



*placing the people of tomorrow, today ...*



*Executive , Management , Commercial and Technical Recruitment at its best!*

## **The rpc Group of Companies**

**20:20 Vision**

**The Next 3 Years > > >**

**Our Brands**

**Our Mission**

**Our Values and Behaviours**

## 1. Business Description:

We are an independently owned Award Winning Multi-Sector Executive, Management, Technical and Commercial recruitment consultancy operating the following sub brands in the following sectors:

- **rpc search and selection** focusing on the Logistics and Supply Chain and related sectors in the UK e.g. automotive, retail
- **rpc foodservice recruitment** operating within the UK and Internationally
- **rpc catering and hospitality recruitment** operating within the UK and Internationally
- **rpc commercial recruitment** operating in the UK
- **rpc international recruitment** operating in a diverse range of sectors across the world
- **rpc interim recruitment** operating within the UK and Internationally

## 2. Brand Identity:

### Group Brand



## Divisional Brands





### 3. Our Mission:

***We are passionately committed to....***

- Becoming the destination of choice for professionals who value the truly personal approach, provided by a highly motivated professional consultancy
- Being the “go to” Company for Clients seeking the highest calibre of career professionals in the specialist sectors in which we excel thereby adding value to our Clients businesses
- Providing a progressive, dynamic and forward thinking environment that empowers our colleagues to deliver exceptional customer service that engenders Client and Candidate long term loyalty

## 4. Our Vision:

“To change the landscape of multi – sector recruitment by being not just better than our Competitors but by taking quality and service to a whole new level”

## 5. Our Straplines:

*placing the people of tomorrow, today ...*

Declaring our ability to identify and place talented individuals who are still on the “way up” in their career

### **Believe in More**

We believe in More, Thinking More, Doing More and Being More than just a recruitment consultancy

## 6. Our Values and Behaviours:

All of our work will be undertaken within a framework of key values and behaviours with the simple aim of making the Company a great Company to do business with and a great place to work.

**Put simply they are:**

- ◎ **Trust, respect and integrity**
- ◎ **Customer focus**
- ◎ **Commercial focus**
- ◎ **Empowerment and accountability**

## ◎ Employee Fulfilment

They are broken down as follows:

### Trust Respect and Integrity

- ◎ Always acting with courtesy, politeness and decency towards others
- ◎ Treat Candidates as individuals with courtesy and respect at all times and maintain the confidentiality of any information of a Candidate
- ◎ Being ethical and legal and treating others equally, irrespective of race, sex, age, disability, religion or politics
- ◎ Build effective partnerships with Clients which reflect a strong mutual commitment to the task in hand as well as mutual trust, candour and responsiveness
- ◎ Treating others as you would wish to be treated yourself

### Customer Focus

- ◎ Recognising our Customers and their requirements – internal and external
- ◎ A commitment to achieve the best results
- ◎ Understanding our Customer's needs; listening to their views and feedback; anticipating changes and trends and acting where relevant
- ◎ Fulfilling our commitments to our Customers

- ⦿ Responding promptly to requests and any changing requirements

## **Commercial Focus**

- ⦿ Financially Viable
- ⦿ Honest and Trustworthy
- ⦿ Ethical and Legal
- ⦿ Flexible and Adaptable
- ⦿ Service Focussed
- ⦿ Willing to go the extra ... (whatever that may be)

## **Empowerment and Accountability**

- ⦿ Agreeing individual and team objectives in conjunction with our overall goals and targets
- ⦿ Constantly seeking development of our people and providing the necessary training
- ⦿ Recognising and channelling the strengths of individuals and encouraging their contributions to the team effort

## **Employee Fulfilment**

- ⦿ Creating good working conditions
- ⦿ Ensuring two-way communication is used when planning and decision-making wherever possible
- ⦿ Listening and responding to ideas, views and feelings

- ◎ Creating an environment where people can enjoy their work and have some fun