



CSR

YOUR SOLUTION TO FINDING AND HIRING
THE BEST FIRE AND SECURITY TALENT



INTRODUCING CSR

We understand your challenges

Every business has goals or targets they want to achieve.

You want to win new clients. Maybe you want to expand into new markets or geographies.

You can't do it all on your own. And any business is only as good as the people it employs, right?. Any ambitious organisation should want to find the very best people – the real A-players – for every role. They help you grow, hit your sales numbers, and keep your shareholders happy.

That's why getting the recruitment piece right is so critical to your business success.

But for you, recruitment is only one among dozens of priorities. You're stressed and under pressure. You just don't have the time to write job specs, advertise roles, sift through CVs and hold interviews.

And you don't have a trusted recruitment partner to take the process off your hands.

So you turn to us.

We're CSR, and we make it fast, simple and stress-free to find the absolute best electronic fire and security talent, helping you achieve your strategic goals.

How do we do it? By digging deep into your business to understand your culture, values, objectives and short, medium and long-term strategic direction. Rather than just focusing on the skills you need right now, we become your strategic partner, working together to achieve your objectives.



PROOF POINTS

Every client we've placed a candidate with has come back and used us again

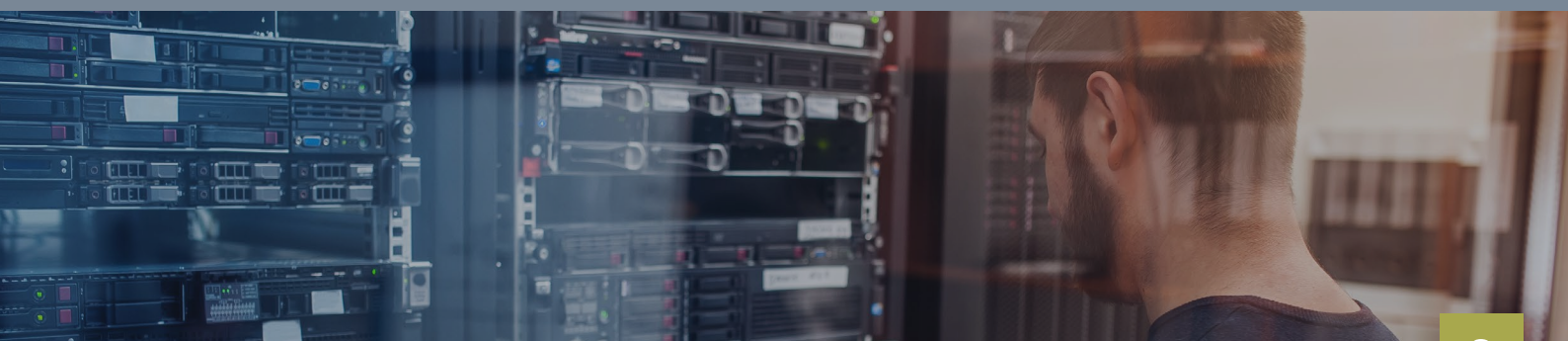
We're 100% dedicated to the electronic fire and security industry. When we started out in 2005, our founding directors had already been recruiting within the industry for years.

That means we understand the challenges you're facing and the skills you need – not just now, but for the future. By analysing the gaps in your business and your long-term strategy, we roadmap the talent you need to achieve your goals. Then we find you exactly the right people to make it happen.

We have 16,000 registered candidates specific to the electronic fire and security industry, and we're so confident in their quality that we give a rebate on our fees if they don't work out within eight weeks.

But with a success rate of more than 95% from 1,500+ placements, we're extremely confident that you'll never have to use it.

Find out more about CSR and what we do



OUR SERVICES

There's no one-size-fits-all approach to recruitment, because no other business is exactly the same as yours.

That's why we tailor our approach to align with your strategy and deadlines. Our services include, but aren't limited to:



Contingency (traditional search & selection): Finding talent when you need it on a no win, no fee basis.



Fixed-price recruitment projects: Working on multiple placements at a fixed price to help you budget accurately.



Retained/head hunting: Sourcing A-players for senior and executive roles, where the best candidates are unlikely to be in the open market.



Managed service: Building a long-term partnership to drive your strategy from a talent acquisition perspective, embedding in your business and taking on the full weight of your recruitment process.



OUR PROCESS

We've refined and perfected our process over time, keeping pace with new technologies and techniques. Because we don't just find you someone that can do the job – we find the A-players you need to hit your short, medium and long-term strategic goals.

While we tailor our approach to the exact needs of your project, a typical solution might look like this:

- 1 Defining your needs** – We dig into your job specification to understand exactly what you're looking for.
- 2 Search & selection** – We reach out to our huge network of passive candidates – the top 20% of talent, not just active job-hunters – to find you the right people with the right values and skills.
- 3 Qualification & shortlisting** – We hold first interviews with our longlist of talent to understand their experience, skills and qualifications. Shortlisted candidates are then given a second interview, primarily focused on attitude, behaviours, values and cultural fit.
- 4 Video interviews** – We create solo video interviews with each remaining candidate, asking them 3-5 questions set by your hiring manager. No edits or re-recording; what you see is how it happened. If they don't reach a minimum predefined score, they won't be taken forward.
- 5 Candidate presentation & interviews** – We present all selected candidates to your hiring manager and arrange 1, 2 or 3-step interviews with the hiring manager and other decision-makers, as defined by you.
- 6 Due diligence** – We review all business and personal references on your behalf.

TESTIMONIALS



“I have dealt with Brady and his company over a number of years. He/they aspire to meet the needs of their Clients with professionalism and attention to detail. In my opinion CSR set the standard in their field.”

Barry Granger, Engineering Resource & Relationship Manager, Astra Fire & Security

“I had the pleasure in working with Andrew on a recent recruitment. Throughout the process, Andrew was highly amiable and professional, and I wouldn't hesitate to go back to him for further recruitments.”

Jon Marchese, CEO, TAG Company

“I have known Brady for around ten years now, I consider him to be a true professional who's always willing to go the extra mile to get a result for his clients. It has been a great pleasure to work with Brady over the years and I look forward to continuing my partnership with him and his company.”

Darren Chalmers-Stevens, Managing Director, Critical Arc

“Using CSR for the first time, Brady delivered excellent candidates, so good that I hired not just the first but another 2 from recommendations which Brady sent through. Always keeping in touch before, during and after the recruitment process – very thorough professional performance.”

Tim Lindley, Owner, The Advance Group



TESTIMONIALS

“From using both sides of Brady’s service, as a client and as a candidate, it’s been refreshing that recruitment doesn’t have to be just trawling LinkedIn pages like most other agencies do, with staff who haven’t the first idea of the security sector. Brady has an incisive knowledge of the industry, its trends and most importantly, the intuition in being able to place candidates in perfect roles. Other agencies come and go, but having worked with Brady for nearly 15 years, it’s great to have someone you can really trust and rely on when it’s really needed. Without exception, vacancies that were available were first brought to my attention by Brady and his team, who were then all over it to book interviews and close down the process to a successful conclusion. Every call to the office is met with a friendly response from staff who actually seem to know you – compare that with the mainstream where a candidate is just a candidate number. Quality will always prevail and without doubt, CSR are a quality act at the top of their game.”

Tim Pickles, Solutions Director, Mitie Fire & Security Systems

“Having worked with Brady for the past couple of years, the thing I’m most impressed with is his understanding of Kings. He knows the vision we have for building the business, but most importantly the calibre of people we are looking for and that we are always looking for the best. He doesn’t waste our time with people he knows won’t meet the grade, so when Brady recommends a candidate to us we see them every time.”

Anthony King, Former Managing Director of King

To find out more visit the CSR website

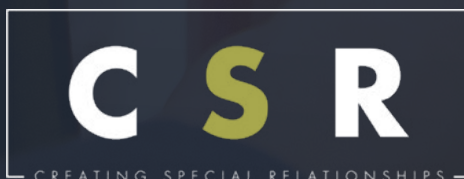
Visit website

Ready to discuss your business strategy and start your talent search?

Get in touch - we don't bite!

 **Call our team on 01708 737 744**

 **Book a time direct with the team**



Stress-free electronic fire & security talent acquisition to hit your targets & grow your business.

completesecurityrecruitment.com