



**ROBINSON TOMS
RECRUITMENT**

***“The finance and leasing specialists
recruiting high achievers for high
growth companies”***

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Company overview and focus

Founded in the Spring of 2000 we are a specialist recruitment agency focussed entirely on recruiting professionals for clients working within the finance and leasing marketplace recruiting across sales, marketing, operations and credit and general management vacancies to director level.

Our significant success and rapidly building corporate client base has been generated in part by our having unrivalled real and recent experience of the leasing industry

This experience is based on our having worked for 15 years with some of the leasing industry's leading lessors in a variety of senior sales and sales management positions.

We are confident our knowledge and depth of understanding of our industry can assist you in finding the right people to help you achieve your objectives.

Our approach and range of services are outlined in more detail below.

Our focus and approach

Our range of services and methodologies are broad but our objectives are simple, to find you the most appropriate mix of experience and skill set in our candidates to provide you with the few resumes of those who can do the job not email you the 10 who can't and won't !

Our approach is one of listening, hearing, understanding and then acting to deliver upon your requirements within your timeframe.

Our range of clients services

Dependant upon your requirements, and we can advise on the suitability for your purposes of each, we provide the following:

Generic "no win no fee": Here we will match carefully your requirements against candidates on our database and will also target known high achievers who may not be actively considering a move but may be receptive to an approach.

Retained: Here we will advise on a suitable advertising medium and manage the response to this including establishing dedicated email response accounts, telephone screening, initial candidate interviewing.

We are also able to provide additional services on a consultancy basis examples include psychometric testing of candidates and bench marking of remuneration and benefits packages.

Our strategy to find you the right individuals

We believe in making effective use of a wide range of media to promote interest in your vacancy this includes:

Website advertising: All vacancies are advertised on an undisclosed basis at our interactive website at www.robinson-toms.com

We provide an overview of your company and your vacancy together with the ideal candidate profile. A review of the remuneration and benefits package is also provided and candidates can apply on line.

Press advertising: We are regular advertisers in industry publications such as Leasing Life and the national press.

Links to other websites: We were the first recruitment consultancy in December of 2000 to have our website linked to that of Leasing Life www.leasinglife.co.uk. Thereby enabling candidates who are not subscribers to the publication to see the positions we are advertising that month. A single click takes candidates to our website.

Media support is effective in providing visibility but this is coupled with a highly focussed and pro-active approach to finding the right individuals our understanding and knowledge of the market is fundamental to this.

Our commitments to our clients

As a client you can expect us to fairly and accurately represent your company and your requirement to our candidates and to respect issues of confidentiality.

Similarly we will look to you to ensure head count approval to appoint is in place, explain the hiring process and who is involved and to fully and accurately brief us on both your business and the roles you are seeking to fill.

To accurately brief potential candidates we also look for you to provide job descriptions, and full details of remuneration and benefits packages.

Why do candidates use Robinson Toms Recruitment

Our candidates know that we have a depth of understanding of this marketplace and as a consequence have real confidence in our abilities to help them achieve their aspirations.

They know that we will accurately brief them on opportunities that match their skill sets and will only forward their CV's to our clients with their knowledge and approval.

They understand that we will actively manage the interview process to ensure that they fully understand what is expected of them and will keep them informed at all times of the progress of their application.

At offer stage they expect us to be actively involved to ensure that a successful conclusion is reached by all parties.

For a detailed discussion about your recruitment requirements please call
Sean Toms on **01743 821472**

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