



QUERI

recruit

Supporting your search for
exceptional talent

**...while putting our
candidates first, always**

www.querirecruit.com

Why we're different

We pride ourselves on being just a little different from other recruiters

- Unusually candidate-focused processes to ensure candidates are treated exceptionally well - **improving candidate experience and maintaining our clients' industry reputation**
- Multi-level, flexible recruitment offering contingent, search and our new 'Connect' internal recruitment service on a local and global scale **providing the highest service at a very budget friendly rate**
- Headhunters traditionally trained over 20 years in the 'lost art of headhunting' **proven to find talent that others can't**
- Creating **true partnerships** by spending the time (face to face) needed to really **understand your organisation** and offering plenty of added value
- Robust screening for all candidates whether contingent or search, with behavioural and personality testing (psychometric) for headhunted candidates **ensuring successful placements with long tenures**



Candidates first

A good candidate experience is at the centre of who we are and how we work

We take the time to really get to know our candidates through a **thorough and robust screening process**.

We truly understand our candidates, their ambitions and their personal circumstances to ensure not only a good technical and cultural fit, but also that we match them with an organisation, team and role that **improves their career and meets their personal needs and desires**.

Every single candidate is treated respectfully, updated at least once each week, rejected gently where appropriate, and with constructive feedback.

We guide our candidates throughout, without pressure - **gently supporting** them through interview processes, offers, counter offers, resignations and for years to come.

"My experience of working with Queri Recruit was the best I've ever had with any recruiter. They kept me well informed throughout, I was well briefed for interviews and provided with support at every step. They are a company that puts the wellbeing, family, career and ambitions of their candidates in front of just making a fee. That's a rare thing." **Nathan Bedel, Purchasing Manager**



A true partnership

Your dedicated recruitment team will take the time to truly get to know your business, teams and leadership through a structured integration program. This will include visits in person as well as Teams meetings.

We can operate as part of, or as an extension of your organisation to suit your needs.

In addition to supporting with recruitment needs, we will also provide many other added value services **at no charge** to provide support to your teams and leadership in any way needed including:

- Advice, market research, and salary information (no charge)
- Provision of job descriptions/templates (no charge)
- Training colleagues on how to interview (no charge)
- Support with internal recruitment and internal candidates even if not involved in the recruitment, with interviewing and recruitment process support (no charge)
- Behavioural and personality (psychometric) testing for your teams (no charge)
- Support for colleagues that are being moved out of the business with advice and support on finding a new role (no charge)
- Confidential consultations for colleagues who would like unbiased advice about their career or personal development (no charge)



Our recent work

Our head office is centrally located in the UK but we are fortunate to have team members around the world enabling us to work in all corners of the globe, even supporting recruitment across APAC

Recent Projects

We focus on robust recruitment practices rather than specific industries. We make your business, our business and whatever that is or however you work we do whatever we need to do to understand your organisation, and the people that make it a success.

Purchasing Manager - Automotive - Mexico

Carbon Accountant - Industrial Engineering - Sweden

HSE Manager - FMCG - UK

Finance Director - Aerospace - France

Plant Manager - Industrial Manufacturing - China

COO - Media Industry - Germany

Plant Manager - FMCG - UK

Sustainability Director - Industrial Engineering - France

HR Manager - Automotive - Germany

Quality Manager - FMCG - France

Sustainability Director - FMCG - Netherlands

Some of our current global partners



Flexible service levels on a global scale

Whatever service level we work at, we always provide a robust technical intake meeting at the start of the project, thorough candidate screening and a first class experience for our candidates from introduction through to rejection, interviews, offers, resignation and far beyond.

Contingent & Exclusive Contingent

Combining traditional contingent methods such as LinkedIn and job board advertising with high-level search to gain interest from individuals who aren't actively seeking a new role. All candidates will be put through a 2 stage screening process before being shortlisted. Weekly project updates will be scheduled with all relevant stakeholders.

Executive Search

Using traditional headhunting methods as well as our extensive network to secure the best possible talent globally - most of whom will not be actively seeking a new role. Full competitor analysis, NDA agreements for confidential projects, 4-stage robust candidate qualification process including technical interviewing. Full candidate summary reports to accompany each shortlisted candidate CV. A dedicated search team with live access to project dashboards and weekly project updates via Teams plus project reports.

Partner Connect

Save up to 30% on our standard fees with our 'Partner Credit' scheme

All the elements of an internal recruitment team without the cost and commitment - but providing many significant benefits! We will assign a dedicated team to work either as an integral part or an extension of your business. This service is paid for by a rolling credit system that enables a significant discount from our standard fees. **Please ask for more information on our Partner Connect service, or see our website.**



Service Level Comparison

	Contingent + Exclusive Contingent For roles up to 60k of basic salary	Executive Search For roles 50k+ and confidential or complex projects	Partner Connect For roles of all levels from 30k+
Consultative, communicative and collaborative recruitment from true industry experts to secure the best possible talent around the globe for your teams while delivering an exceptional candidate experience	✓	✓	✓
Comprehensive, technical intake meetings	✓	✓	✓
Full & detailed competitor analysis	✓	✓	✓
Candidate identification through LinkedIn, relevant job boards & our extensive global network	✓	✓	✓
LinkedIn & job board advertising as required	✓	Not as standard but if required	For contingent projects
Candidate identification and targeting using traditional headhunting techniques	✗	✓	Dependent on project needs
Candidate NDA's for confidential projects	✗	✓	✓
Candidate qualification process including high level technical qualification	2 stage	4 stage	4 stage
Detailed candidate summary document provided with every shortlisted CV	✗	✓	For searches
Personality and behavioural testing (psychometric testing) for all candidates passing 2 nd stage interviews	✗	✓	For any role when requested
Weekly Project Updates via Teams	✓	✓	✓
Access to live project dashboard & weekly project reports providing market insight	✗	✓	✓
Fee Structure (based on expected basic salary)	16%, paid on success only	19% paid in 3 stages	Partner Credits (up to 30% discount)



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