

### Client

To register a job with us please follow the steps below and we will be in touch with you as soon as possible to discuss your needs

Communication is of the utmost importance to us so we will be working closely with you every step of the way giving you our unique approach to spa recruitment.

As you are aware a good candidate doesn't stay on the marketing for long, it is therefore imperative that the process is managed and that the momentum is maintained, from CV submission to final appointment.

### Understanding your needs

You spend a great amount of your time at work so it is really important that you are happy and fulfilled, that you feel that you are rewarded fairly for your skills and time that you invest in your employment.

### Searching for the ideal candidate

Once we have an understanding of your needs and acquired all the information we need we will then begin our search for your ideal candidate.

We work in a number of ways in order to attract and successfully appoint "quality" candidates that will fit your organisation. These are also designed with your business budgets in mind.

#### Candidate search

- Matching your requirements to our candidate database.
- We have interviewed all our candidates on our database so you can be reassured that the time you invest to interview them will be well spent.
- We will talk you through our selection of candidates putting forward only those we believe suitable.

#### Advertised search

- For a more tailored approach to your recruitment search we can offer to advertise your vacancies for you.
- We will design, commission and purchase the advert on your behalf and interview any respondents only putting forward the most suitable applicants to meet you.

#### Executive search

- A really specific proactive approach to finding the ideal candidate.
- With our combined years of knowledge in Spa and Recruitment, we will source candidates via referral, head hunting and networking.
- Taking your individual brief, we will use our contacts and knowledge to design a tailored campaign to target individuals working within the marketing place and attract people to your vacancy.
- Although a more lengthy process, for high level, professional candidates this is the most effective way to ensure you recruit and maintain the best people to work within your Spa.

### Making the most of your interview time

We will work with you to facilitate the entire recruitment process.

To ensure your time is well invested when you get to interview stage candidates will have already been through our stringent processes to ensure we are only putting forward candidates we are proud of and believe would be of value for you to meet.

We interview all candidates and trader test candidates (on request) to ascertain their skills, abilities, strengths and weaknesses, reasons for moves, key achievements and what drives them. Following interview we will also obtain references.

### Advice and Consultancy

Everyone has different styles of interviewing, and some people do not feel comfortable handling interviews alone. Our support service does not just extend to candidates, if you need advice or support throughout any part of the interview process we will be more than happy to assist: whether coaching you on interview techniques, reassuring you on your selection or simply providing a selection of tried and tested interview questions we are happy to support and help.

### Follow Up

Many recruitment agencies believe that their work is complete once the candidate starts their new job however, we believe there is mutual value in supporting both our candidates and clients for the first three months probationary period. If any issues are going to arise they generally do so during this time, and if we can identify and help resolve these, it can save both time and money for everyone involved.