

About Us

Wallace Hind is a retained recruitment consultancy providing leading services to major organisations and SMEs internationally.

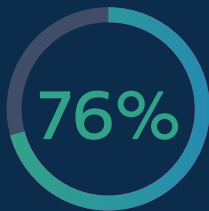
Our recruitment services cover a full range of job disciplines and market sectors, sourcing key talent for a diverse range of clients, from owner-managed businesses to some of the UK's most recognised FTSE 100 Brands.

Every project we undertake is exclusive to each of our clients and incorporates a range of recruitment techniques, such as comprehensive advertising campaigns, headhunting, talent mapping and utilising our extensive networks and in-depth industry knowledge to identify the best talent required across a variety of disciplines.

Building relationships is at the heart of everything we do and we are dedicated to providing our clients with tailored solutions that are designed to fit their specific requirements. We take the time to gain an in-depth understanding of your company's culture and commercial needs, so that we can provide you with the best consultation and routes to market.

We know that every client is unique, so whether you're currently recruiting, have a difficult role to fill or would like an informal chat, we would be delighted to help!

Our mission is to be recognised and respected as a valued recruitment partner, with relationships found on trust, honesty and mutual respect.



76% of our business is repeat or recommended



85% of our business is retained



Where retained, we fill 9 out of every 10 jobs

Established
1992

We have a proven track record of success and growth



We work internationally



Team of 25 specialist consultants and 5 resources

Global Reach

Wallace Hind has formed a number of strategic partnerships to enhance our unique client offering, giving our clients the best possible service and further reach to our extended networks.



Wallace Hind is the exclusive UK partner and representative of IESF, a global network of high calibre boutique recruitment firms.

With representation in 26 countries, each partner can truly offer local knowledge and high-quality bespoke recruitment services to their international clients.

Each partner must pass a stringent selection process in terms of their industry presence, expertise capabilities, and proven track record.

The countries covered by IESF are:

Europe, Middle East and Africa: Austria, Belgium, Denmark, France, Germany, Hungary, Italy, Netherlands, Norway, Poland, Portugal, Romania, Spain, Sweden, Switzerland, Israel, Turkey and South Africa.

Asia: China, India and Singapore.

Americas: Canada, Chile, Mexico, Panama, Peru and USA.



Wallace Hind is an approved member of BASA, which is an independent Trade Association set up to act as the voice for the British adhesives and sealants industry. There are over 100 member companies in BASA which collectively represent around 85% of all UK industrial adhesive and sealant manufactures.



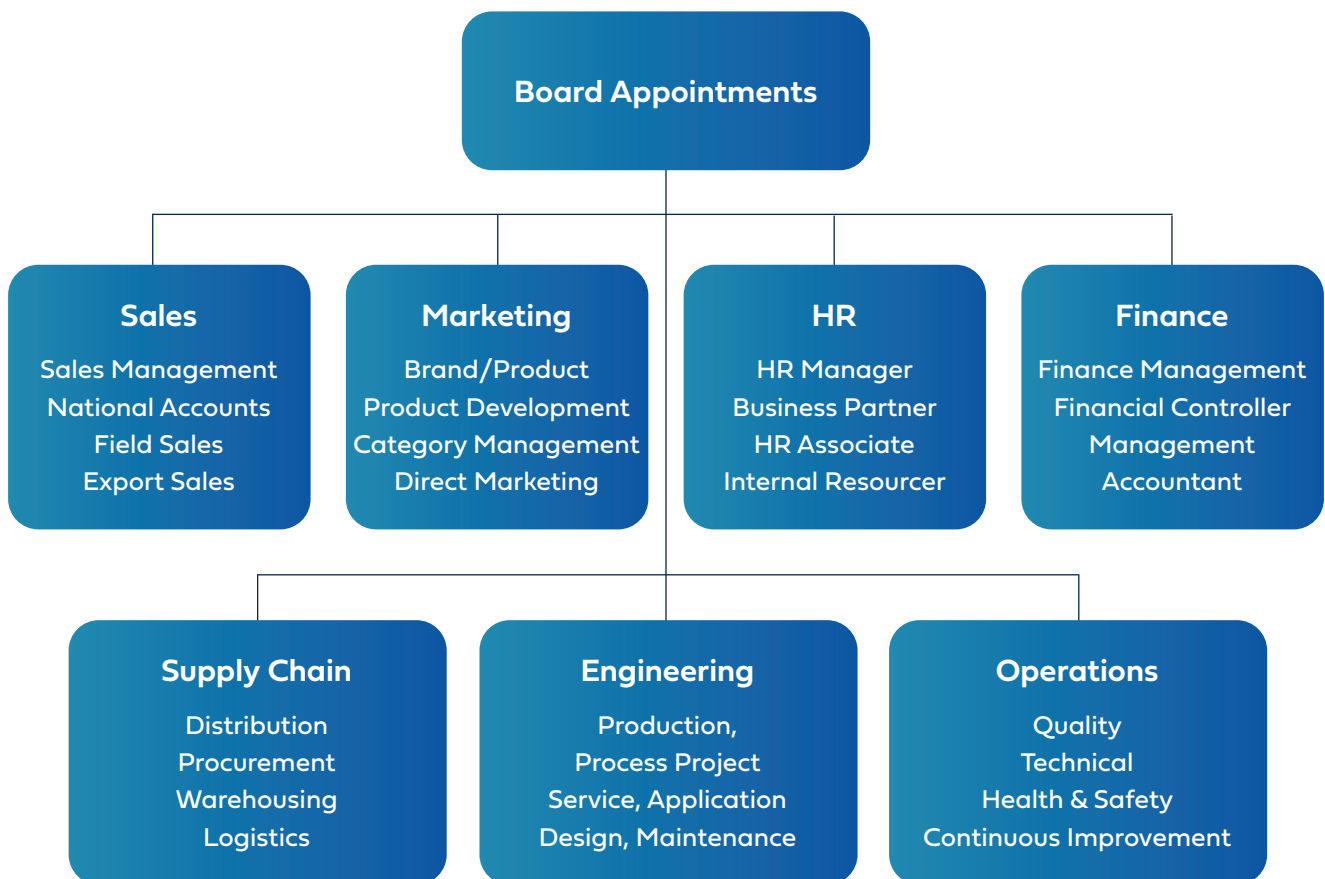
Wallace Hind are members of the Northamptonshire Chamber of Commerce, who are renowned for their commitment to fostering growth within the local business community. They now represent around 1,000 Northamptonshire businesses, who employ over one third of the country's workforce.

Over 25 years' recruitment experience within the process & packaging machinery sector. Wallace Hind has an in-depth understanding of the skills, experience and personal attributes required for Engineering, Processing, Sales and Manufacturing roles. We've earned the trust of businesses nationally through building long-term, mutually beneficial relationships and providing an outstanding service.

Our Expertise

Our distinguished team of consultants source key talent for small to medium-sized enterprises through to international corporations. We are proud to have partnered with thousands of organisations across a wide range of industries, including but not limited to, Automotive, Aerospace, FMCG, Technology, Logistics, Finance and Construction.

We take pride in our comprehensive approach to recruitment, extending our reach across all levels of the organisational hierarchy. Whether it's sourcing top-tier executives to lead your company forward or identifying promising talent for entry-level positions, our commitment to finding you the right candidate remains unwavering.



Our Services

We offer a wide range of recruitment solutions, from tailored recruitment and executive search to talent mapping.



Tailored Recruitment Solutions

We develop bespoke online advertising campaigns which give our clients coverage across every major job board and across multiple locations. This is coupled with a highly-skilled and experienced internal resourcing team that utilise social networking and online databases to make professional approaches to candidates that are otherwise unreachable.



Executive Search and Headhunting

Using the experience and expertise of our consultants and in-house resourcing team we draw on our high-level professional networks and innovative methodologies to pinpoint the perfect candidate for your position. Our unrivalled market knowledge and professional credibility enables us to make discreet approaches to those matching the exact skills and experience you're looking for, whilst taking into account your company culture and long-term needs.



Talent Mapping and Salary Surveys

Our dedicated resource team can deliver extremely targeted and in-depth salary and reward package data as well as competitor analysis and candidate profiling mapped against your specific requirements. Whether you want to understand the remuneration trends within your specific market sector, or gain valuable insight to engage your next generation of talent, we have the tools and expertise available to support your long-term retention rates and utilise your recruitment budget to its full potential.



In-house Resource Team

Our resource team is made up of a group of highly-skilled researchers who are constantly searching for the most talented people in the marketplace. Using their extensive network, social media platforms and online databases they make professional approaches to candidates that are often otherwise unreachable and can provide bespoke headhunting and market mapping services.



of our business is repeat or recommended and we believe this is down to our personal approach and integrity. We are passionate about the service our clients and candidates receive and strive to make them feel valued and respected at every stage of the recruitment process.

Our Tailored Process

Our process works because our experienced team of recruitment consultants manage each assignment from start to finish and provide an exceptional service to clients and candidates.



1. Meet and Agree Proposal

We meet every client to gain an in-depth understanding of the role and identify any unique challenges and priorities. We'll fully immerse ourselves in the business and agree the best route to market.

2. Advertising and Research

We'll create an optimised recruitment advert and post on all major and specialist job boards and across multiple locations. Our resource team will utilise our extensive network, social media platforms and online databases and make professional approaches to candidates.

3. Candidate Pack & Competency Questions

A bespoke candidate brief is produced, enabling candidates to gain a detailed understanding of the culture of the company and the role. Candidates are also required to complete tailored competency questions to uncover key skills and capabilities (we'll telephone screen all candidates).

4. Shortlisting and Profiling

We'll complete face to face or video interviews with every candidate and review results from all advertising searches and competency question feedback. After assessing their suitability, we'll then present you with a fully qualified and prepared shortlist.

5. Client Interviews

Once you have agreed your preferred shortlist, we will organise first stage interviews and provide detailed feedback and recommendations. We'll manage the rejection process and facilitate second interviews and feedback.

6. Negotiation/Offer Stage

After selection, we'll manage the complete offer process including notice period and salary, ensuring a smooth progression to start date and joining the company.

7. Post-offer

We'll stay in close contact with you and our candidate prior to start date to ensure a smooth transition with the internal on-boarding team and continued buy-in to the new role.



Premium advertising portal

Allowing us to advertise across **EVERY** major job board and across **MULTIPLE** locations – crucial if you want to reach every possible candidate on the market.



For example a **database agency** will typically only advertise at a single location.



Wallace Hind advertise across multiple locations, titles and salary levels which significantly increases the volume and quality of candidates.

We use all of the major UK job boards coupled with their partner sites which reach up to 600 different local and national jobs boards. Our advertising catchment is vast in comparison to any other business in our field.

Our dedicated web manager will place 25-30 adverts on average for your role and ensure they are fully-optimised for SEO to gain the maximum amount of coverage.



Candidate pack

In this candidate-led market, we understand the importance of employer branding and giving a great first impression which is why we build a bespoke candidate pack for every client. For each of these we'll create a candidate brief, tailored competency questions and employer branding presentation which will showcase your business in a professional and engaging way and sell your role to its full potential.



CANDIDATE PACK

- Company Profile
- Culture
- Products and Markets
- Job Specification
- Competency Questions



"I have dealt with Wallace Hind on a number of staffing searches across the UK and Europe. They are very detail-oriented and really strive to understand the role that is required. They are in constant communication regarding candidates and progress within the search and I would highly recommend them to any company".

Chris, Managing Director

"Great professional relationship with a good understanding of unique challenges and how we work."

Stefan, Regional Sales Manager

"The Wallace Hind team have demonstrated an excellent understanding of our recruitment needs. The engagement and interaction I have had is excellent."

Martin, Chief Engineer

"I have worked with Wallace Hind for 20 years. They are a first-class recruiter and we have a great client/recruiter relationship. I would highly recommend Wallace Hind."

Dominic, Group Managing Director

"Wallace Hind are excellent consultants with a great knowledge of the market."

Simone, Supply Chain Manager

"I have worked in Partnership with Wallace Hind on a number of strategically important and equally challenging roles with success on every occasion."

Matthew, Human Resources Manager



By choosing Wallace Hind as your recruitment partner you can guarantee a lasting relationship where we dedicate time and expertise to gain an in-depth understanding of your business and your specific needs.

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