

Crown
Commercial
Service
Supplier

Permanent Recruitment Solutions Prospectus

RM6229

LOT 2 NON CLINICAL GENERAL RECRUITMENT

**WHEN IT COMES
TO FINDING THE
RIGHT PEOPLE
LOOK NO FURTHER**



01522 546643



hello@ambitionspersonnel.com



www.ambitionspersonnel.com

Ambitions[™]
Personnel

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WHO WE ARE

Ambitions Personnel is a recruitment agency that specialises in the sourcing of candidates across a diverse array of sectors.

Trading independently since 1990, we credit our success to our network of locations and personal approach to recruitment.

Our longstanding relationships are a testament to placing our customers at the heart of everything we do.

Our structure encourages flexibility, providing a quick response to client needs and local labour markets. The ability to adapt readily is fundamental within a changing market, and we do it very well.

Our high street offices are run by great teams, motivated by one goal; connecting great people with great jobs.

Our people are our driving force; we value our teams, our candidates and our clients.



95%

Recommend our service



10 YEARS LOS

Market-leading staff retention



12 YEARS

Average client relationship



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WHAT WE DO

Recruitment is what we do and we know it inside out. One thing we've learnt from more than 30 years of experience is that our clients want a recruitment partner who understands their organisation from the outset.

As a supplier to RM6229 Lot 2 Non-Clinical General Recruitment, we can recruit within the following disciplines, with nationwide coverage:

Analysis

Commercial and Procurement

Communications

Digital, Data & Technology

Finance

HR

Knowledge and Information Management

Operational Delivery

Policy

Project Management and Delivery

Property

Security

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SOCIAL VALUE

It is our responsibility to ensure that our business has only a positive impact on our local communities and the wider world. We act sustainably and responsibly to enhance the wellbeing of those around us.

ENVIRONMENT

We have a plan in place which is reviewed annually to ensure we meet the Government's target of Net Zero by 2050.

FLEET AND TRAVEL

Our company car fleet will be all electric by 2025 and we have eliminated all unnecessary travel. Staff are incentivised to cycle or walk to work when possible.

ENERGY

We are in the process of sourcing a green energy supplier.

BUYING POLICY

We have an eco-friendly buying policy, ensuring we only work with like-minded suppliers.

RECYCLING POINTS

We have dedicated recycling points within all of our offices, including soft plastics and have committed to be paperless by 2025.



ECONOMIC

EQUALITY, DIVERSITY AND INCLUSION

We take our ED&I responsibilities seriously and champion the importance and benefit of having a diverse workforce. We report our Gender Pay Gap information to the Government annually and publish a copy to our website. Through initial induction and ongoing staff training we ensure our staff are at the forefront of best practice.

SUPPLY CHAIN MONITORING

It is an unfortunate reality that modern slavery and human trafficking in its various forms affects the lives of many people and as a labour provider, we recognise our heightened exposure. Our Modern Slavery Statement is published annually on our website. We are proud of the steps we have taken so far, but continually review and improve our practices to combat the risk of slavery and human trafficking within our business and wider supply chain.

SUPPORTING SMALL AND LOCAL BUSINESSES

Wherever feasible, we source independent suppliers from our local area recognising that small businesses are vital for our economy.



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SOCIAL VALUE

COMMUNITY

CHARITY AND FUNDRAISING

Over the last 5 years we have raised over £28,000 for national and local charities. This year, we've launched our #30forThirty campaign to celebrate our 30 years in business, where we've set ourselves the challenge of completing 30 'Acts of Kindness' - including fundraising, good deeds and sponsorship. So far, we've donated to food banks, provided kits for a grass-roots football team and collected underwear for those in need within the UK and Africa.

VOLUNTEERING

Each member of staff is encouraged to take two days out of the office each year to volunteer at local projects. We're also signed up to the 'Give an Hour' scheme.

WORKING WITH SCHOOLS

We regularly attend career days and deliver workshops to students throughout our area. Our Director is an Enterprise Advisor within a school, working to develop strategies to boost student's future employability.

RESTART SCHEME

We actively engage with a Restart partner to assist long-term unemployed back into the workforce.



OUR PEOPLE

EMPLOYEE WELLNESS

We take a holistic approach to the physical and mental wellbeing of our staff. Starting with a culture which truly champions wellness, we have built upon that with a variety of initiatives. Working with a local Active Partnership, staff are able to access a wide range of sports including rowing, climbing and wheelchair basketball. Staff also have the chance to join workplace challenge tournaments. Through our Wellness app, staff can access video content including fitness, yoga, mindfulness and meditation.

EMPLOYEE ASSISTANCE PROGRAMME

Staff have access to a 24/7 helpline which provides practical help and advice for a range of personal issues.

PRIVATE MEDICAL COVER

Staff are offered private medical insurance through our BUPA scheme.



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EQUALITY, DIVERSITY & INCLUSION

Equality, diversity and inclusion are at the top of our agenda. Our recruitment services comply with the Equality Act 2010 and Gender Recognition Act 2004.

OUR STAFF

We champion the positive impact that diversity has within the workplace. All staff receive equal opportunities training at induction and on an ongoing basis in line with legislation and REC best practice, covering topics such as inclusive recruitment and selection and overcoming unconscious bias.



INCLUSIVE RECRUITMENT

We embed diversity and inclusion in all of our recruitment services. We take a bespoke approach which allows us to attract diverse and capable candidates solely on merit.

Our recruitment and selection processes are designed to be objective, impartial and applied consistently. We frequently review our application and interview stages to ensure they're as accessible as possible.

All recruitment advertising is subject to a gendered language checker - a tool designed to highlight gender-coded language. Adverts are distributed consistently across a diverse range of platforms, ensuring we reach a wide range of talent pools.

Diversity monitoring takes place on a six-monthly basis and can be provided within MI data, as required.



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EQUALITY, DIVERSITY & INCLUSION

CONTINUOUS IMPROVEMENT

When it comes to equality, diversity and inclusion, we are always listening and learning.

We use the internal data we gather via our own Applicant Tracking System to benchmark ourselves against the national trends using data from the Recruitment and Employment Confederation, allowing us to flag any areas for improvement. The annual creation of our Gender Pay Gap report is a further opportunity to review our progress.

On a case by case basis, we can work with you to address, and pro-actively take steps to overcome, any specific challenges that may be present.

Flexibility in our processes and structure allow us to adapt and react quickly to changing landscapes.



WE WORK WITH...



REFUGEE
EMPLOYMENT
NETWORK



New Futures
Network



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CASE STUDY

Utility Company

"Voice of the Customer" Project

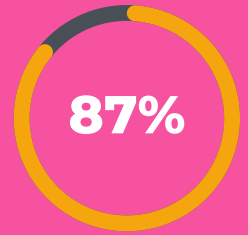
In late 2021, Ambitions Personnel worked collaboratively with one of the largest utility providers to recruit an entirely new team tasked specifically to provide additional support and service to customers in the wake of Brexit and the COVID-19 pandemic.

The first 15 candidates were sourced and onboarded within a 5-week timeframe. It was essential for our client to have the right candidates from the outset for such a business critical project.

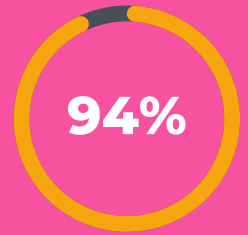
Utilising our technology, we were able to monitor diversity to ensure a wide range of candidates were presented. Through weekly MI reporting, we were able to track spend ensuring the project was delivered, not only on time but also within budget.

With staff retention in mind, candidate feedback was gathered at various touch points of the process. As a direct result, our client made changes to shift patterns in order to retain key candidates.

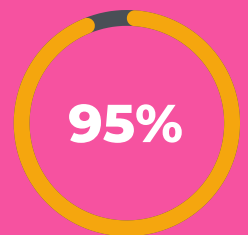
Our client is one of the largest utility providers in the UK, supplying services to almost 7 million people across England and Wales.



of candidates were selected for interview



of offers were accepted



candidates rated us good or excellent



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CASE STUDY

Charitable Organisation

Head of Marketing, Communications and External Affairs

During an intensive period of growth, we were approached by a charity who needed to bolster their senior leadership team.

A dedicated Recruitment Manager from within our team worked closely with the client from the outset and ensured we fully understood the needs of the organisation, their Employee Value Proposition and the part the role would play in achieving their wider objectives.

The key challenge was to find the right candidate who could offer a breadth and depth of skills, whilst also fitting into the existing team.

Utilising our relationship with our external digital marketing agency, we devised a recruitment marketing campaign that would target the best active and passive talent within the charitable sector.

Ultimately, 2 candidates were short-listed for this key stakeholder role and a successful candidate was selected and in post within 4 weeks, saving the organisation valuable time during a critical period of expansion.



dedicated point of contact



targeted digital marketing campaign



SLT role filled within 4 weeks



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HERE WHEN YOU NEED US

GET IN TOUCH TODAY



Paula Thirkell
Divisional Manager
paula.thirkell
@ambitionspersonnel.com
01522 546643

Paula has been with the business for over 14 successful years, and now heads up our commercial recruitment division.

Paula's passion for recruitment is infectious and her ability to truly understand the needs of an organisation is second to none.

Along with her team of recruiters, Paula will leave no stone unturned in her search for the perfect candidates for your roles.



Mandy Watson
Director
mandy.watson
@ambitionspersonnel.com
07736 726867

Mandy established Ambitions Personnel in 1990 and has been at the helm of the business ever since.

Mandy puts service excellence at the heart of everything she does, taking pride in building long-term relationships with our clients.

Mandy takes a hands-on approach and leads by example, empowering her teams to be the best they can be.