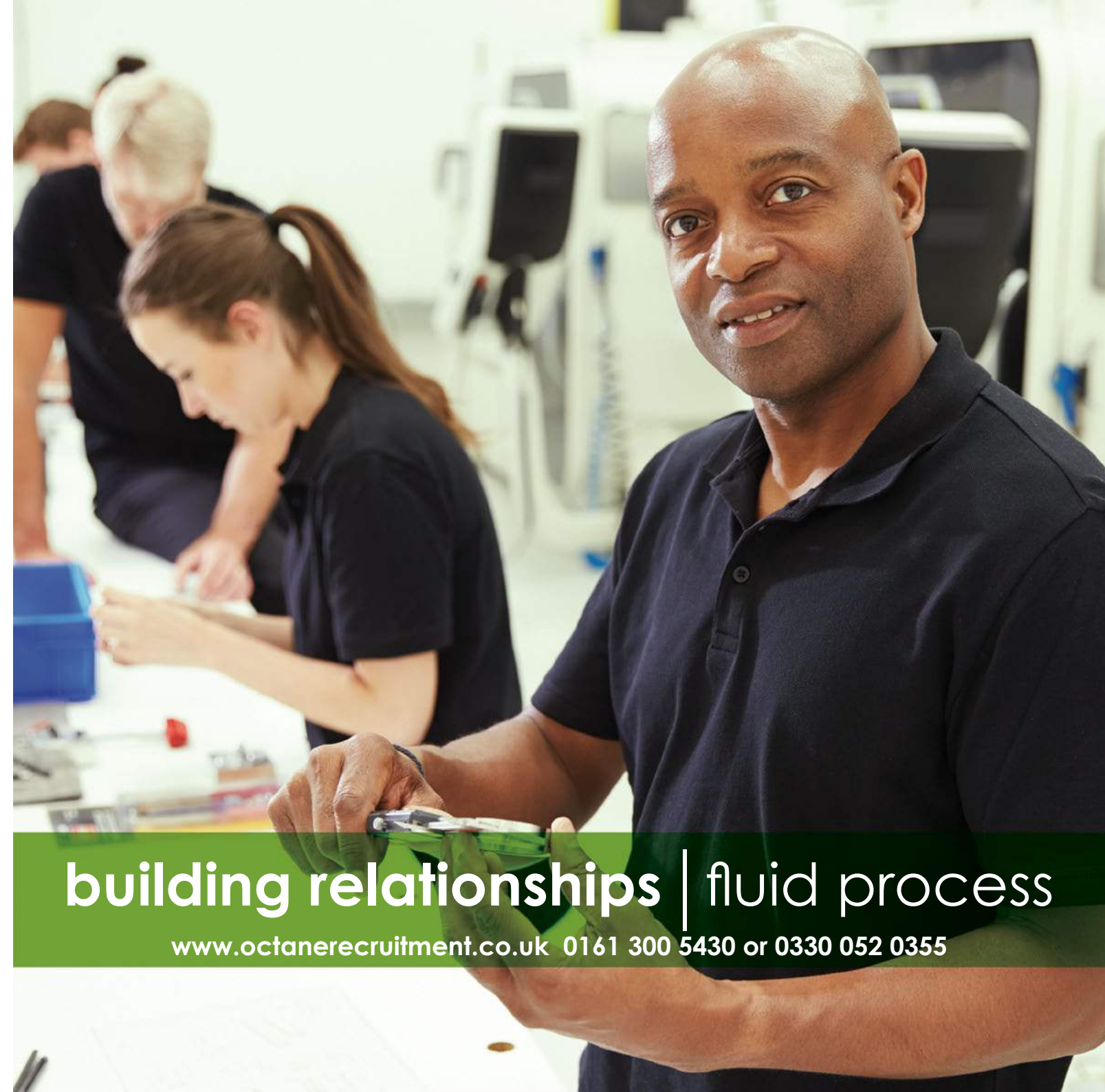
candidate attraction

Being in recruitment candidate attraction is crucial, so it's in our interest to be ahead of the competition. Although we use all the major portals and utilise social media, we are big on building lasting relationships with candidates which in turn brings candidates to us that aren't on the 'active' market.

Within recruitment you are always recruiting even when you don't have a role to fill. We understand vacancies can arise at any time so it's essential to have a fluid process and secure candidates before a vacancy needs to be filled.



- | Database – over 65,000 candidates
- | Web portals – various leading recruitment websites and independent motor trade sites
- | Marketing & Email marketing – marketing vacancies to hit a large audience
- | Word of mouth
- | Contact & building relationships
- | Referrals – building trust in our work
- | Our website – www.octanerecruitment.co.uk
- | Google spend / LinkedIn / social media
- | Headhunting



building relationships | fluid process

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"I have worked with Octane since 2009 and have found them to be an excellent provider. In comparison with numerous recruitment companies, they have sourced excellent personnel with the required skill sets and continue to do so. As well as their high standard and professionalism, on a personal level, they are a pleasure to work with and therefore I would have no hesitation in recommending Octane Recruitment as a 'Transport Industry Specialist' to any corporate organisation."

Head of Contract Hire Operations - Global Rental Solutions provider

what clients say about us

"In six years working with Octane they have consistently demonstrated a detailed understanding of the industry and the areas of expertise required. All candidates arrive fully briefed and feedback is always sought and given afterwards. As a team they are attentive but never intrusive and have always been a pleasure to work with. When asked, I tend to only recommend Octane in the recruitment of Fleet and Engineering personnel."

Fleet Manager - Environmental Services

"We have had a long-standing relationship with Octane since 2009. When we reduced our PSL it was obvious to choose Octane as our main supplier due to the calibre of candidates and appointments made and retained. Unlike other recruitment agencies we have used before, Octane really went the extra mile to build relationships with our central function and management team across the business. They continually provide feedback to the central team on candidates or issues we may face in recruiting in certain areas. Octane know the industry which goes a long way in sourcing the types of candidates we require and undertake full interviews prior to submission."

I would definitely recommend Octane to anyone."

Recruitment Manager - One of the UK's top 5 largest dealer groups

"Finding the best candidates is one of our key business requirements in today's Motor Industry. We have found that building a solid, professional relationship with the Octane team has enabled them to understand our unique culture, saving precious time and resource when it comes to recruitment."

Octane have sourced us some excellent personnel and they continue to be our first choice when it comes to our recruitment needs – they are engaged, forward thinking industry professionals and a pleasure to deal with."

Managing Director – large Motor Dealer Group

"I cannot speak highly enough of Octane Recruitment. A friendly, efficient recruitment company that really takes the time to understand the business and people within it to best help and find a solution. We have formed a very strong working professional relationship with their friendly team who are always willing to assist. The talent they find, sift and recommend to us is usually exactly what we are looking for. They are responsive and open to feedback in addition to providing a high standard of service to support our business. Octane Recruitment truly are a friendly, ethical and a trustworthy company. I would recommend them to anyone needing assistance with their recruitment gaps."

HR Business Partner – one of UK's largest Used car companies



assist | responsive | high standards

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Our huge advantage is our extensive knowledge of the trade. We understand candidates enabling us to ask the relevant questions.

recruitment process

As a company we are able to work on a variety of vacancies by understanding the requirements of your business, we can be relied on to supply quality candidates whilst making the process as seamless as possible. **Trust in us...** When we submit candidates, you can trust in us to know the candidates have been fully vetted, we believe they will work well with you and the candidates understand the role in full. Recruitment is something we are passionate about and we continue to improve every day.

- 1 Understanding the opportunity**
Upon receiving the vacancy, we will liaise with all the hiring Managers to understand the in-depth details.
- 2 Raising & Advertising**
The role is then advertised on all the major portals, on our website and via our various social streams.
- 3 Vetting Process**
We go through the CV and history to make sure there is nothing to unearth and importantly they have all the right credentials.
- 4 Submitting the CV's**
We will aim to supply a number of quality CV's per vacancy. (Generally 3 to 4) All the candidates will have all the skills required to do the role.
- 4a Information we send**
They will supply a detailed overview of the candidates and their abilities with all the information including full name, right to work, driving licences, qualifications, notice period, salary, interview availability.
- 4b Candidate**
Candidates also receive a full breakdown of the role, company benefits, and we make sure they are kept fully up to date.
- 5 Next Stage**
We will then liaise with all parties to secure the interview in a timely manner which works for all parties.
- 6 Feedback**
We strive to deliver quality and timely feedback for both clients and candidates.
- 7 Offer Stage & Starting**
We will forward on all the required documents needed for starting, arrange a start date and liaise with all parties to make sure the process is seamless.



knowledge | understanding | vetting

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why work with us

Every time we work with clients, new or existing, we want to know everything. That way we can narrow down potential candidates, saving our clients time.

Trust Us

In the current market we are finding that the 'perfect CV' isn't always the perfect candidate. For example, a Technician who doesn't have a dealership background doesn't mean they are a bad candidate. They haven't had chance to work in the right environment. What we mean by this; we know candidates within the motor trade and we know what workshops want. We only submit a candidate who we think has all the right skills OR has everything to become the right employee in a short period of time. The 'perfect CV' will often be the candidate that receives a counter offer or uses the offer as leverage with their current employers. **Trust the recruiter and hire the right person.**

Honesty with both clients and candidates

Octane Recruitment don't work in the 'spam / CV spec' market, we only submit CV's that have been fully vetted. We are very open with the candidates about the client, the site, financials and details of the job. It's important to us that once we submit a candidate for a job that they are successful.

Upon speaking to the candidate, we confirm every detail on an email to give them the best opportunity moving forward!

This honest and professional approach reflects on our candidates which in turn reflects to our clients who gain a better experience and save time on recruitment.

Building confidence in the service we offer:

The foundations of Octane Recruitment are honesty and reliability. We set out to do exactly what we say; we will work closely with the Resourcing Team, give timely and accurate updates to managers and HR, supply reports on time, work every single vacancy we receive to our fullest and always deliver a professional service.

Ensuring constructive briefs and feedback

Octane have never been a company that 'pester,' we want managers and candidates to make the right decisions, so the candidate can commit long term. Whether speaking with the client or candidate our feedback will be detailed and honest. It is very important for an unsuccessful candidate to understand why they haven't secured the role.

What other value we can bring:

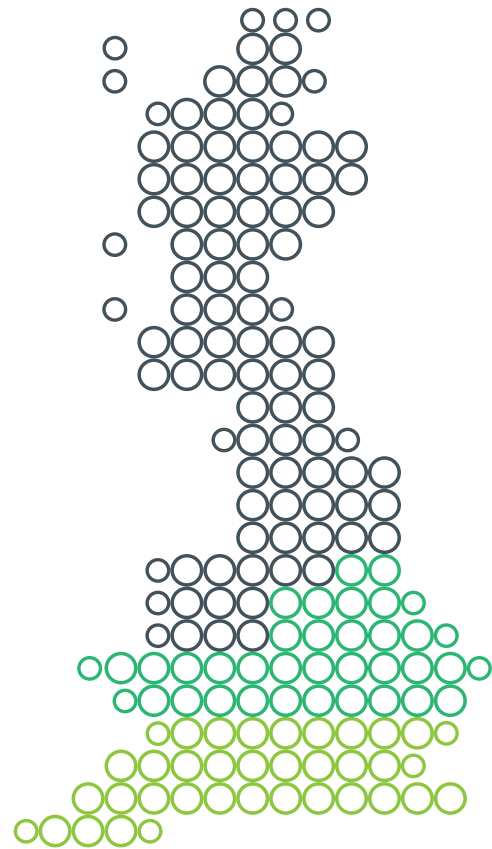
- | Assistance with recruitment projects
- | Confidential appointments
- | Salary benchmarking



trust | honesty | success | confidence

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our teams covering the UK



NORTH TEAM

north@octanerecruitment.co.uk



MIDLANDS TEAM

midlands@octanerecruitment.co.uk



SOUTH TEAM

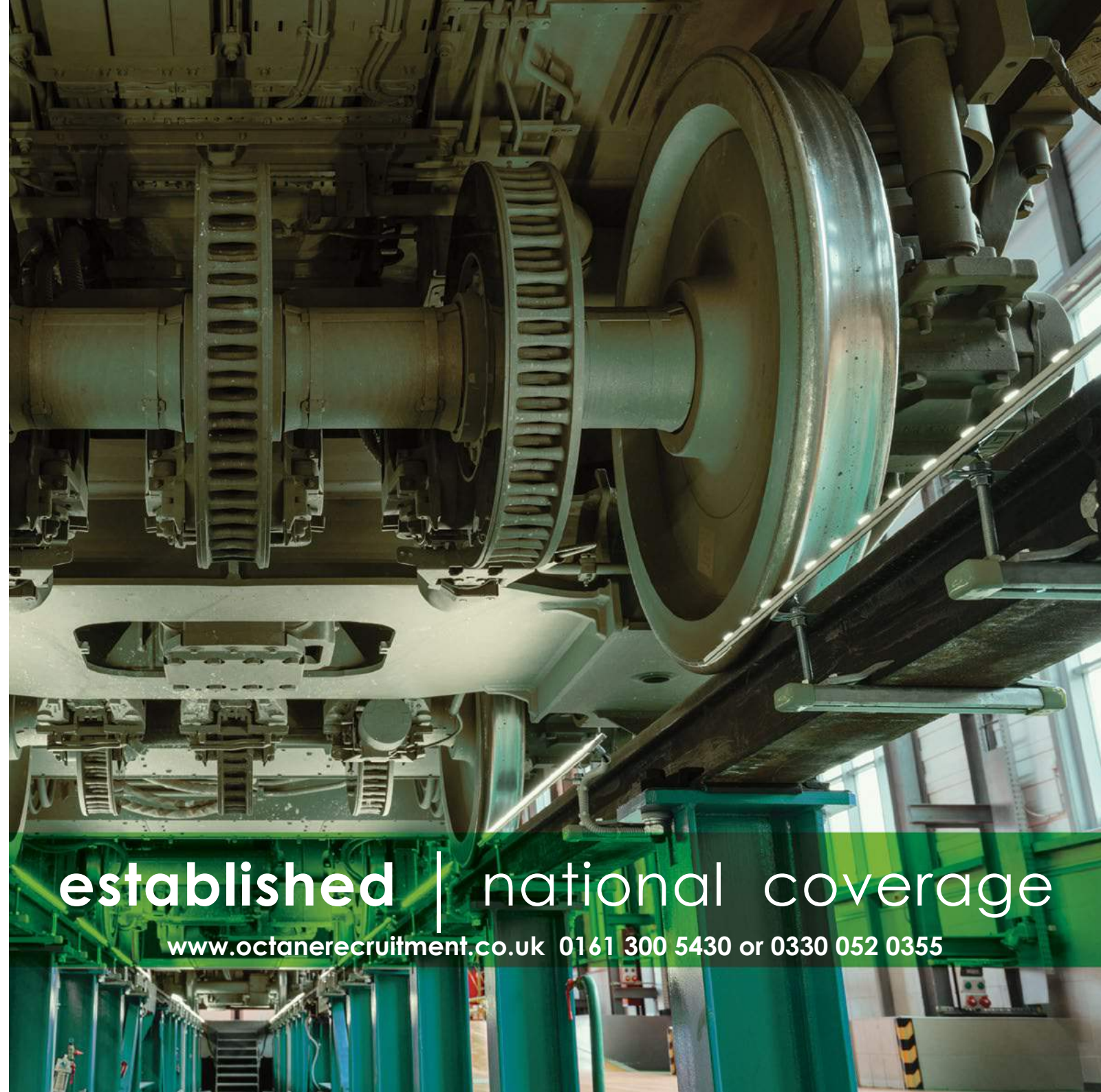
south@octanerecruitment.co.uk

Meet the team at:

[www.octanerecruitment.co.uk/about us/
our-team/](http://www.octanerecruitment.co.uk/about-us/our-team/)

established | national coverage

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Proud member of the REC
Membership No: 00101671

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Fully covered Employers Liability & Indemnity Insurance