

GLEESON | RECRUITMENT GROUP



Gleeson Recruitment Group



gleesongram



@gleesonrecruit



GleesonRecruitment

#WorkWithGlee



Gleeson Recruitment Group



gleesongram



@gleesonrecruit



GleesonRecruitment



Our Mission

“Our ultimate aim is, and always has been, the development of mutually beneficial, long-lasting relationships, with a genuine conviction to deliver the right result. We see ourselves as lots of little boutiques within a bigger business - it’s all about providing a personalised, quality service and being honest.

Once you’ve earned **Trust**, displayed **Transparency** and demonstrated **Integrity** you differentiate yourself from any other recruitment agency out there.”

- Jason Blakey, Director



What's it like to work with Gleeson?



Family Oriented

We act and feel more like a family than a business.

Flexible

We have the freedom to design commercial solutions that best fit our clients and candidates.



Passion

We are passionate about the sectors into which we recruit; we hire consultants with proven ability to build and maintain close relationships with clients and candidates.

We are driven by the success and happiness of our clients, candidates and employees.

Supportive



Trust, Transparency & Integrity



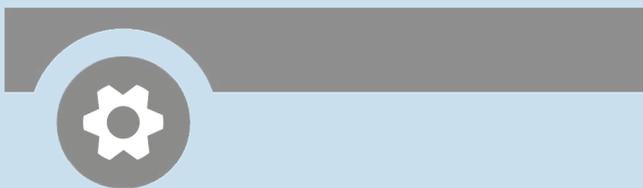
We try to have a good time inside and outside of work.

Our office has an open and inclusive environment; we work cross-functionally to deliver the best results.



Delivery

We are multi-discipline with scale and penetration, enabling us to attract, recruit and retain the best talent, consistently.



Why GLEESON | RECRUITMENT GROUP ?

We have built a culture of empowerment and grown up ideals that has led to Gleeson becoming the standard bearer in modern multi-boutique style recruitment.

Our sector specialisms include:



ACCOUNTANCY
RECRUITMENT



BUILT
ENVIRONMENT



ENGINEERING &
MANUFACTURING



HUMAN
RESOURCES



INFORMATION
TECHNOLOGY



MARKETING &
DIGITAL



EXECUTIVE
SUPPORT



PROCUREMENT &
SUPPLY CHAIN



TRANSFORMATION
RECRUITMENT



GRG
EXECUTIVE
SEARCH



GLEESON
FUTURES



PHARMA
PARTNERS

✓ We are members of APSCO and sponsors of Made in the Midlands.

✓ We have LinkedIn Recruiter Licences - giving us unrivalled access to the entire LinkedIn network.

✓ We have the ability to prepare candidates to a high level - minimising the risk of a counter offer.

When starting up Gleeson, the Directors set out to create a unique environment where people could get rid of all the nonsense that the big national companies force them to do; and that's exactly the kind of collaborative environment that we boast here. They stripped back the traditional recruitment approach (which is infamously formulaic and heavily KPI driven) and chose to measure their consultants on their ability to build and maintain close relationships with clients and candidates - no cold calls, no unsolicited CVs and no beatings with the infamous KPI stick.

Our three owners are operational and sit as part of the teams, giving us a strong and defined internal culture. As a result, we have led the way in developing work spaces and a business culture that allows grown up recruiters to flourish. It's simple really, if you look after your staff they will, in turn, look after your clients. We have invested in our office space, our tech and our staff to ensure that they have the tools, training and environment that they need to provide the best service possible for our clients and candidates. Our recruitment process is not a tick box exercise; we trust our teams to run their own desks, enabling us to tailor the service we provide to our client's specific needs. As a result, we have assembled one of the most talented recruitment teams in the Midlands and Thames Valley.

History

In the summer of 2011, Gleeson Recruitment Group was born into the post-apocalyptic, risky world as it emerged from the global financial crisis. The recruitment industry was beset by archaic working practices, Victorian levels of employee engagement, questionable ethics and outdated reward systems. The time was ripe for change.

Originally qualified accountants, the three Directors came together with a vision - to create the problem child in recruitment, a disruptor that challenged the status quo. With over 60 years' combined experience, they utilised already existing links within their industry and set out with the vision of building a business founded on trust, transparency and integrity – everything they felt the recruitment industry lacked.



In one of the most competitive sectors in the industry, where barriers to entry are low and differentiation difficult, the owners strived to present a recruitment partner proposition that did not cut corners. In many respects, you only need to look at the partnerships we've formed over the years to define who we are and what we care about. We're interested in real people who value integrity as a basis for creating lasting relationships, and we've worked hard over the years to earn the respect of clients and candidates alike. Thanks to this and the dedication of our industry-leading team of consultants, we have developed an extensive network of loyal contacts.



ACCOUNTANCY RECRUITMENT



Led by three qualified accountants, with a market-leading average of 12 years' recruitment experience, our Accountancy Recruitment team are uniquely positioned to understand the client and candidate relationship personally.

Our team provides permanent, interim and temporary accounting staff for organisations across the Midlands and beyond. We view every assignment as a critical one, ensuring that clients know they're invaluable to us, and that every candidate is treated with the respect they deserve.

From transactional level roles all the way to the boardroom, our Accountancy Recruitment team have the experience to ensure that you get the best fit for your team.

“

I just wanted to drop you a quick note to say thank you for recommending me for the role. You've only ever contacted me with interesting and challenging roles, which is very different to the scatter gun approach of most agencies... [I] just wanted to let you know that I really appreciate everything you've done.

Senior Management Accountant

”

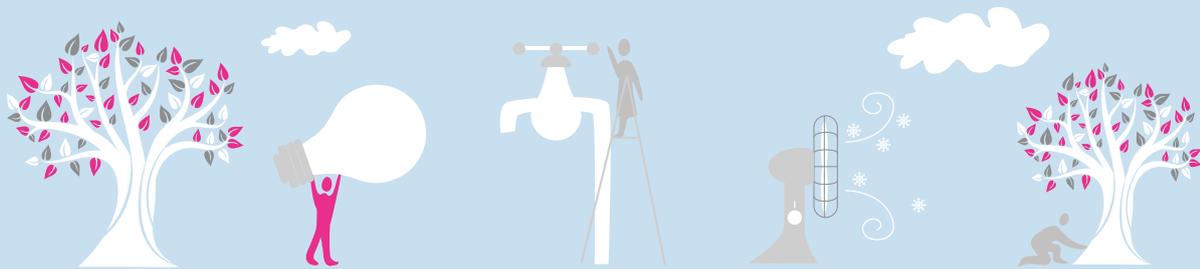




Focusing on senior level roles, our Built Environment team represent the organisations that plan, develop, and manage the spaces in which we live, work and play.

With more than 32 years' combined experience, we are effective at recruiting within building, property and facilities management. Our sector experience includes: professional services, retail, manufacturing, utilities and housing.

We know what it takes to attract experts within asset lifecycle and property management. We manage the recruitment process in a way that is flexible, efficient and representative your organisation.



Working with Gleeson has been the most focused and productive recruitment project I've undertaken, and that's quite significant when the role they were given was considered by many in our business to be impossible to fill... Their attention to detail helped me refine and understand what was essential for the role.



Associate Director





ENGINEERING & MANUFACTURING



Our Engineering & Manufacturing division is a specialist, delivery-focused brand responsible for permanent, interim and contract recruitment solutions to industrial clients across the UK.

With 30 years' combined experience, our consultants have recruited for an extensive range of roles: from senior leadership within manufacturing operations, engineering and project management, through to technical specialists within design, development, quality and engineering.

Our Engineering and Manufacturing team can provide detailed market knowledge while demonstrating an in-depth understanding of sectors including automotive, aerospace, capital equipment and general manufacturing.



We used Gleeson for their expanded engineering, manufacturing and supply chain services... in addition to their accountancy division. Their service and knowledge of the market is second to none; from our company's perspective, they have become much more of a 'one-stop' provider with core competencies in each of their areas of specialism.

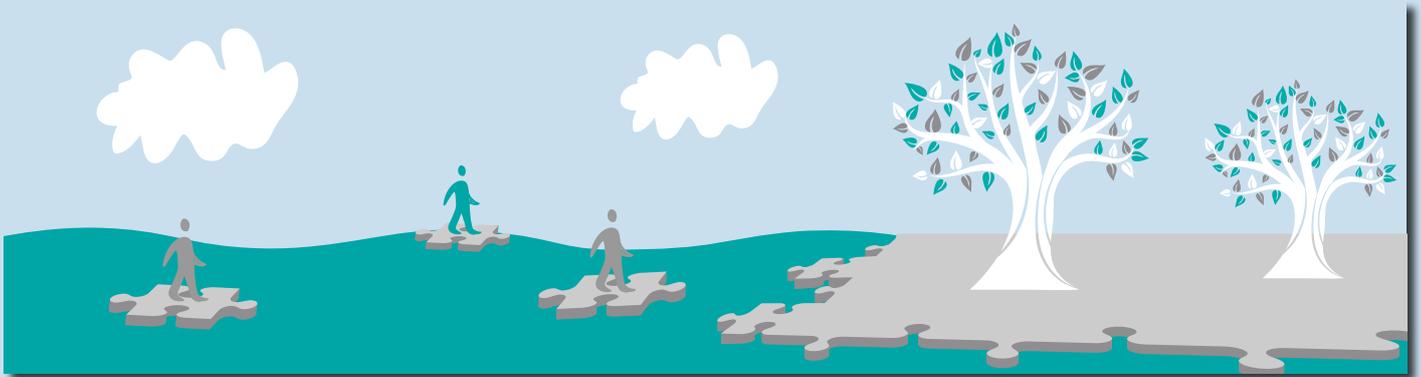


General Manager





HUMAN
RESOURCES



With almost 50 years' combined experience within recruitment, our Human Resources team are one of the most established in the area.

Our team provides permanent, interim and temporary Human Resources staff from HR Administrators to HR Directors, nationally and internationally.

With extensive in-house talent resourcing experience across diverse industry sectors, and a vast network built on personal recommendations, our Human Resources team are well equipped to help you appoint top talent across all HR generalist and specialist roles.



[Gleeson Recruitment Group] have worked hard to understand our business environment and culture and, as a result, have successfully delivered difficult campaigns where our other suppliers have failed, on a UK and global basis.

Global Vice President of Human Resources





INFORMATION TECHNOLOGY

IT, by its nature, is ever-changing and developing. To get it right, you need a recruitment partner that can keep up with industry standards whilst maintaining a consistent, high-quality level of service.

With an enviable track record of positive feedback from both clients and candidates, it's safe to say that Gleeson IT consultants know exactly what they're doing.

We cover a wide range of roles, including (but not limited to): IT Directors, Project Managers, Software & Web Developers, Infrastructure & Support, Business Intelligence, Information Security, Testing and more.



“

...Gleeson were extremely honest about all aspects of the job. When I had an issue during the process they worked with the employer to come to a middle ground which suited us both. Easily the best recruitment group I've dealt with in my IT career so far. I would recommend Gleeson any day of the week.



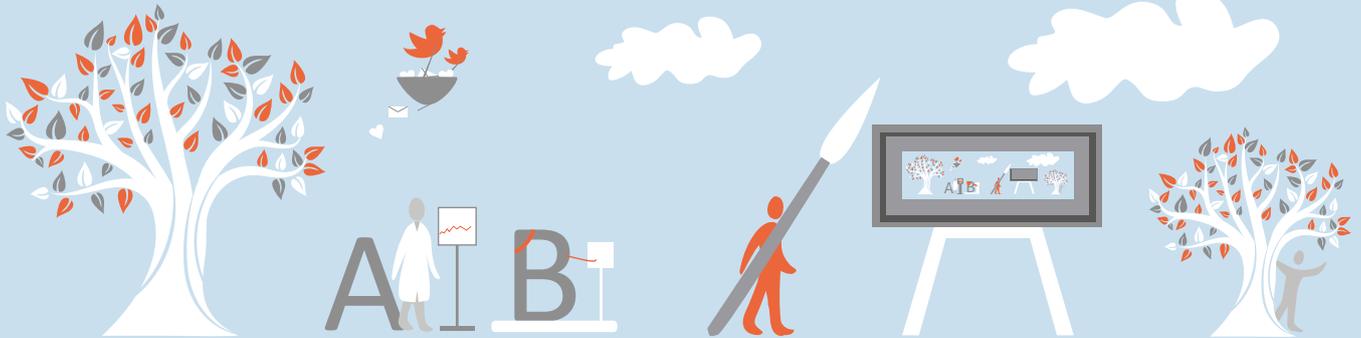
IT Operations Engineer

”





MARKETING &
DIGITAL



Averaging over 10 years' recruitment experience, our Marketing and Digital team have a comprehensive understanding of how to operate within this sector – and they do so with zeal.

Our team have recruited talent across Marketing, eCommerce, Digital, Data and Communications; from Graduate through to Board Level appointments.

Our specialist consultants work in partnership with our clients and candidates, ensuring that we build a detailed knowledge of your expectations and requirements. This method enables a uniquely personalised way of approaching both talent and job searches.

“

I'd like to place on record that I have been very impressed with your conduct through this process. I feel that the advice and prep Gleeson provided before my interview gave me the best possible chance for success. Your approach compares very favourably with that of other recruitment agents I have dealt with and I would happily recommend your agency to anyone currently looking for a job.

Marketing Executive

”





PROCUREMENT & SUPPLY CHAIN

With 30 years' combined experience, our Procurement and Supply Chain team demonstrate a deep and holistic understanding of the market in which they operate.

From global sourcing and procurement, to warehousing and logistics, our team provide end-to-end supply chain recruitment solutions that are second to none.

Whether you are a manufacturer, a third-party logistics provider, a retailer or a financial services organisation, we provide a highly competitive whole-market service in an honest and open manner.



Gleeson helped me to secure a role that could have been created just for me, it matches my core strengths to a tee. I can't thank them enough for their help and for taking the time to understand my personality.



Transport Manager





TRANSFORMATION RECRUITMENT



As market conditions evolve across the UK, our team can help you to optimise your existing resources by implementing Transformation, Change or Strategy projects to help steer your company towards strategic goals.

With a wealth of experience, our Transformation consultants have worked closely to the talent market for years, so they are ideally placed to find the right specialists to guide you through.

From Transformation Directors to Project Managers and beyond; we do our utmost to give our clients and candidates an experience that is personalised and supportive.

“

In less than two weeks, Gleeson placed me in my current role. We spoke on the phone, we met face-to-face and they were able to understand what I was looking for very quickly and match me to what the company needed. If I ever had any concerns, they were very easy to speak to and always answered my questions.

Strategy Manager

”



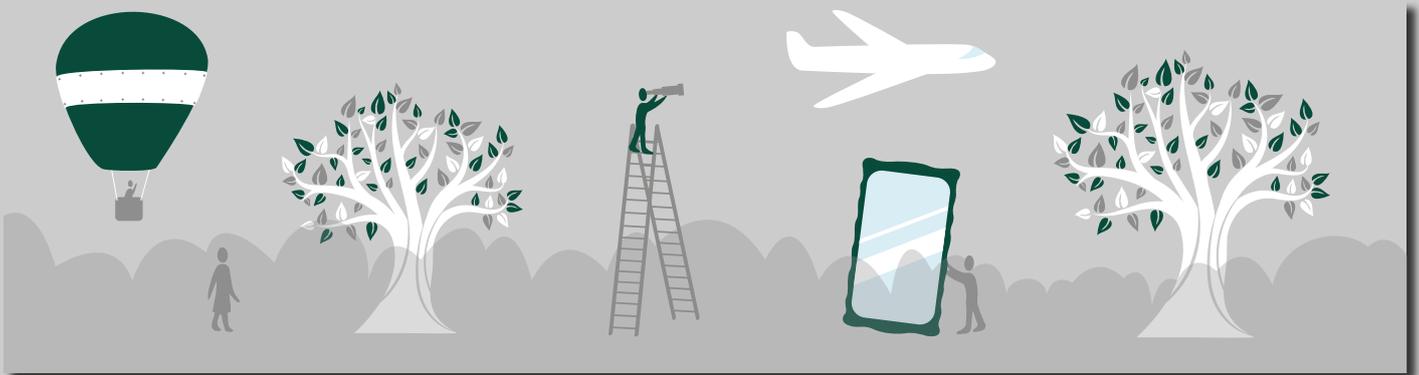


GRG EXECUTIVE SEARCH

GRG Executive Search represents the most experienced Senior Executive recruitment team in the Midlands, with an unparalleled network across the region. From SMEs to big corporations, manufacturing to services, our client base is diverse in both size and function.

We recognise that having a great leadership team is crucial to the performance of any business and finding a new addition to that team should be a thorough, considered and consistent process. Our team was built on a foundation in Senior Finance but maintains the capacity to fill the rest of the board: Sales and Marketing Leadership, Operational Leadership and General Management.

Our mission is simple: we aim to help you identify, attract, integrate and augment the best talent to enable your business to grow.



“

They took the time to understand me and what I wanted to get from my next role. They gave me great advice and only put me forward for roles that they knew I would be excited about... If you want a professional agency who will do their very best to secure you the right next step in your career, then GRG Exec Search are the agency for you!

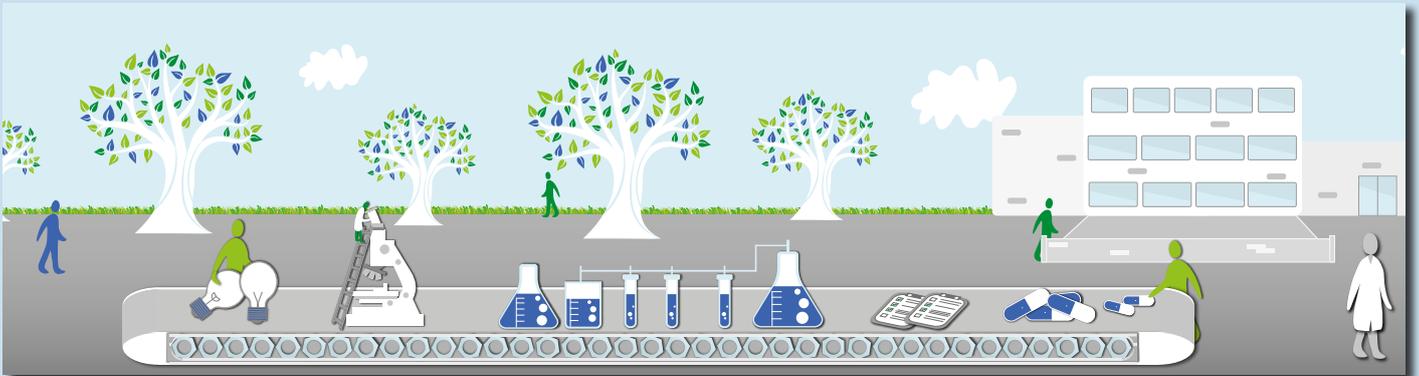
Chief Financial Officer

”





PHARMA PARTNERS



Pharma-Partners is our sister company based in Reading. They specialise in the recruitment of Pharmaceutical Physicians, Pharmacists and Scientists across the UK and Europe.

With a combined 25 years' recruitment experience in the Life Sciences sector, Pharma-Partners consultants have the expertise to guide Physicians seeking their first role in the industry, and continue to support as they progress in their careers to Director, C-Level and interim appointments.

Their service lines include senior appointments, executive search, contingent and interim recruitment, candidate profiling, market mapping and research.

“

Pharma-Partners are our first choice when it comes to hiring staff in the life sciences sector. They have proven that they can deliver the highest quality and consult on the toughest of job briefs, where their competitors have not been able to. They are a professional yet down to earth business, who I would strongly recommend to other Pharmaceutical and Medical Device businesses.

”

HR Business Partner





GLEESON FUTURES

With over 50 years' combined experience, the Gleeson management team is one of the most established and well-regarded recruitment teams in the UK. Originally qualified accountants, they understand the client and candidate experience personally, which has defined their approach; they utilised already existing links within their industry and set out with the vision of building a business founded on trust, transparency and integrity – everything they felt the industry lacked.



“

“I worked with Ashley during the transition into my current role as a Program Director at E2open. He made the process a pleasant experience, he was always transparent on status and next steps and he shared all the relevant information at the right time. He is a great guy to work with, as a professional and as a person.”

”



Programme Director, E2Open





Testimonials



“GRG has always managed to find great candidates for me that not only can do the job but who also fit with me and the rest of the team. They have taken the time to get to know me, so [they] know the type of person that I like in my team.”

Finance Director

“I have worked with Gleeson on a number of key ‘difficult to find’ assignments and every time they have come up trumps. By carefully selecting candidates, who match and exceed the (sometimes open) brief, Gleeson manage to minimise the time I need to spend on the selection process. Their professionalism, intuitive understanding of business needs and genuine personality have been a pleasure to work with. I have no hesitation in recommending (and will continue to use) Gleeson for all senior and specialist roles.”

Senior Operations Manager

“I have found Gleeson to be a team of highly professional and dedicated recruiters each and every time we have approached them with an employment opportunity. They always put in the, ‘hard yards,’ to thoroughly understand the role requirements, company culture and team dynamics. In addition, I have found their observations and recommendations regarding potential candidates to be very accurate and this is a valuable input into what is usually a time sensitive process. I would have no hesitation in recommending Gleeson for the fulfilment of any company’s recruitment needs.”

Commercial Finance Manager

“... exceptionally talented with a great eye for detail. Gleeson go out of their way to ensure they have a full understanding of their client’s needs, both from the perspective of technical skills and the soft skills required for incoming candidates to blend seamlessly into the new organisation. Outstanding and highly recommended.”

Internal Recruitment Manager

“When I met with Gleeson I was struck by their desire to stand out from other agencies. They conveyed to me a very personal approach to looking after candidates and explored in depth what I was seeking to find in my next career move. They have been in touch with me on a weekly basis to discuss where I was with my job search, offering advice and tips for interviews and long-term career planning. I would have no hesitation in recommending them to help secure your next role. They are an agency who will look out for both the candidate and employers’ interests. I would definitely use them again.”

HR Administrator.



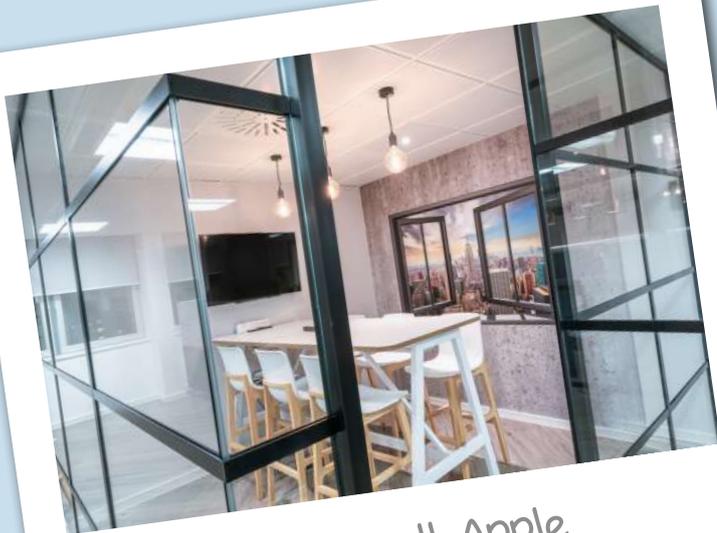
Birmingham Office Space

We have been busy building a bigger, better, brand-spanking new office space to accommodate the needs of our clients, candidates and employees alike.

2018 was a fantastic year for us; we've held networking events, panel discussions, fundraisers and we hope to carry this into 2019 in our swanky, new space.



The Business Lounge



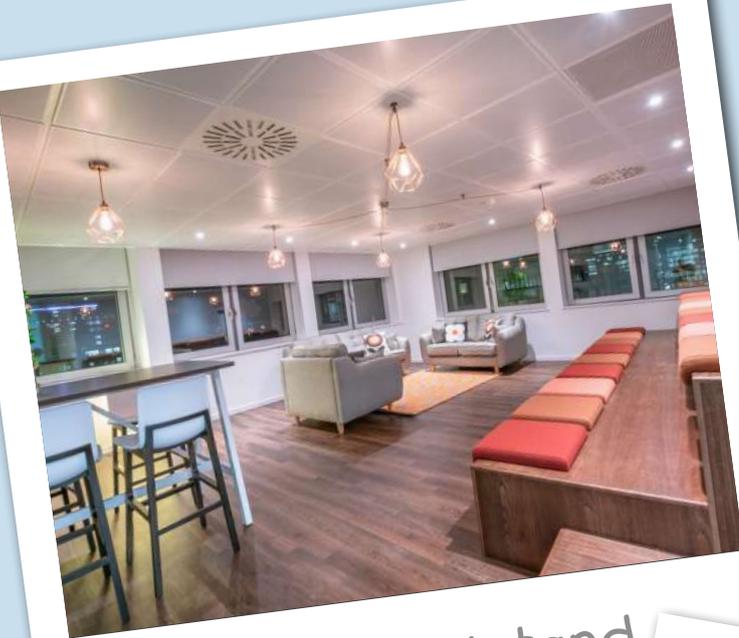
The Small Apple

We are always interested to hear our client's thoughts and ideas on what they want to see at our future events. In fact, our connections are always welcome here at Gleeson HQ. We have purpose built ideal spaces for seminars, interviews, conferences and much, much more.

We offer this space free of charge, and we will provide free Wi-Fi, complimentary refreshments and tools our connections may need.



Chill Bill 2



The Brandstand

Near our
Birmingham
office?

Whether you are running early for a meeting or simply need somewhere to recharge your devices before a long journey... our connections are always more than welcome here at Gleeson HQ.

Pop into our Business Lounge to say hello and relax amongst complimentary refreshments, multiple power sockets and free Wi-Fi – we'd love to have you!



The Business Lounge



The Bamford Suite



Gleeson's Social Media

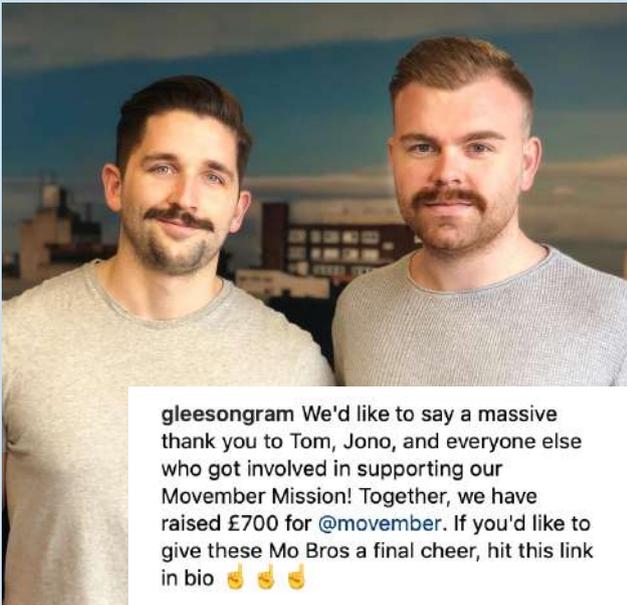
Social media is the best way to reach candidates and clients, even when we aren't working with them.



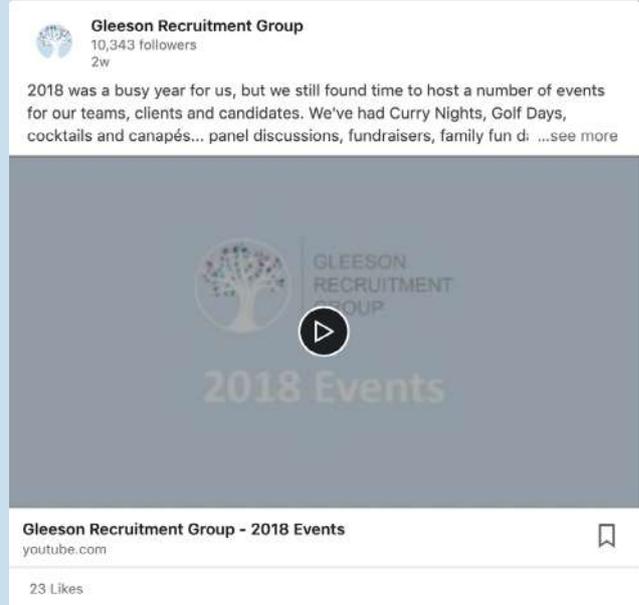
We have built an established in-house marketing team and we actively encourage our partners to utilise this resource. Our team consists of an excellent copywriter and an accomplished videographer; from blogs, to brochures, to up-to-date video content – our team have the experience and the resources to create valuable, unique and engaging content for our clients.

Whether you want to showcase great offices, a wonderful team or communicate insightful information from a valuable member of the business – our marketing team can provide a personalised service to help you develop your brand image across all communication channels.

Gleeson's Social Media



gleesongram We'd like to say a massive thank you to Tom, Jono, and everyone else who got involved in supporting our Movember Mission! Together, we have raised £700 for @movember. If you'd like to give these Mo Bros a final cheer, hit this link in bio 🙌🙌🙌





Our Approach to CSR

Here at Gleeson, we care about the community and nurturing future talent is important to us. By utilising the huge skill-base we have acquired amongst our employees, we do our utmost to help educate young people about the job market and increase their chances of finding work after studying. Many of our consultants volunteer to help at local schools with practice interview days, CV workshops and career presentations.

We also partner up with like-minded clients, who take their responsibility to the community seriously, in order to raise awareness and funds for a number of charities. In doing so, over the past two years we have fundraised over £30,000; from hosting and attending Golf Days, donating to our office Tuck Box, and organising our Family Fun Days, to surviving sponsored Bear Grylls Challenges in South Africa! We do all we can to get behind a good cause.

We are proud of what we have achieved over the years and grateful to be in a position where we can give back to the local community.

**MACMILLAN
CANCER SUPPORT**

LandAid
THE PROPERTY INDUSTRY CHARITY



Our Offices

Birmingham:
Edmund House
12-22 Newhall Street
Birmingham
B3 3EF
0121 631 1751

Reading:
Seventh Floor
The Blade
Abbey Square
Reading
RG1 3BE

London:
Juxon House
100 St Paul's Churchyard
London
EC4M 8BU
0203 102 7760

Email:
info@workwithglee.com



Gleeson Recruitment Group



glesongram



@gleesonrecruit



GleesonRecruitment

#WorkWithGlee



Gleeson Recruitment Group



gleesongram



@gleesonrecruit



GleesonRecruitment





Work with Glee