



THE
FOODIE
RECRUITER

Intelligent Recruitment
in Food and Drink



Agile talent sourcing and recruitment services

Specialising in Food, Beverages and FMCG sectors, The Foodie Recruiter offers UK business highly effective talent sourcing and recruitment support services, collaborating in partnership with busy hiring and Talent Acquisition teams; helping your organisation to expertly attract, source, recruit and retain the best talent around.

The Foodie Recruiter offers a range of agile recruitment services to fit any budget, which can be tailored to suit your exact business needs. Aligned with the challenges we face in the workplace today, supporting busy hiring teams navigate the shifting sands of the ever-evolving recruitment landscape.

Small enough to ensure a highly personalised candidate experience; agile enough to deliver expert service that best fits your exact business needs, and specialist enough to reach and tap into all the potential talent market.





Agile, expert recruitment support services ideal if ..

- Your hiring team is **stretched beyond delivery** and extra resource would lighten the load
- During **seasonal peaks** or extra busy periods
- Strategic, urgent or **critical hires**
- UK/Business/Factory/New Team **start-up**
- The **absence of any Talent Acquisition** or hiring team in place within your business
- Hiring Team **absence**/leave or team capacity/delivery
- **Hiring bottlenecks**, requiring additional resources (eg pre-selection or interviewing)
- Niche or **difficult-to-fill role** requiring specialist support/talent pool deep dive
- **Unable to surface right-fit candidates** independently
- Discreet, low key, sensitive or **under-the-radar searches** or confidential approach (NDAs)



Recruitment services menu

- Extension to your Recruitment Team, providing additional ad-hoc support
 - Company Branded Advertising Campaign
 - Direct applications pre-qualification
 - Personalised candidate qualifying and selection (drawing out info CVs don't tell you)
 - Targeted sourcing & mapping
 - Confidential approaches / NDA management & low-profile resourcing projects
 - Shortlisting
 - Interviews (online or face to face)
 - Close candidate management / personalised candidate experience
 - Intelligence gathering
 - Talent scouting
 - 'On-brand' employer messaging and realignment
 - Internal interviews and benchmarking
 - Post placement review
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- Expert outplacement and career transition support for exiting employee(s) provided by



J O B S E A R C H W A R R I O R





We can work together in several ways

In response to increasing demand for flexible and cost-effective sourcing solutions and recruitment services, we offer a range of agile and flexible support services;

- **Classic Hire** the traditional assignment (contingent, exclusive, or retained contracts)
- **Sourcing only** front-end sourcing and pre-selection only
- **Ad-hoc Support Projects** a one-off project
- **Retainer Contracts** an agreed number of hours committed mutually per month
- **Fractional Working** Consultancy support contract or project-based
- **Embedded** Support Services

Flexible fee arrangements

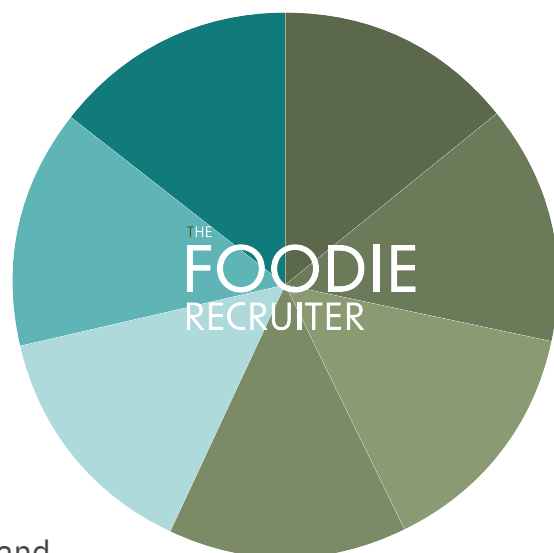
- **Traditional** Assignment Fees - agreed % based on starting salary
- **Daily Rate** or **Hourly Rate**
- **Fixed Fee** for a Project
- **Retainer Fee**
- **Commitment Fee**





Intelligent candidate sourcing - tapping into all the talent market; active, passive and local

- Job Adverts & Media Promotion
- Database/LinkedIn Network
- Professional Network/Little Black Book
- Targeted Individual Approaches
- Referrals & Recommendations
- Competitors & Industry Touchpoints
- Local Talent Pool



Everyone is competing - Applicants, Candidates, Recruiters and Hirers. Hirers have to work a little smarter to leverage and source the best talent the industry has to offer. Average processes attract average talent, at best.

The Foodie Recruiter uses a comprehensive, intelligent 7-way Sourcing Approach which taps into hidden, active and passive, great-fit talent, beyond the reach of conventional and transactional recruitment methods. Drawing those to the surface - those above the radar, and below.



As well as adding expert resource to your team and delivering great outcomes, working together also means ..

- Protecting and **nurturing your employer brand**
- A highly **personalised candidate experience**
- **High-quality shortlist**
- Providing you with a **competitive advantage** in a competitive sector
- Intelligent (360°) **deep-dive sourcing**
- Knowledgeable and industry-experienced, **comprehensive candidate qualification** and pre-selection (qualifying under the surface of the CV)
- Values-based and aligned **collaborative partnership**
- Clear **hands-off policy**
- Expert recruiting and sourcing specialist services, **ambassadors** for your business
- Assured your recruitment is in **safe hands**

8-VALUES CHARTER

TRANSPARENCY

Open, uncomplicated and honest information and feedback, building trusted and genuine professional relationships

INNOVATION

Proactive and open to doing things slightly differently. Not afraid to challenge the norm and disrupt how things are typically done

TRUST

Consistently reliable service and professional working relationships built on trust and mutual respect

ETHICAL

Fairness, respect and integrity operating in the best interests of both the candidate and the hiring company

EXCELLENCE

The bar is set high – nobody does it better!

DELIVERY

Intelligent, efficient and values-driven delivery, with a 101% service delivery mentality. Always offering a little bit extra, over and above

LOYALTY

Striving to support you to achieve the best possible outcome, as a Client or Candidate, protecting your brand along the way. Acting as an ambassador and advocate, loyal to your business agenda/career goals with a relentless determination to succeed

BESPOKE

No conveyor-belt resourcing here. Each assignment started from scratch and comprehensively delivered, each candidate always contacted and robustly qualified. Delivering a highly-personalised and bespoke service



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