



Crown
Commercial
Service
Supplier

Permanent Recruitment Solutions Prospectus

CCS - RM6229 -
Permanent Recruitment - Lot 2





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About Us

Verity Locums was established in 2010 as a recruitment consultancy company. We work with a wide range of clients in different sectors- from start-up companies to SMEs, large corporations, international employers, and global brand names.

We believe in inspiring the leaders of tomorrow, by hiring highly motivated healthcare professionals seeing fulfilment, career growth, and job satisfaction. We foster a positive environment where everyone is supported and treated fairly, with a focus on work-life balance, ethics, and integrity above all else.

As a supplier with Crown Commercial Service, we are chosen as a trusted partner, helping many client groups to meet their present challenges, capitalise on opportunities, and maximise growth. Our proficiency and expertise lie in delivering outstanding candidates and extraordinary services.

We adopt innovative approaches to find, develop, and present suitable candidates for our clients, helping them fill up the available job position with the most qualified individual. We work closely with our clients to understand their specific needs and requirements; hence, we are able to provide bespoke solutions to meet our client's challenging needs.

Verity Locums is quickly emerging as one of the leading recruitment companies, performing beyond expectations to earn a reputation as a reliable, honest, and effective recruitment solution partner for clients. Our specialist recruitment teams work with a diverse range of charities, trusts and foundations, NHS, Private hospitals, GPs universities and social enterprises to source and place exceptional permanent, contract and temporary staff across the UK.

We take pride in our track record of successful delivery of candidates, within challenging timescales, and under media scrutiny. We are your trusted solution provider with your best interest in mind; we will inspire you to succeed.

More Information About Us





Our Vision

To be a leading partner and a reputable solution provider for our clients, turning their needs and requirements into reality and helping them build a workforce with all it takes to drive the company forward.

Our Mission

To transform your recruitment experience, helping you get the best-fit professionals in terms of experience, skills, abilities, knowledge, industry exposure, workplace culture, and philosophy.

What Makes Us Different

Custom Workforce Solutions:

Regardless of the current or potential scale of your staffing needs, we will build a custom solution with flexible and agile processes that support your business and ensure your goals are met.

Specialized Recruiters:

Our recruiters at VERITY LOCUMS specialize in the industry and nothing more. They understand how to navigate changes in the field, so you have the benefit of tested experience and knowledge on your side.

Advanced Technology:

To better recruit and hire, we use artificial intelligence to mine our mountain of data on talent, hourly wages, salary figures, and more. We also implement remote hiring practices to decrease the time to hire.

Proactive Recruiting:

Our response to your request – no matter the size – will not be a scramble to find talent. We continually recruit experienced talent and connect you with proven, already vetted professionals.

24/7 Support:

Day or night, we can grant you unparalleled flexibility for your immediate needs. Through our call service, you're able to request talent per diem and hire local medical and life science, workers.

Rapid Turnaround:

Our proactive recruiting and centralized talent hub allow us to quickly connect hundreds of candidates with you. Adecco's reach creates prompt delivery of services whenever and wherever it's demanded.

Onsite Support:

Gain a high-touch program that combines traditional staffing services and our medical staffing expertise to craft the solution that meets your goals.





Our Core Values

Collaboration:

We collaborate with all stakeholders involved to get the best out of each recruitment process we undertake for our clients. Collaboration within our team and with our clients underlies our ability to achieve success.

Passion:

We are passionate about our business and our roles in helping clients get the right talents for their needs. We show enthusiasm and display energy as we go about our business activities.

Adaptable:

We are flexible and open to change, challenging the status quo with new ideas that unlock a new level of talent discovery and ensure client satisfaction. We continue to learn, build our reputation, and improve our business.

Integrity:

We operate with integrity by playing fair between our clients and prospective job candidates. We are reliable, trustworthy, effective, and honest with each activity. Integrity has earned us a position among top recruitment companies.

Professionalism:

We are a professional recruitment company. As such, we adopt the highest ethical standards in our industry; we operate with transparency while also upholding high moral standards. We do not compromise integrity.

Relationship:

We value building long-term business relationships with our clients. This means we communicate with you in an honest, timely manner, encouraging respect, and helping you make informed decisions.

Innovative Technology:

We integrate technological solutions to increase efficiency and enhance our service delivery. Through technology, we are able to optimize the process and work within timescales.



What We Do

Verity Locums is a solution-oriented recruitment company that works with clients irrespective of their sector to initiate their recruitment plan and achieve their recruitment goals. As a company, we take a keen interest in connecting potentials with opportunities, delivering a win-win result for all parties involved.

We are an independent recruitment firm, meaning that we are flexible in delivering bespoke solutions and our goal is to exceed client expectations. We help companies across England to recruit business support staff within Sales, Marketing, Administration, IT, Marketing and Finance functions. We relish the challenge of sourcing the niche skills and unique sectors that other recruiters relegate from. We stand up for the little guys by working on behalf of exceptional candidates and pride ourselves on spending as much time, effort and resources on placing them into the right support roles as you'd expect for executive appointments.

We take a relentless approach to improving recruitment standards to design a solution and create a strategy that fits our client's business and meets their talent demands now and in the future. By working with us, you stand to gain the following:

- ✓ Experience and knowledge that serves your purpose
- ✓ Engage with a team- not just one person
- ✓ Targeted advertising
- ✓ Employer branding
- ✓ Detailed specifications
- ✓ Real-time analytics
- ✓ Timely completion of the recruitment process
- ✓ Overall satisfaction

Our team-centric approach ensures speed of search and broad experience. Our team synergise their skills to network your requirements, post personalised adverts, and position your company competitively.

We are advocates of using employer branding to compete for the best talent. We offer clients access to our experienced marketing team, who will work with you to enhance your Employer's Brand, enabling you to attract and retain your people. We identify key skills and characteristics which will serve our client's purpose.

We have become a trusted partner for business owners and executives who wish to see their companies/businesses outrun all competitors.

Other Things We Do

- Improve your talent pipeline of nursing professionals from any area of medical speciality
- Find surgeons and specialist doctors with the desired level of experience.
- Connect with medical consultants and experts who can transform your hospital standards in patient treatment and care.
- Get the best professionals to handle your expensive, sophisticated medical and diagnostic equipment.
- Make efficient and result-oriented your paramedical staffing, nursing aide staffing, and patient care professionals.
- Let your ambulatory and critical care professionals be known for their high level of competencies and professionalism.

How We Work

Our average recruitment cycle takes 2 weeks from taking the initial vacancy brief to finalising the job offer. All in all, this means you only get to review the very best CVs and conduct a streamlined interview process that will leave you spoilt for choice.

Step 1

Our first step is to advise you on the vacancy itself, opening your eyes to the availability of relevant candidates, the competitiveness of your offering, and the most suitable means of screening and selection to ensure the best candidate emerges and you don't miss out on top talent.

Step 2

By understanding what is currently available in the candidate market, we know the appropriate attraction techniques to target relevant applicants, using a range of methods (from advertising to executive search) to enhance our ability to identify a diverse pool of potential employees.

Step 3

Adopting a competency-based approach, screening tools, and testing software, all candidates are assessed against a stringent rating scale linked to your job description, allowing only the best candidates to emerge which we present to you as matching your exact requirements.

Step 4

Our expert consultants are available to advise and guide you throughout the process, handle all candidate communications, arrange interviews, provide feedback, and manage the job offer.

Step 5

We provide ongoing client support and candidate care aimed at ensuring your new employee has everything to perform at the highest level and that clients get the highest value from their newest team member. We offer the reassurance of our 12-week free replacement guarantee.



Other key aspects of how we work are:

- We collaborate with our colleagues, clients, and the community, removing the barriers to successful delivery and building strong, long-term relationships.
- We listen to our clients, to ensure their objectives and priorities drive everything we do
- We provide strategic, commercially-focused advice and intelligent solutions to complex problems
- We strive for social and environmental sustainability, equality and diversity and inclusion in all aspects of our work.

Our Specialist Divisions

We have six specialist divisions which are the focus of our recruitment activities:

1. Secretarial

- ✓ Executive Assistant
- ✓ Office Manager
- ✓ Team Secretary
- ✓ Legal Secretary
- ✓ Audio Typist
- ✓ Administrator
- ✓ Data Entry
- ✓ Receptionist
- ✓ Office Junior
- ✓ Post Room Assistant

2. Sales

- ✓ Telesales & Telemarketing
- ✓ Appointment Maker
- ✓ Graduate/Trainee Sales Executive
- ✓ Internal Sales
- ✓ Pre-Sales/Post-Sales Support
- ✓ Sales Administrator
- ✓ Export Sales Coordinator
- ✓ Channel Sales Executive
- ✓ Field Sales Executive
- ✓ Account Manager
- ✓ Business Developer

3. Marketing

- ✓ Market Assistant
- ✓ Market Research Executive
- ✓ Marketing Coordinator
- ✓ Bid Support/Tender Writer
- ✓ Brand/Project Coordinator
- ✓ Internal/External Comms
- ✓ Copywriter/Editor
- ✓ Advertising/PR Executive
- ✓ Intern/Graduate Marketing
- ✓ Marketing Administrator

4. Finance

- ✓ Accounts Clerk
- ✓ Finance Administrator
- ✓ Bookkeeper
- ✓ Sales & Purchase Ledger Clerk
- ✓ Payroll Administrator
- ✓ Credit Controller
- ✓ Insolvency Administrator
- ✓ Graduate/Trainee Accountants
- ✓ Legal Cashier
- ✓ IFA/Pensions Advisor

5. HR

- ✓ HR Assistant/Administrator
- ✓ HR Coordinator
- ✓ HR Office/Advisor
- ✓ Interim HR/Project Specialist
- ✓ Comps & Bens Executive
- ✓ Employment Law Consultant
- ✓ Internal Recruitment Coordinator
- ✓ Graduate/Trainee HR Executives
- ✓ ER/IR Advisor
- ✓ L&D Specialists

6. Technical

- ✓ IT Assistant
- ✓ IT Administrator
- ✓ IT Software/Hardware Sales
- ✓ 1st, 2nd, & 3rd Line Support
- ✓ Helpdesk Administrator
- ✓ Project Administrator
- ✓ Project Coordinator
- ✓ Graduate/Junior Developer
- ✓ Network Administrator
- ✓ Specialist Contractors



Prospectus:

Kindly review this prospectus/company profile to learn about the services we offer, our expertise and experience, and other key information about our company.

Contact Us:

Contact us to discuss your requirements and provide us with information about your company. Call us to find out how we can help you.

Consider Further Competition:

Depending on your timescales and talent requirements, it may be necessary to invite us and others to bid.

Direct Award:

For urgent or specialist requirements and when you consider the cost of running a further competition to be prohibitive or you know that our team is the best and capable of meeting your needs, you can award the recruitment project to us.

Start Working Together:

You are welcome to engage us as your recruitment partner, using a model that works best for you:

- Teams of lawyers for substantial projects
- A flexible resource to support day-to-day activities
- Ad hoc/standalone instructions
- Co-located or virtual secondees



Why Choose Us

Experience and Expertise:

With over 12 years of experience and expertise in the recruitment industry, we can boldly say that we have gained comprehensive insight and in-depth knowledge of how the industry operates and what each client looks out for. This insight forms the preliminary basis of our strategy which we leverage to achieve success all the time.

Locally Sourced Candidates:

We specialise in recruiting the 'grassroots' or fundamental support staff that all companies just couldn't do without. It's that simple. We work with our clients to provide bespoke solutions and boost hiring confidence. Our expertise lies in supplying extraordinary candidates and exceptional service.

Complete Assistance:

We stay with clients throughout the entire process. From the initial planning stages to creating the right job description, advertising the job position, attracting the best candidates, evaluating the candidates, selecting the successful individuals, presenting them to clients, discussing work conditions and remuneration, and preparing the successful candidate for the job position, we will stay with clients and ensure they get the best.

Continuous Improvement:

We are constantly getting bigger and better. We understand that the needs and requirements of clients are continuously changing as they work to position their company for growth and retain their position in the market. We are continuously improving and growing to serve our clients better.



Client Satisfaction:

Satisfying our clients and retaining their continued patronage. We are committed to exceeding client expectations with our performance and our recruitment strategy. We help our clients save more time, energy, and resources for each recruitment exercise and we make it seamless for them to secure the services of the most suitably qualified candidates.

Our Team:

We operate as a team to ensure a broad network is mined to locate the best talent available. Our team include executive recruiters and administrative staff who offer their skills and best performance to ensure that our clients get the best from us. Our team members are passionate about assisting clients to achieve success by creating an effective recruitment strategy that ensures that only the best candidates emerge.

Innovative HR Strategies and Recruitment Management:

Our distinctive quality is our ability to listen to our clients and understand their basic requirements. Also, we invest in technological innovations that are capable of processing our client's workforce needs. With these, we formulate strategies that are tailored to the expectations of our clients.

Proven Results:

We are known for our rapid response time, a quick turnaround from request to placement, and personalized client service. Consider Clinical Resources as your partner. We understand the needs of our clients, customers, and partners and are committed to their success! We believe in "Providing Consistent and Predictable Results".



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