

Permanent *Recruitment 2*

Lot 2 RM6229

Non-Clinical General Recruitment

Crown
Commercial
Service
Supplier

CASTUK





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About Cast UK

We go the extra mile to find the right talent, at the right time.
We're passionate about working in partnership with clients and candidates alike and going “the extra mile”, attracting and securing the best talent for our clients, and the best career moves for our candidates.

We deliver on your talent requirements by driving process efficiency, accessing technology, implementing analytics, building and managing your talent pipeline, as well as reducing risk and ensuring compliance.

Cast UK has experience since 2005 in recruiting permanent managerial and professional level roles across a diverse range of specialisms, with a special focus on:



Logistics & Transport



Procurement & Purchasing



Supply Chain



Buying & Merchandising



Business Change & Transformation



Human Resources



H&S Facilities



Finance & Admin



Why you should choose Cast UK

Our cutting-edge tech combined with the human touch and our teams' industry knowledge and experience, extensive networks, AI and automation tools, mean we can find the best talent for you, matching skills and culture. All these combine to mean that our approach will prove successful for framework customers.

Locations

Cast UK's nationwide coverage from 3 locations - Manchester, Birmingham and London – means we continuously build regional talent pools of skilled professionals.

Our local knowledge enables us to share: local market insights and demographics, our industry networks and previous successes, relevant outreach activity, and information regarding relevant competitors for talent and skills for the benefit of framework customers.

Social Value and Diversity & Inclusion

Every Cast UK managed recruitment campaign will meet diversity and inclusion (D&I) best practice for framework customers. We ensure that D&I underpins delivery of all of our recruitment services.

Our personnel are trained in system bias and the opportunities to minimise this utilising an innovative and bespoke sourcing approach that is evidence-based and data-driven.

Our specialist tools

- BroadCAST solo video interviewing
- BroadCAST face-to-face video interviewing
- Psychometric testing & personality profiling
- Branded advertising across our extensive industry specific social networks
- Internal candidates included in your process
- Automated candidate engagement campaigns

Our commitment to you

Good (service) is not enough. Just ok is not ok, we go the extra mile. We aim to exceed client expectations at every step of the relationship.

Our purpose

We aim to set new standards in service and recruitment solutions resulting in rewarding and lasting relationships.

We are never ones to pay lip service

We believe in the importance of authenticity and integrity.

We never stand still

We continually strive to be innovative in our services and approach to establish and maintain long-lasting rewarding relationships.

We are never satisfied

We structure our business so you deal with and benefit from consistent consultant partnerships that add value, above and beyond the brief.



Your key contacts



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Logistics & Transport

The UK is in the top four of the World Bank's key performers in logistics, and already employs over 2.2 million people in the sector. This equates to 1 in 12 people working in the industry, and makes Britain a notable contributor to the global economy.

Logistics recruitment has proven to be pivotal in our modern, and ever-changing, world. Whether it's a curveball like a pandemic, the dynamic demands of a significant change such as Brexit, technological disruption, or meeting Peak pressure, logistics is up there – front and centre.

With considerable investment proposed for transport infrastructure, these specialists will continue to be in high demand in the market. So, if you're a client looking to evolve, develop or expand your team, CAST UK are here to help. We believe in the importance of authenticity and integrity, and we'll always go the extra mile to support you.

We have a fantastic track record in securing logistics talent, representing global brands and advising on recruitment strategies. With an innate understanding of the dynamic challenges facing the sector, we have the capabilities to find professional and managerial-level candidates for your business. We ensure that these candidates have the relevant skills to fulfil the developing demands of the market, from strategic management to customer service.

Procurement & Purchasing

In an everchanging market, Procurement & Purchasing are vital specialisms that work to deliver and support procurement and contract management, as well as analysing markets and developing strategy.

We have worked delivering procurement talent to clients since 2005, with our team of consultants experts in these areas, with extensive experience either in working in these disciplines themselves or having in depth recruitment experience, combining their knowledge of these specialist role types with recruiting ability.

Searching for Commercial & Procurement talent?

In a competitive global market, strategic procurement and purchasing specialisms are at the centre of success. With their commitment to analysing markets and developing commercial strategies, adding value, capitalising on budgets and reducing risk, they can truly power commercial excellence and optimise operational efficiency.

As a result, effective procurement and purchasing hiring is needed to ensure that high-level talent enters the public sector. Here at Cast UK, we've partnered with a wide range of international organisations, from visionary SMEs to FTSE 100 companies since 2005, securing procurement and

purchasing professionals with the relevant experience, and proven track records, so we have an in-depth understanding of how to secure the skills and talent needed to conquer the unrivalled complexities and challenges at hand.

Having built strong, long-term client relationships across a variety of sectors, we've been able to secure the top procurement and purchasing talent for a variety of organisations. Such relationships are testament to the time we invest in getting to know our clients, as well as our innate skill in securing the right people at the right time.

Living in a world characterised by constant change, we can only expect the demand for these jobs to grow.

Our recruitment knowledge is second to none. Combine that with our consistent service, and cutting-edge automation and tech and you'll be able to move forward with the greatest level of procurement and purchasing talent.



Supply chain

On the hunt for supply chain skills? In recent years, supply chain management has become increasingly central to an organisation's success, turning into a strategic function, rather than just an operational one.

Managers are essential to oversee and maintain a business' complex network of relationships with trading partners, so they can source, manufacture and deliver their products.

Across the specialism, the market continues to evolve. There's also large-scale disruption, prompted by the introduction of updated models and advanced technology, which has exposed a need for new skills.

With this ever-rising demand, you'll need support for your recruitment. At Cast UK, we can help if you're seeking to enhance your supply chain function.

Understanding the market

We're adept at understanding the challenges within the market. Plus, we can identify the need for proactive recruitment strategies, allowing you to gain access to high-calibre professionals who'll oversee dynamic, cohesive supply chain models.

Through our vast network, plus trusted relationships with senior professionals in supply chain management, you can have faith that you'll land the very best talent for your organisation. These candidates have a seamless blend of technical knowledge, leadership skills and innovation ability. Let us find your next Supply Chain superstars.





Buying & Merchandising

Looking for Buying professionals? Retail and FMCG are industries that never stand still. Their ‘anytime, anywhere’ market philosophy has sparked huge growth in online consumerism. As a result, there’s endless possibilities for rapid career growth and a diverse range of brand-new roles.

Amongst our clients are some of the major players in retail and FMCG, and we’ve advised them on their recruitment strategies when it comes to buying and merchandising jobs. What’s more, our talent pool is filled with experts.

In a dynamic world, securing the right talent has never been more important.

Good, isn’t good enough

For us, good service isn’t enough. That’s why we go above and beyond for our clients, and have an amazing record for securing high-calibre buying and

merchandising talent for businesses. We have a great knowledge of the industry and its opportunities and challenges, plus, we operate openly and transparently. So you can be assured that the candidates we recommend are the right ones.

The Cast UK team consider culture fit and culture add as equal ranking. Work with us and discover your next great addition.

Business Change & Transformation

Seeking project management recruitment agencies? In what could be considered the most eventful global economy yet, business change and transformation has never been more important. It's needed to keep pace with every disruptor, from technology to Brexit to an unexpected worldwide pandemic.

The fourth industrial revolution has had a big impact. Constant advancement of e-commerce and technology, plus the execution of omnichannel systems and processes, means interim and contract business change professionals are in high demand. And that's not even mentioning the pressure to become more efficient!

Their expertise and capabilities are required to be able to pilot and implement specialist change projects successfully. With this type of talent needed now more than ever, feel confident that you can turn to our team at Cast UK. We'll take the time to get to know your needs, so we can provide the right support for your business.

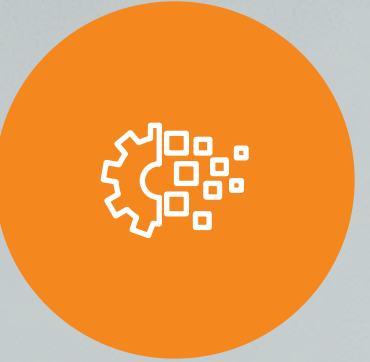
We know Business Change & Transformation Inside out

Our years of experience and expertise have allowed us to successfully fill placements and advise on

recruitment strategies for endless clients. You can trust that we'll be honest and transparent throughout the entire process, making for a positive relationship and enabling you to find the very best talent.

In this constantly evolving landscape, the need for high-calibre business change and transformation professionals will only continue to rise. Roles such as business change manager or project manager are of vital importance to help an organisation to thrive.

For us, it's not just about 'culture fit', it's also about 'culture add'. That's what makes Cast UK stand out amongst the crowd. We'll find the perfect addition to your company.



HR



Recruiting for HR talent? In recent years, HR has risen to the top of the priorities list. People are the most important asset, and those organisations that have ignored this fact have only experienced negative repercussions. If recruitment for HR is carried out effectively, then productivity and efficiency can soar – leading to a thriving department and team.

It's currently one of the best performing sectors, and so the call for exceptional HR professionals is ever rising. At Cast UK, we have a substantial network of clients and candidates that we've been building up since our inception in 2005. That's why we can support you, whatever your recruitment goals.

Our team are best placed to help you, swiftly and efficiently. As well as a tailored approach, we'll develop a clearly defined project plan, plus timescales for each and every assignment – ensuring success in all processes.

HR is more strategically important than ever.

Fortunately, it's one we're uniquely qualified to recruit for.

Considering that HR is now so prominent in organisations, you can involve us in your hiring process. We secure talent for a variety of HR jobs – from Head of Talent Acquisition to Internal Recruitment Manager.

At Cast UK, we'll make our services work for your business – ensuring successful outcomes by bringing you the very best Human Resources talent.





Health & Safety Facilities Management

Ensure compliance through Cast UK. In a world living with the aftermath of coronavirus, health and safety (H&S) and facilities specialisms have never been more important. What's classed as 'safe' is constantly changing, so these professionals don't just need to keep on top of things – they need to stay ahead of them too.

Even prior to the pandemic, demand was snowballing due to the level of responsibility that rests on this talent. If an issue isn't handled correctly, it can have a damaging and long-lasting impact, not just on health and safety, but also on the business and its reputation. Getting it right will make or break an organisation – and non-compliance is too big a risk.

A candidate's ability to be proactive and agile is necessary to move forward, and Cast UK are primed to support this. If you're a client needing to manage risk via top talent, or looking for a new building facilities manager – we're here for you.

Hiring talent with the right know-how

That's why it's important to hire the right people with the perfect mix of know-how and skills, who'll fit into your culture, as well as add to it. Unfortunately, securing them is no mean feat.

Thankfully, this is Cast UK's area of expertise. We understand the market to a T, drawing on our many years of experience alongside our large network. On top of this, we'll build a strong relationship with you. Our team treat each client as an individual, effectively tailoring our services to your needs and business strategy.

Turn to us, and get the talent you need.

Finance

Accounting for success through finance recruitment? Finance professionals are the beating heart of every industry. From maintaining cash flow and generating money, to effectively organising funds and meeting the company's long-term objectives – their keen eye for numbers is crucial to success.

If the pandemic has taught us anything, it's that to survive (and thrive) during a crisis, money is much more critical than you might think. Without the core skill sets of these specialists, businesses leave themselves vulnerable.

You can put your finance recruitment requirements safely in the hands of Cast UK. Whether you're a client wanting to futureproof your company through talented individuals, or simply looking to replace a departing member of your team, we can support you.

Recruitment for Finance

Recruitment for finance roles is far from straightforward; it's difficult to get that perfect blend of expertise, capabilities and culture add. Thankfully, we're well versed in hiring for this specialism.

From Head of Finance to Finance Director jobs, Cast UK are best placed to source high-calibre professionals. You can rely on our experienced and knowledgeable consultants, and our strong network, to fill your next finance role. We always take a proactive approach, so rest assured that we'll find the right people, whether it's on a permanent, contract, or interim basis.



CASE

STUDY



Case study

Bunzl UK & Ireland





Bunzl Plc, a FTSE100 listed company, is a multinational sourcing and distribution business established in 1940. They trade through various brands and subsidiaries with locations throughout the UK and Ireland.

Our Approach

Bunzl is a multi-site and complex customer. As such, we have allocated an Account Director to oversee the entire account. We created a streamlined process which ensures that all vacancies must have authorisation from their central HR team. Over the last 3 years we have built a full understanding of Bunzl, their business and culture.

Once we receive an approved vacancy, this is passed to the relevant regional consultant who liaises with the hiring manager, to gain a detailed understanding of the assignment, producing a “vacancy registration report” that confirms the exact client requirements and role specifications.

Drawing on our knowledge of local talent pools we provide insights into the candidate market by sharing market information, potential candidate skills gaps, any location issues/restrictions and understand their diversity and inclusion ambitions for the roles.

We then undertake an extensive search both on our internal database and on external industry networks, marketing the opportunity. Every applicant submitted to the client undergoes a thorough telephone screening, followed by a face-to-face video interview, using our online interviewing platform, BroadCAST. Once shortlisted for submission to the client, applicants are required to undertake personality profiling. Our Cast UK team manages this entire process on behalf of Bunzl.

Any internal candidates wishing to be considered for a position are put through the same process to ensure they are accurately assessed in relation to external candidates. All those submitted to Bunzl are presented with detailed notes around their suitability, a 10-15 min video interview, their personality profile and a comprehensive CV, with all accessible to view through a single, secure online link.

Promoting Bunzl to the market

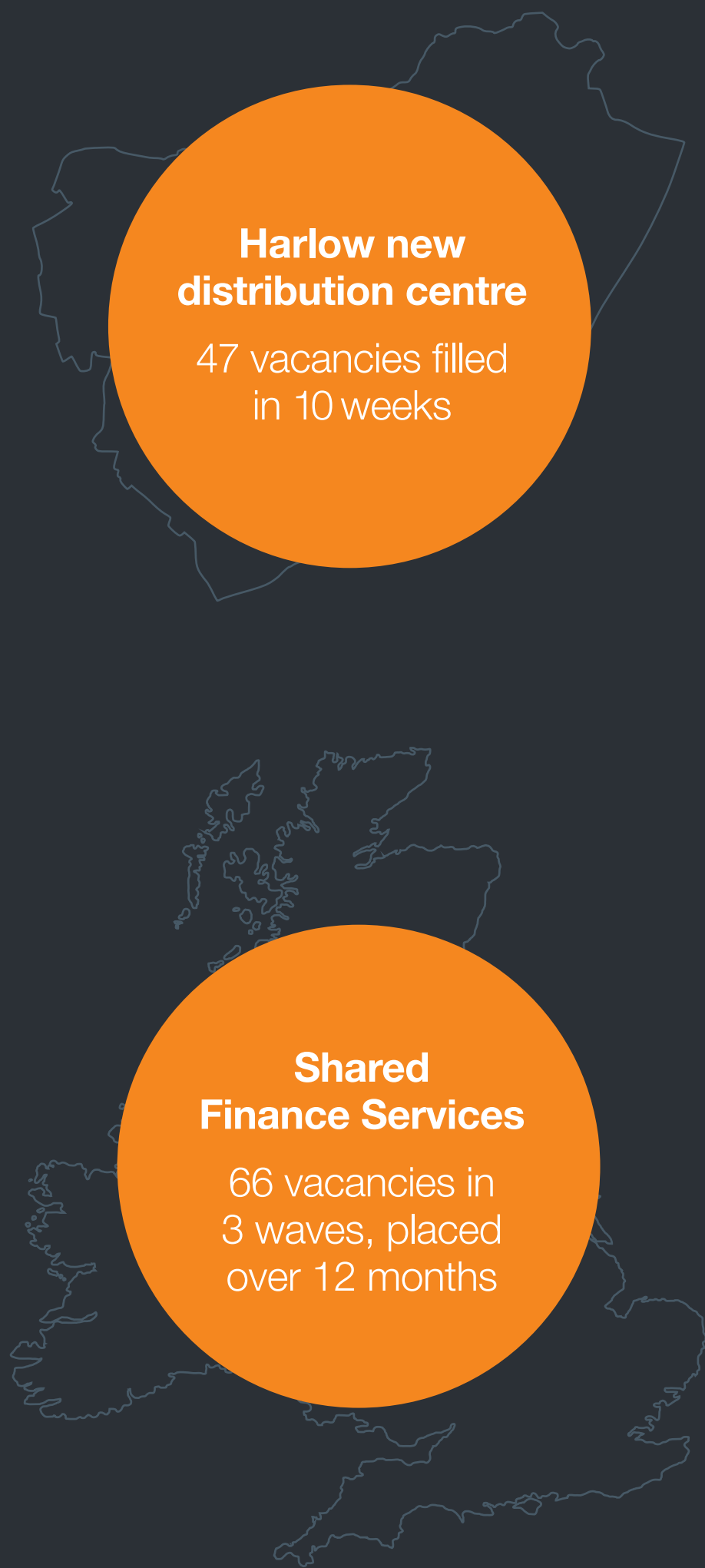
For every assignment (unless confidential), Cast UK markets Bunzl’s employer branding and EVP. To do this we create fully branded recruitment adverts for each role, branded social media graphics, branded videos and branded job descriptions.

Additionally, our IT team has integrated our systems so that any digital advert produced is automatically displayed on the relevant career page for the relevant brand website.

The reach of our adverts is maximised through our extensive social media channels, and job boards as well as our own site. These activities alongside headhunting techniques and our curated database, ensures we access to the best active and passive talent for Bunzl.

A recruitment pack containing branded marketing assets is sent out to applicants. This includes:

- Branded job & person specification
- Branded “Bunzl work for us” brochure
- A “perks & benefits” brochure
- Links to Bunzl corporate “work for us” videos.



“Cast UK have always provided an outstanding calibre of candidates coupled with excellent customer service that goes above and beyond expectations.”

Paula Eavis – Director of Human Resources, Bunzl UK & Ireland

“We work in close partnership and they have successfully recruited across all our logistics operations with the calibre of candidates presented being consistently high. Cast UK recently completed a large recruitment assignment on our behalf, recruiting all required employees at every level.

They fulfilled all of the project’s requirements within a very tight timescale to a very high standard, which allowed us to get the new operation up & running as efficiently as possible. Their knowledge of our business & culture alongside their sector specialist expertise make it a pleasure to work with Cast UK.”

Stuart Fairbairn - Head of HR, Bunzl Catering Supplies

We're here to *help*

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