



VGS

Vector Global Solutions

International Recruitment Specialist

A world of Opportunities



Specialists in International Recruitment



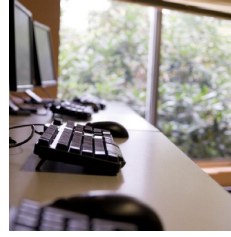
## A world of Opportunities

Vector Global Solutions,(VGS), is an international recruitment company with a highly focused, professional approach.

Our philosophy is that an organisation's strength is dependent upon attracting and retaining the very best people.

We strive to know our Candidates and Clients well, to thoroughly understand their career aspiration and recruitment requirements, by adopting an open, transparent and forward thinking approach.





## Core Activity

VGS's core activity is the selection and recruitment of personnel across specific industry sectors at all levels of appointment up to board level. The company recruits both permanent, contract and temporary personnel, in the following disciplines:

Accountancy & Finance  
Banking & Financial Services  
Construction & Property  
Education  
Health & Social Care  
IT & Telecoms  
Manufacturing & Engineering

Pharma  
Professional Services  
Resources & Energy  
Retail  
Sales & Marketing  
Support Services





## Our Service

### Service Level Agreement (SLA)

Our relationship with clients is based upon mutual trust, respect and commitment. Before we enter into a recruitment partnership with you, we will agree a mutually acceptable Service Level Agreement, (SLA).

This will outline what both sides need to do to ensure that the relationship is a success, including recruitment timescales, provision of management information and schedules for performance review meetings.

### Account Team

Having agreed the SLA we then assign an Account-Team. The team consists of a dedicated consultant supported by a back-up consultant and administrative staff. They are responsible for managing our business partnership on both an operational and a strategic level.

### Management Information Systems

Our Corporate Accounts Team is able to deliver a number of reports and processes to help you manage your information and assist your business:

- Response times
- Feedback
- Staff number cost centre analyses
- Equal opportunities
- Offer ratios

VGS is a flexible organisation, able to provide a bespoke service that precisely matches your requirements.





## Candidate Care

Candidate care lies at the heart of VGS's reputation, helping us to attract the highest calibre, most sought after individuals.

At any one time we have more than 5,000 specialist candidates seeking work, either temporary, contract or permanent with over 250 new candidates registering monthly.

While referrals remain our primary source of new introductions we also attract candidates through a variety of other methods including:

- Advertising
- Job Boards
- Open Days
- College Leaver Presentations
- Websites
- Recruitment Fairs
- Career Evenings
- Charity Events

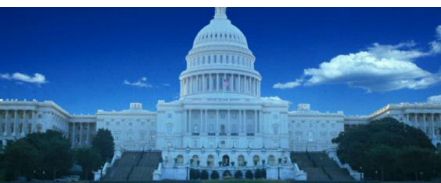
Dedicated staff, excellent systems and processes, quality ongoing Candidate training and a clearly defined career path all help to make VGS the consultancy of choice for Clients and Candidates alike.

Rigorous selection procedures ensure we offer only the best candidates.

Our screening techniques are designed to guarantee the validity of a Candidate's skills and experience, giving you the peace of mind you need. The process includes:

- Initial telephone screening
- Competency based interview
- Skills assessment
- Language test (when applicable)
- Qualifications checks
- Referencing

Our aim is to select candidates who not only have the right technical skills but also the right personality and cultural fit, so ensuring a seamless match from day one.





## More than a recruitment service

### Additional Services

VGS aims to provide more than just a recruitment service on all issues within the recruitment arena. We also aim to provide added value by offering advice in the following areas.

### Benchmarking and Annual Salary Surveys

Salary surveys and benchmarking reports are available on request to Clients.

### Departmental Salary Surveys

When salary reviews come round we are able to meet with departmental line managers to discuss their team and establish market values.

### Individual Salary Reviews

Should an individual request a salary rise or a company is finding it difficult to categorize a particular skill set, we are able to review specific skills sets and provide advice on the appropriate salary level.

### Company Benefits Review

So that Clients remain competitive within the local marketplace, we are able to provide information as to how salaries and benefits compare with other local employers and competitors.

### Planning and Departmental Re-Organisation

Should a company require any assistance on succession planning or departmental reorganisation we are able to provide advice and expertise on these matters.

### Staff Retention

VGS is able to work with organisations and provide advice on retention methods that other companies use to retain staff and highlight potential problem areas that may be adversely effecting retention ratios.

### Ongoing Support

We also offer ongoing support to help clients keep up to date with changes in employment legislation and trends in the recruitment market. This support includes:

- Employment law webinars
- Free in-house CBI workshops
- Salary reviews
- Bespoke training programs





# VGS

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## Contact

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