

ASPION



WHO ARE WE?

**Our specialisms are expansive, our experience is extensive,
our approach is individual and our solutions are bespoke.**

As a national, multi-specialist recruitment consultancy we deliver temporary, contract and permanent staffing solutions across multiple industries and markets.

Working in partnership with a full spectrum of clients from SME's through to Blue Chip Nationals we deliver unique, flexible and strategic talent solutions to strengthen business talent and drive business growth.

We understand just what you are looking for in a successful recruitment partnership:

- You're looking for flexibility of service
- You're looking for strength of experience
- You'll benefit from a recruitment partner who operates as an extension of you
- You'll benefit from a recruitment partner with a multi-function capacity
- You need a recruitment partner who's invested in understanding your business

**NATIONAL
MULTI-SPECIALIST
RECRUITMENT
CONSULTANCY**

WHO ARE YOU?

Who you are matters just as much as who we are. Our approach is strategic and our analysis is informed so we invest our time heavily in securing a full understanding of your business vision, values, culture and goals.



**ASPION
TALENT
SOLUTIONS**

Temporary

Permanent

Contract

We've shaped our service around our client needs extending our talent solutions from one day placements through to long term solutions and expanded our talent functions to facilitate every area of business growth.

Whatever the function, whatever the role, whatever the placement type, we have hands-on, practical and invaluable experience from Consultant to Director level to secure the right talent choices for your business.

**MULTI-TALENTED
MULTI-FUNCTIONAL
MULTI-SPECIALIST
BUSINESS SOLUTIONS**

**ASPION
TALENT
FUNCTIONS**

Sales

Marketing

HR

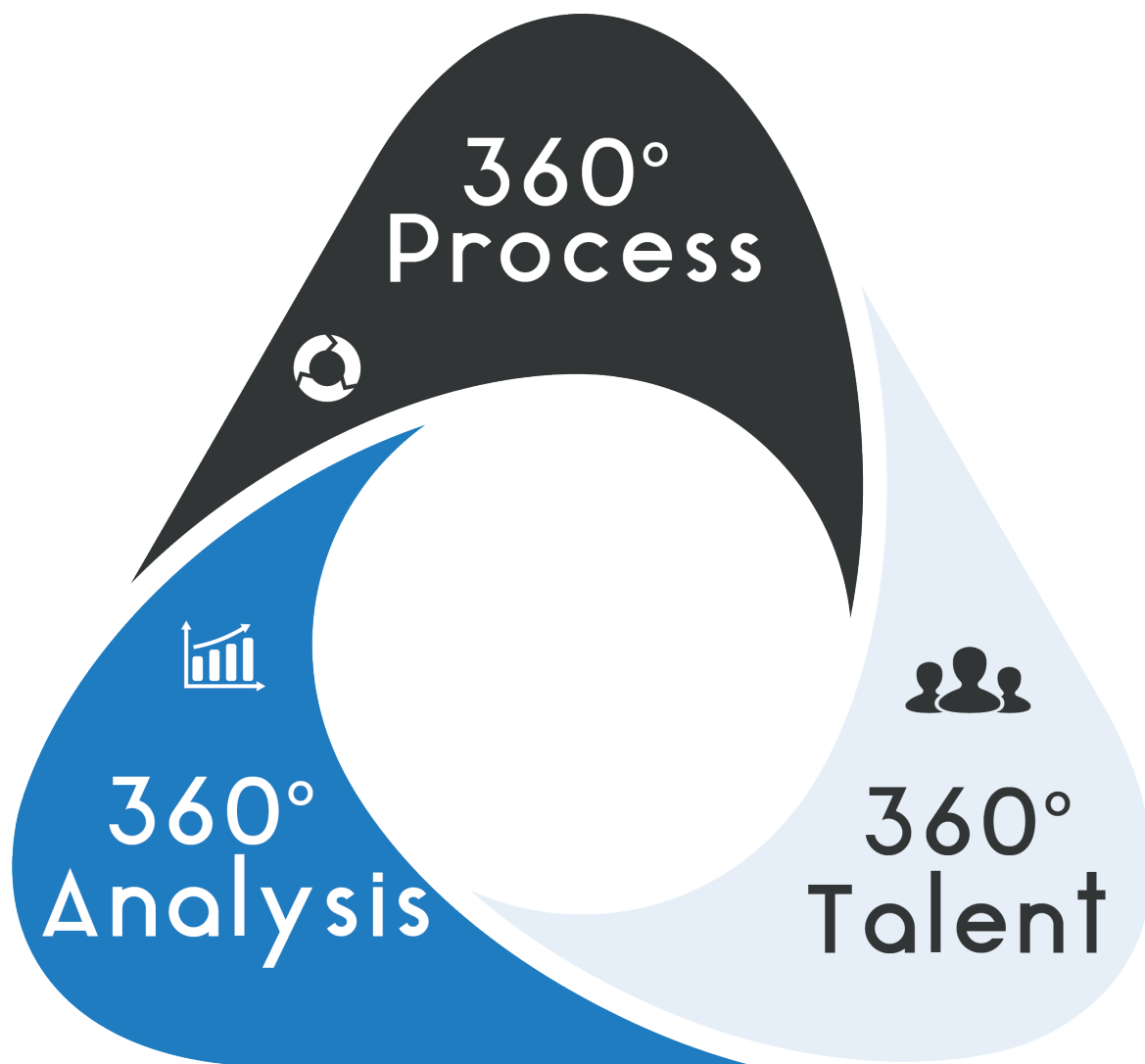
Accounting
& Finance

Office
Support

Manufacturing

Transport
& Logistics





FULL CIRCLE TALENT

Our full circle approach to recruitment ensures that no stone is left unturned in the search for the perfect candidate...

OUR TALENT EXPERTISE



- REC trained consultants
- AWR, REC compliant process
- Full advice on salaries, benefits and trends
- Real-time market insights

OUR TALENT EXPERTISE



- Flexible contracts ranging from one day to long term
- Exclusive and retained
- Search and Selection technology applied through our sister company, The Advocate Group
- Access to full circle candidate analysis platform Advocate 360

- Detailed job descriptions (In-house job descriptions)
- Technologically advanced Search & Selection techniques applied to all roles

OUR TALENT SEARCH



- Full qualification and work permit checks
- Pre-screening of candidates
- Telephone and face to face interviewing
- On site training facilities
- Specific industry testing
- Specific cultural fit analysis

OUR TALENT SOLUTIONS





OUR ADVOCATE GROUP PARTNERSHIP

We're all about adding value to the services we offer and going that one step further to not just meet but exceed your expectations.

A partnership with Aspion is also a partnership with The Advocate Group our Search and Selection sister company. Bringing Search and Selection techniques to mid market key hires, The Advocate Group deliver a multi disciplined head-hunting consultancy nationally and internationally.

Through our partnership we apply techniques usually reserved for executive level roles, to all hires and our bespoke service extends to the following:





OUR ETHOS

DECREASE TIME TO HIRE

Our unique, bespoke recruitment approach is centred around our company values. These inherent values form not only the cornerstones of our practise but also act as a promise to you, a promise to make a difference and deliver real, measurable value.

IMPROVE INTERVIEW TO PLACEMENT RATIO

PASSION TO ENGAGE

We're passionate about what we do, we're passionate about what you do. We don't just operate as a recruitment agency, we work as an extension of you to actively engage the best candidates on the market with your brand and your unique opportunity.

COLLABORATE TO RETAIN

Retention is everything to us, it's not simply about filling a role, we're here to make a difference. Whether you're looking for temporary interim support or longer term solutions, every acquisition we'll undertake for you is centred around the achievement of your greater business goals.

INCREASE TALENT RETENTION

INNOVATE TO ADD VALUE

We've invested heavily in the latest technology to be smarter, faster and better equipped to secure exact match talent from the market.

There's a reason we have achieved one of the best connection rates in the industry and you don't achieve this by being one step behind.

TRANSPARENCY TO DELIVER

We offer a fully transparent recruitment service, monitoring our approach, offering adaptability and identifying streamlining opportunities from start to end.



OUR VALUED CLIENTS

We've worked hard to achieve our client partner portfolio, to become an integral part of their workforce and secure a 90% repeat business rate.

"I have worked with Aspion since November 2009. Before our initial conversation with Aspion we had used a number of different methods in which to recruit Self Employed Direct Sales Professionals and after meeting with Aspion we gave them the opportunity to work on a number of our vacancies. We challenged them to place 15 people with us within 3 months, taking into account the difficult period of recruiting over November and the Christmas period, we thought 15 would certainly be a challenge for any recruiter.

On 8th January Aspion had placed 27 Direct Sales Agents with our business and this was only after working with us for 9 weeks! It is fair to say that we have been very impressed by Aspion and we only use other agencies for the 1% of roles Aspion do not fill. They continue to provide us with high quality candidates and we consider Aspion to be a genuine business partner to the RAC, now and going forward."

- RAC

"We have worked with Aspion for many years for our recruitment needs. The team have an excellent understanding of our business and the requirements of each of our individual departments. We find their team to be friendly, professional and flexible to our ever changing needs. They continue to provide us with high quality candidates and we consider Aspion to be a genuine business partner to Lease Direct Finance."

- LDF

"Aspion are a key recruitment partner across multiple disciplines within the Princes Group, we have worked with them since 2012 and they have successfully placed over 60 high calibre professionals into our business. Aspion understand how to represent Princes and understand the nuances of our organisation understanding of the nature of the opportunities."

- PRINCES FOOD GROUP



BECOME A CLIENT PARTNER

People are not only the most important part of each and every business, they are also one of the biggest areas of investment so it's important to get it right first time, every time.

We understand just how crucial it is to secure the right talent partner to expand your talent pool effectively so whilst you've heard what we do on paper, the real difference comes from our collaboration with you.

We hope you'd like to know a little more about us because we'd certainly like to know a little more about you...

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Marine and Offshore Equipment



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