



Company Profile

Position profiling
Recruitment
Headhunting
Personality profiling



COMPANY PROFILE

Why use Bletchley Recruitment

Bletchley Recruitment was established in 2020 during the Pandemic. Using the founders' network and legacy within the IT sector, Bletchley was immediately able to connect IT resource to critical infrastructure upgrade programmes needed for staff to "Work From Home". During this period, we created strong working relations with Councils and Housing Associations across London. We have now extended our ability in providing hard to find IT talent to being able to provide our own internal resources for all corporate central services functions such as Finance, Marketing, Programme and Project Delivery, Human Resources, Building & Facilities Management, IT and Operations to name but a few. We pride ourselves in our ability to head hunt through our network thereby finding exceptional candidates who can contribute from day 1.

Bletchley recruitment is different to other recruitment agencies in that the founders have spent years working in C level positions and therefore understand how to leverage their ability to source candidates through their network and can match those candidates to the organisation's culture. This shortens the time that an individual takes to fit into an organisation and positively impacts the retention of new hires.

Our approach starts with understanding the people and the challenges that organisations face. We are then able to provide insight into our client's challenges, create collaborative and innovative solutions between clients, our delivery partner network and our executive talent network that leverages quality and fit for purpose solutions. 'We provide a true end to end resourcing solution.' The core team at BRL has years of business expertise and has developed solid relationships with businesses and their leaders from across a wide variety of industry sectors. We are trusted to help our clients find solutions to their IT challenges.

In short Bletchley Recruitment has access to some of the most astute and capable Senior and Executive Talent and can leverage our experience and capability for your benefit. We believe in matching individuals to organisations and their requirements, rather than just placing people in roles.

We believe that the key to our success comes from listening, understanding, and having a deep understanding on how to match individuals with client requirements. Bletchley maintains a personal, yet professional approach, offering a comprehensive insight into the entire recruitment process from beginning to end.

We offer our clients:

- An in-depth vacancy briefing to fully appreciate the key factors of the role and the right candidate fit to suit your company.
- A carefully vetted pre-selection process ensures the candidates sent match the requirement, thus eliminating irrelevant CVs.
- An effective recruitment solution that eliminates the time and cost constraints of direct recruitment.
- Advice and guidance – we do not just build relationships, we maintain them.
- No CV will be sent without the candidate being fully briefed on the role or without their consent.

Bletchley keeps abreast of market trends and key industry players. We offer the following services to our clients which include:

- Permanent and / or Contingency Resource Provisioning
- Executive Search (Head-hunting)
- Interviewing and Screening
- Proof of eligibility to work in the UK.
- Psychological / Psychometric Profiling
- Reference Checks as required.
- Licence checking as required.
- DBS screening as required.

BRL Headline Terms

Retained Talent Search

Bletchley Recruitment consultants when recruiting C-Suite and Executive Talent work on an exclusive retained search agreement. The fees are typically calculated on a percentage of the first year's basic salary charged as milestone deliverables.

- Usually, we would charge 33% of the first-year's basic salary paid in three milestone payments:
 - 1st milestone engagement terms signed
 - 2nd milestone presentation of the shortlist
 - 3rd milestone candidate starts.
- There is a minimum charge for any assignment of £30K.



Permanent and Fix term appointments

All Permanent and Fix term appointments up to Senior Executive C-Suite level are worked on a rate of 15% of the first year's basic salary, paid on the successful selection of a candidate.

Contingent Resource

All off-payroll contingent staff are supplied at an agreed rate. These rates may vary depending on the profile required and whether the arrangement is inside or outside IR35.

Our detailed terms are available on our website [www. Bletchleyrecruitment.com](http://www.Bletchleyrecruitment.com)

SIGNED by (Print name)

Signature:

duly authorised for and on behalf of Bletchley Recruitment Limited

Date:

SIGNED by (Print name)

Signature:

duly authorised for and on behalf of

Date:

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