



mercury

Leading edge Search & Selection



OVERVIEW OF
CONTENTS
FROM MERCURY

INTRODUCING MERCURY >

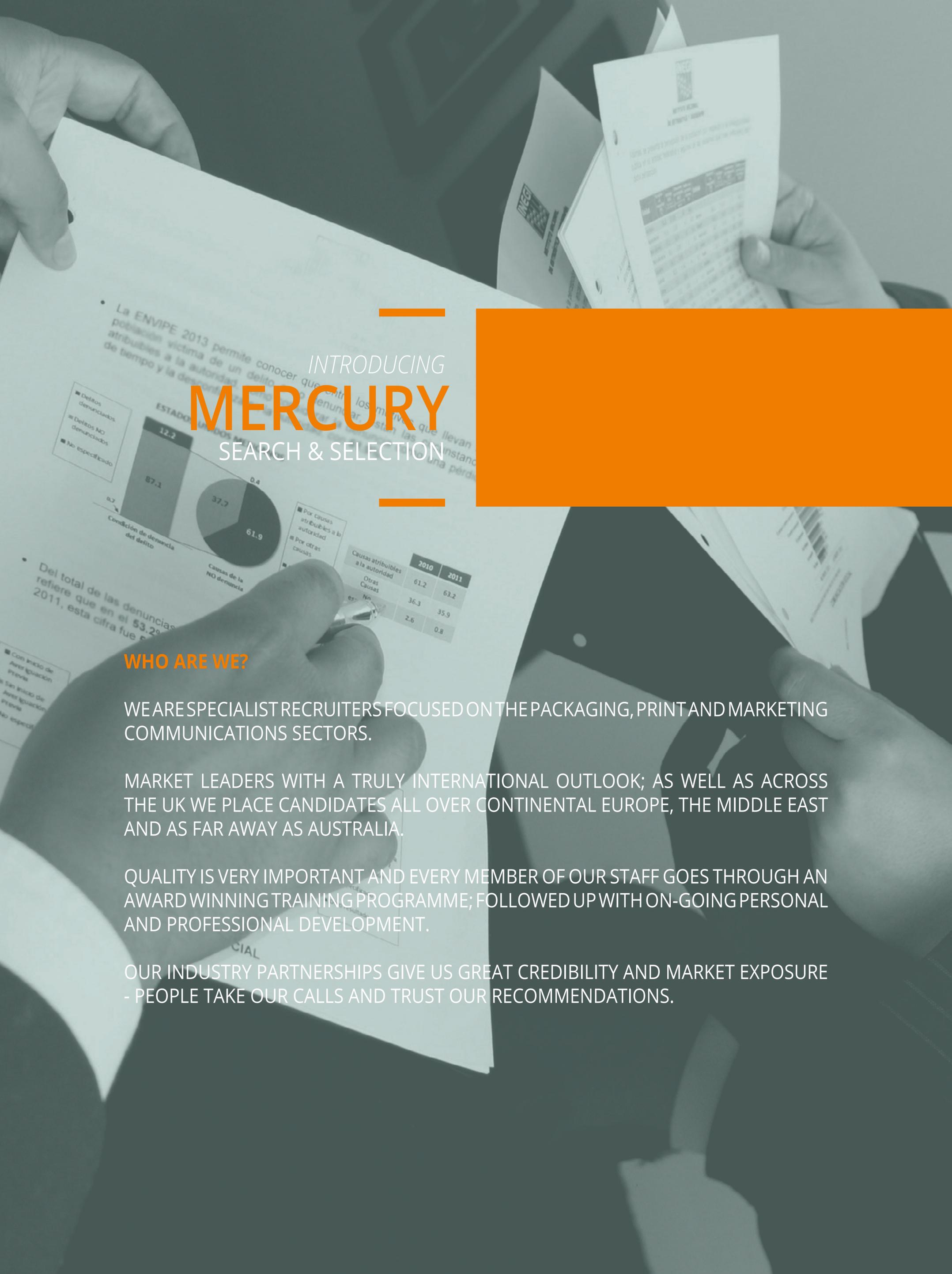
WHAT MAKES US DIFFERENT >

LIFE AT MERCURY >

SUCCESS STORIES >

MERCURY REWARDS >

CONTACT INFORMATION >



INTRODUCING
MERCURY
SEARCH & SELECTION

WHO ARE WE?

WE ARE SPECIALIST RECRUITERS FOCUSED ON THE PACKAGING, PRINT AND MARKETING COMMUNICATIONS SECTORS.

MARKET LEADERS WITH A TRULY INTERNATIONAL OUTLOOK; AS WELL AS ACROSS THE UK WE PLACE CANDIDATES ALL OVER CONTINENTAL EUROPE, THE MIDDLE EAST AND AS FAR AWAY AS AUSTRALIA.

QUALITY IS VERY IMPORTANT AND EVERY MEMBER OF OUR STAFF GOES THROUGH AN AWARD WINNING TRAINING PROGRAMME; FOLLOWED UP WITH ON-GOING PERSONAL AND PROFESSIONAL DEVELOPMENT.

OUR INDUSTRY PARTNERSHIPS GIVE US GREAT CREDIBILITY AND MARKET EXPOSURE - PEOPLE TAKE OUR CALLS AND TRUST OUR RECOMMENDATIONS.



WHAT MAKES US
DIFFERENT
- ITS WHAT WE DO AND
THE WAY THAT WE DO IT

THIS CLOCK TOWER WAS ERECTED
IN COMMEMORATION OF THE 60TH YEAR
OF THE REIGN OF HER MAJESTY
VICTORIA QUEEN AND EMPRESS

ERECTED AT THE EXPENSE OF THE CORPORATION OF LONDON



SPECIALISTS



When we say specialist, we really mean it: each of our consultants focuses on a particular market segment. We have an in-depth knowledge of the stars within them and where those people may add value. It means that we can match clients needs immediately and puts us in a position to help them build their business; providing them with the talent they need for the future.

INDUSTRY INVOLVEMENT

Recruiters recruit right? Well at Mercury, it's much more than that. We have become trusted advisors, giving clients advice from salary scales all the way to strategic direction based on the talent in the market. Our long term partnerships and connections allow us to introduce clients to business partners and markets even when there is no recruiting involved. Needless to say this level of trust means we are their recruiter of choice when the time comes.



INDUSTRY CREDIBILITY



Having developed strong relationships with industry leaders and important trade bodies we have market leading credibility. This gives us direct access to clients and candidates and re-enforces our commitment to the sectors. Our opinions are sought out and we are regularly seen in the trade press; giving us the exposure others only dream of.

CANDIDATE GENERATION

Head hunting is a big part of what we do. You will benefit from continual training allowing you to identify, and access the very best talent in the market: when our approach is backed by the Mercury brand, we get a great response in generating candidates, we also have an outstanding web presence. With 3 websites and a prominent positioning with the trade media we achieve massive exposure generating over 500 candidates per month. Our acclaimed advertising campaigns run in all of the main trade media and are often noted for their creativity - sometimes becoming a talking point in their own right.



PSYCHOMETRIC TESTING



We have an in house assessor who is trained to conduct both ability testing and personality profiling. We are the only recruiters in our market able to offer this service to our clients adding yet another way to add value to the recruitment process beyond just the introduction.

REPEAT BUSINESS

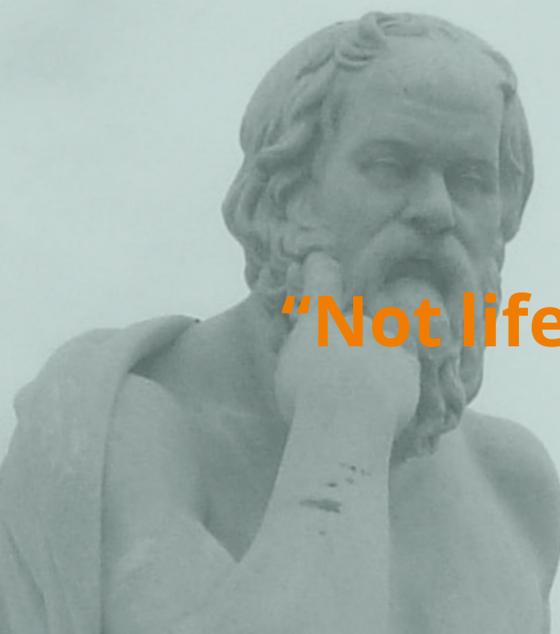
Our clients keep coming back- our level of repeat business is something we are very proud of. It not only stands testament to the quality of our work, but also helps us get to know the organisations in great depth. Understanding things like correct cultural match really make a difference when recruiting - helping us to be consultants beyond the introduction .





OUR
LIFE
AT MERCURY





“Not life, but good life, is to be chiefly valued.”

Socrates

The days are fast paced and varied; you'll focus on a different assignment each day, no two days are really the same.

Generally speaking, you'll start each morning catching up on emails and joining in the team get together to run through an overview of the previous day and the plan for the coming day.

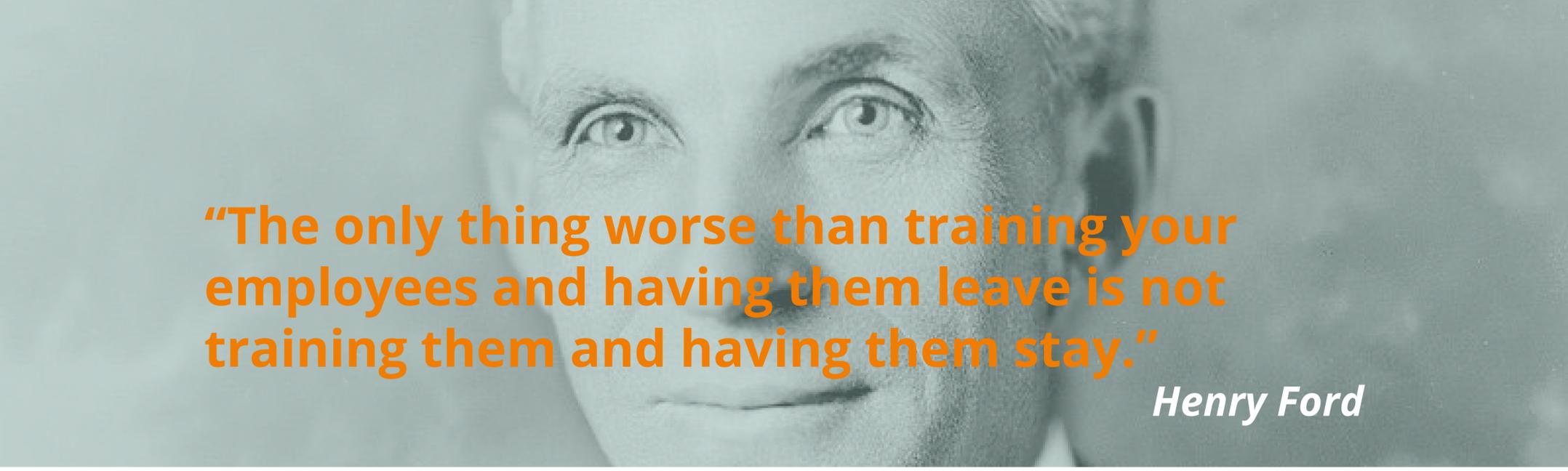
The days activity, whether it's representing a company you're head hunting on behalf of for an exciting opportunity, or it's working proactively on behalf of one of your star candidates, will be your main focus.

Around this, you'll prepare candidates for interview for the following day and take feedback from that day's interviews. You'll qualify and register candidates, work with our admin, resourcing and marketing teams (who'll do an exceptional job taking care of creating cv's, advertisements and any documentation). You'll negotiate offers, manage contracts, advise on resignations and stay in touch through notice periods.

You'll also take vacancies, devise the right approach to recruit on the role, research the market and make approaches to potential candidates. You'll understand your clients objectives so you're able to quickly identify high calibre people to achieve the objectives of the role. You'll also be working with organisations to build talent pipelines so before they get to a point of needing to recruit for certain roles, you'll have talented individuals in line and ready to move where you'll advise them on how they can add value to particular organisations.

You'll be delivering good news and offers, managing them through to start date; which of course is everyone's favourite part of the job. The flip side is delivering the bad news to candidates who don't get the job but when you do, you'll work with them to consult on what went wrong and how they can improve for future interviews. Your candidates will value your input even when it's a no.

You'll build relationships so you really understand your candidates aspirations and to help introduce them to the right organisations for their career development. You'll be making connections, developing your profile and reputation in the market as part of a leading brand. These are highly technical, confidential and significant appointments so you'll be playing a big part in influencing change.



“The only thing worse than training your employees and having them leave is not training them and having them stay.”

Henry Ford

Training & Development

A weekly meeting with your manager will help you assess your progress ensuring you're on track and identifying any areas you need more support in so you can create a plan for the coming week.

You'll attend a monthly presentation meeting where you'll see how your figures fit into the company as a whole, see the company's performance and discuss your thoughts on the past month and your action plan going forward. This is also the place you'll find out who's won any monthly, quarterly or annual competitions and also any planned outings from bowling, indoor skydiving, trampolining, pizza parties and nights out on the town.

All in all it's a great place to build your career!

On a less formal front

We like to do our bit for local charities whether that be through our office snack box proceeds going to a charity decided upon by our consultants or the annual 4 figure donation we give to charities that mean something to us.

If you're into running, you can join our group of runners who head out a couple of times a week at lunchtime, the pace varying from social having a good chat to "cant talk, trying to catch my breath!". With great gyms nearby and corporate reductions, there's plenty of opportunity to find something that suits you or if you'd prefer to eat cake, well that works too. We have a tradition of baking cakes for birthdays. Originally quite informal this has developed into the great Mercury bake off, with a different theme each year, add the secret scoring and things get quite competitive.

A woman with long dark hair, wearing a white sweater and a pearl necklace, is sitting at a desk in an office. She has her arms raised in a celebratory gesture, smiling broadly. On the desk in front of her is a laptop and a dark mug. The office has glass walls and other desks with chairs are visible in the background. The image has a light blue tint and a large orange graphic element on the left side.

SUCCESS
STORIES
AT MERCURY



“I have progressed through the company into Senior Consultant and Manager roles and, as of 2016, became a Director of the business”

Mike

I joined Mercury in November 2005 from Halifax Bank of Scotland where I had worked as an outbound sales rep selling personal loans to existing clients over the phone. This wasn't the most fulfilling of roles. I had been there for 18 months after leaving university, far longer than initially anticipated, and was going nowhere. The dynamism I had seen at interview stage with Mercury and the fact the company were in the process of moving to new premises made me certain the company was going places and it was the right move to make.

11 years later and I have been afforded so many personal development opportunities. I have progressed through the company into Senior Consultant and Manager roles and, as of 2016, became a Director of the business, which was a massive honour. I completed a CMI level 5 management qualification and we have built of team of high performing individuals with a genuine team spirit and desire to see each other succeed. It makes me immensely proud to think about how far we have come as a business, how much I have grown, both personally and professionally, and the quality of service we continue to provide to our clients.



“Juggling a full time career with a family can be tough, but I have been supported all the way...”

Dianne

I joined Mercury Search and Selection in 2003 as the Office Manager. It was my first experience of working for a Recruitment Consultancy, my background to that point had been in Administration, Telesales and latterly, NVQ Assessing.

Working for Mercury has been very exciting; we soon outgrew the premises we were in and moved to our current prestigious offices in a gorgeous location with our own parking spaces making life that bit easier.

About a year after joining the company, I felt confident enough to ask whether I could train to be a Consultant. With my background in telesales, I have always been confident on the phone, but I was rough around the edges and was grateful for all the training and advice I received. There was a lot of it! Mercury devises specific training for each and every Consultant who works here. Once the initial induction had taken place, ongoing training is provided ensuring I can be the best version of me, this is still the case. My career has gone from strength to strength and I am proud to have been the highest billing Consultant quite a few times over the years.

Obviously being successful has financial rewards, working as a Consultant has allowed me to have a new cars, move house, have great holidays but in addition to that, I have been fortunate to win a number of great prizes too! I've won weekends in Prague, Amsterdam and Paris and I have even spent three nights in a beautiful Scottish Castle in the Highlands

That's all great, but even more important for me is striking a work/life balance. When I started with Mercury my son was only 8 and I needed some flexibility at times. Juggling a full time career with a family can be tough, but I have been supported all the way - Matthew is now 21 and in the middle of his time at University so my life has changed quite a bit - but the flexibility is still there if I need it.

Let me be straight... this job is full on and not for the faint-hearted. It's demanding and frenetic and you need to keep your eye on the ball at all times but I can honestly say that it's the best career move I ever made.



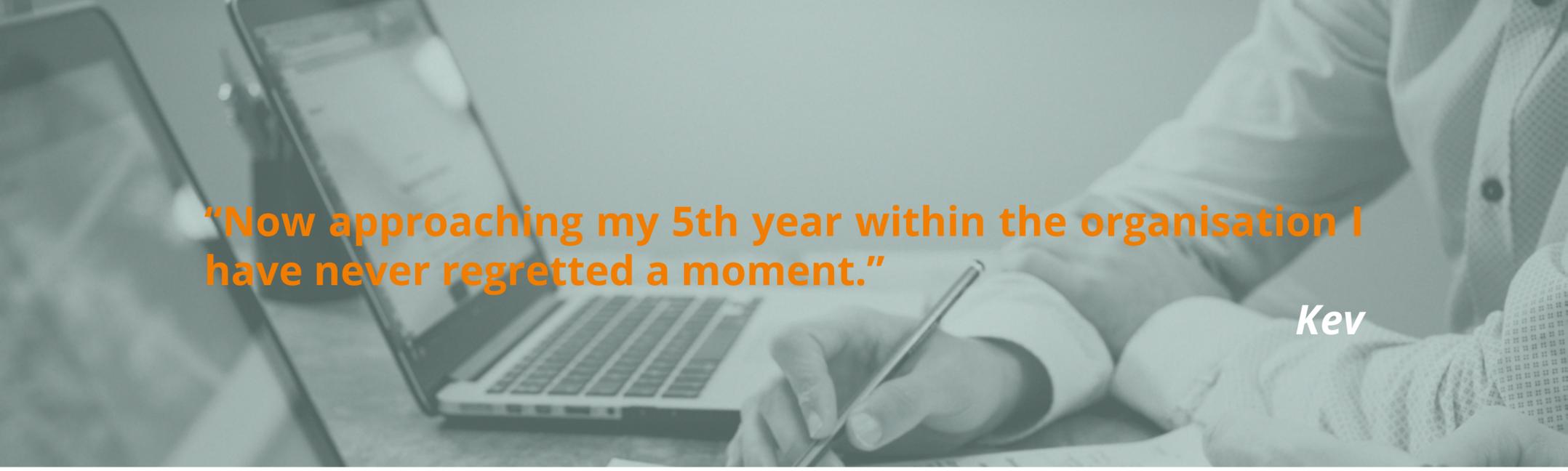
"I love being part of something larger that makes a difference. I love the variety, every day is different and I get to interact with such a variety of people."

Charlotte

I joined Mercury Search and Selection in September 2014 when I was looking to relocate to the Chester area from North Wales. I had no previous experience within Recruitment, my background had been within IT and Banking, but I was looking to carve out a career that offered variety and one that would challenge me each day in different ways.

I knew from the very first moment that I first started that I had made the right decision. I didn't know anything about print or packaging so there was a lot to learn in the first few months but the extensive training and support that was provided from the outset was like nothing I had ever received before. You become part of such a wider support network with a number of experts within the company who know just about everything there is to know about the industry and are always on hand to help.

For the first six months everything was great, the learning curve was steep but I enjoyed the challenge and was already earning myself some decent commission. Then things took a turn for the worse. I lost a few units and my confidence took a hit which had an impact on my figures and I was struggling. I had a few meetings with my manager Mike regarding how best to approach turning things around and he suggested new ways of working and sectors to concentrate on to change things. The level of support on hand, not only from Mike but from the whole Mercury family was outstanding. It sounds cheesy, but that's what you become a part of. To say this worked is a bit of an understatement as I invoiced more than I could have hoped for, and to top it off, won consultant of the year award.



“Now approaching my 5th year within the organisation I have never regretted a moment.”

Kev

I joined Mercury Search and Selection in 2012.

I had spent the previous 7 years working within Bank of America as Call Centre Manager and was looking for an opportunity to work within a more focussed office environment where I could gain significant financial rewards for utilising my strong sales background.

Now approaching my 5th year within the organisation I have never regretted a moment. To succeed, you have to work hard, be commercially focussed and want to genuinely build long standing business relationships. If done well, the rewards both personally and financially are fantastic.

During my time within the company, I have had the pleasure of training new starters and am continuing to explore ways that I can contribute to both the company and my personal development through external training.

I am looking forward to continuing this journey and would recommend it to anyone that takes genuine satisfaction from doing a great job whilst feeling very well rewarded on many levels for doing so.



“The amazing people I work with are not just my colleagues they are my friends and now I can honestly say that I love my job.”

Julie

I joined Mercury in August 2016 from MBNA where I had worked for 9 years since the age of 18 years old. I had heard about Mercury from an old colleague and I got the feeling that if I didn't find out more it would be a mistake. I had no experience in recruitment or in print & packaging but from the moment I walked through the door I knew it was a place I wanted to work. The passion that each person I met had was infectious and the only word to describe how I felt after my interview was excited!

I made the decision that it was too good an opportunity to miss and although it was terrifying stepping into the unknown the training and support I received from the very talented management team was second to none; they tailored my training to suit me specifically to ensure I got the most from it. I am a “learn as I work” kind of person and my manager recognised this immediately and made sure that after my induction and initial training that's exactly what happened. Each consultant works within their own sector so they can become a specialist within that area but everyone is always there to offer guidance and support when needed. There are always opportunities to progress and learn and my manager is already talking to me about new opportunities I can get involved in.

I have found the job to be demanding and tough at times but the buzz I get from it is amazing and the hard work most definitely pays off. In the last 6 months I have learnt so much and the success I am already enjoying will make a big difference to my future.

The amazing people I work with are not just my colleagues they are my friends and now I can honestly say that I love my job. It was most definitely one of the best decisions I have ever made and I am looking forward to having a long and successful career with Mercury Search & Selection.



OUR
REWARDS
AT MERCURY

mercury

Leading Edge Search & Analytics
Consultant of the Year

MORE THAN JUST A
BONUS
AT MERCURY

IN ADDITION TO MARKET LEADING SALARIES YOU WILL EARN AN UN-CAPPED COMMISSION BASED ON THE REVENUE YOU GENERATE EACH QUARTER. THE MORE YOU ACHIEVE THE MORE YOU EARN. WE FIRMLY BELIEVE THAT IF WE DO A GREAT JOB FOR OUR CLIENTS THEY WILL KEEP COMING BACK AND PAY OUR FEES. THE BETTER YOU DO FOR OUR CLIENTS THE BETTER THE COMPANY DOES AND IN TURN THE BETTER YOU DO – EVERYONE WINS.

COMMISSION, PAID IN 3 EQUAL INSTALLMENTS THE FOLLOWING QUARTER, IS CALCULATED AS A PERCENTAGE OF BILLINGS PLACED IN EACH QUARTER. TYPICALLY YOU WILL EARN OVER £5,000 PER QUARTER, MANY EARN ABOVE £10,000 PER QUARTER.

MERCURY ALSO HAS A COMPREHENSIVE BENEFITS PACKAGE THAT INCLUDES:

PERSONAL AND PROFESSIONAL
TRAINING AND DEVELOPMENT



FREE PARKING



PENSION SCHEME



PRIVATE HEALTH INSURANCE



MONTHLY INCENTIVES



QUARTERLY PRIZES



24 DAYS HOLIDAY

STAFF ENTERTAINMENT

DUVET DAYS

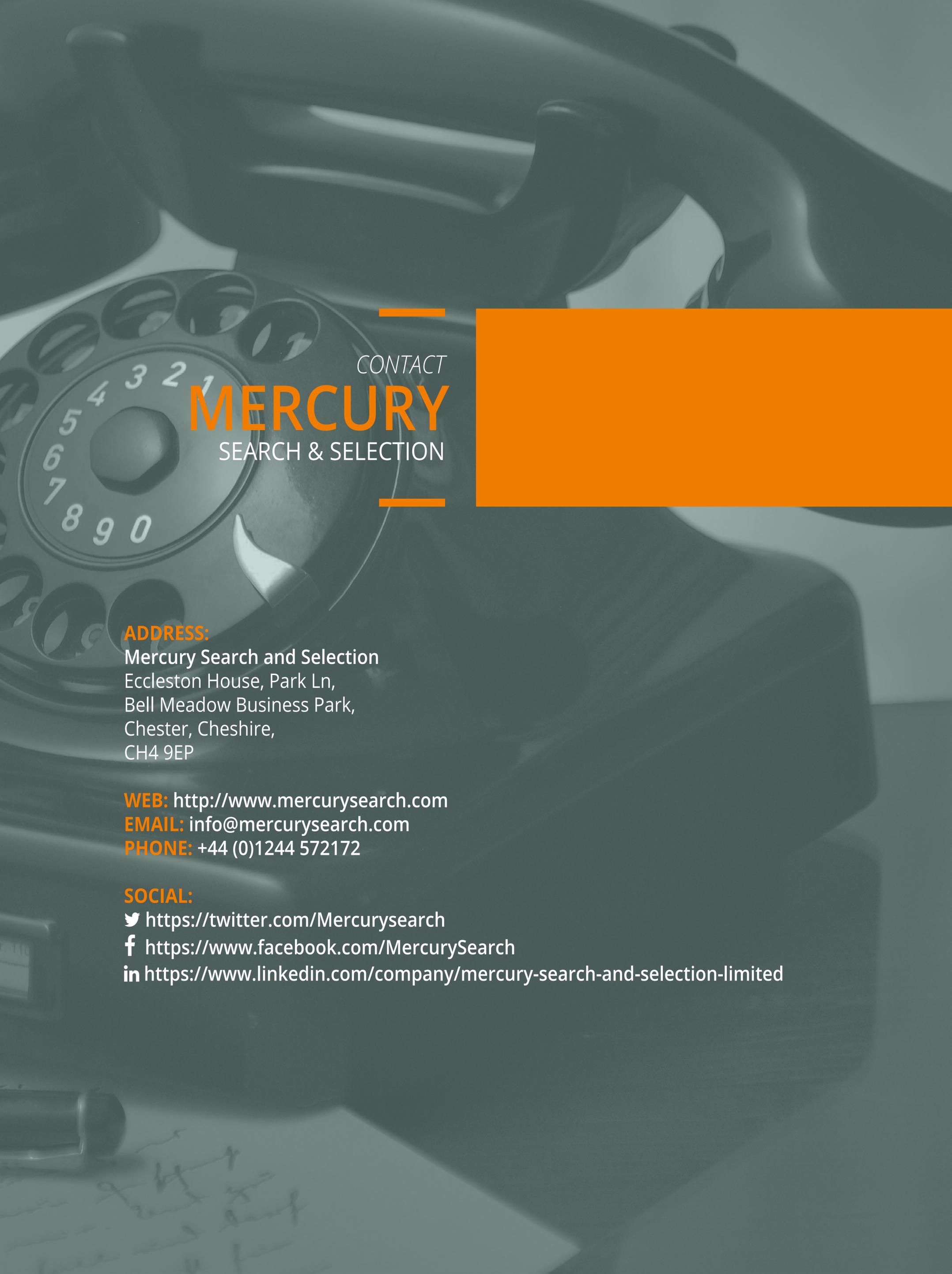


DAY OFF ON YOUR BIRTHDAY

DID WE MENTION CAKE?

UNRIVALLED EARNING POTENTIAL





CONTACT
MERCURY
SEARCH & SELECTION

ADDRESS:

Mercury Search and Selection
Eccleston House, Park Ln,
Bell Meadow Business Park,
Chester, Cheshire,
CH4 9EP

WEB: <http://www.mercurysearch.com>

EMAIL: info@mercurysearch.com

PHONE: +44 (0)1244 572172

SOCIAL:

 <https://twitter.com/Mercurysearch>

 <https://www.facebook.com/MercurySearch>

 <https://www.linkedin.com/company/mercury-search-and-selection-limited>