

# **STERLING**

## **CONSULTING GROUP LIMITED**

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### **Sterling Search & Selection Recruitment Service**

#### **THE FACTS**

##### **WHO ARE WE?**

Sterling Search and Selection is a specialist division of Sterling Consulting Group Limited, a management consultancy established in the Midlands in 1987.

##### **WHAT DO WE DO?**

Sterling Search & Selection was originally established as a service to management consultancy clients seeking high calibre, senior personnel. The same service is now available to organisations who are not existing Sterling clients.

We recruit across all disciplines and market sectors, with the emphasis on managerial level and above. We are able to fill permanent positions and, if required, identify interim staff.

Whilst we are not a database agency, we do maintain a register of candidate details from previous assignments and also details of a number of individuals who have made speculative approaches to us.

##### **HOW DO WE DO IT?**

The secret of a successful recruitment assignment is the initial brief. Our management consultancy experience allows us to understand the true nature of your operation, the profile of the person you wish to recruit, and why. From this initial briefing we will produce a written proposal with costed recommendations. This document will also give a timescale and allocate specific areas of responsibility. It provides a complete 'blueprint' for action.

Once the formalised brief has been discussed and accepted the next step is the creation of an advertisement or advertisements. Writing skills, creative ingenuity and an understanding of motivational factors are essential to the production of effective, well targeted recruitment advertisements.

Applications resulting from the advertisement are screened and a selection of candidates invited for interview. From this initial stage of interviewing we will create a shortlist – usually 4-6 candidates – of people we believe capable of meeting our client's requirements. A detailed portfolio will be prepared for each candidate, including the results of a psychometric test, and these will be presented to the client. At this point the client will decide which of the candidate he wishes to interview.

## **OUR PEOPLE**

In addition to proven recruiting skills, all our consultants also have personal and practical business experience.

## **YOUR PEOPLE**

The attitudes, aspirations and motivations of the people commissioning the recruiting are as important as those the potential candidates. We are better able to meet your requirements if there is a rapport between us. We aim for a relationship that will continue far beyond the successful completion of the assignment.

## **WHAT DOES IT COST?**

The cost of the service is a percentage of the benefits package which is being offered. The only other cost to the client is that of purchasing advertising space and reimbursing short listed candidates their travel expenses.

The charge is invoiced in three tranches – the first when the assignment is confirmed, the second when our consultants present their shortlist, and the third and final when the job offer is made and accepted.

## **WHY STERLING?**

Business today is competitive and global. To obtain the highest calibre of candidates the recruitment process requires committed, specialist performance in detail and depth. So whilst we offer you many other resources, the first and most valuable is time.

In the 17 years we have been in business we have assisted a wide range of clients with a wide range of requirements. We have worked for small and large organisations, private companies, local authorities, Government bodies and charities. We have assisted with strategic development, operational improvement and procurement. Sterling has a high level of repeat and referred business

This pedigree has given us an insight into the cultures of a wide range of enterprises and the experience to 'get under the skin' of a multitude of differing operational structures. We pride ourselves on doing more than just finding the person with the skill and experience to do the job – we find the person who will fit into your organisation, contribute to it and grow with it.

## **WHAT HAPPENS NEXT?**

For a confidential, no-obligation discussion then please contact:

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