

Your first choice of specialist recruitment partner

On Target Recruitment is now recognised as one of the UK's leading specialist recruitment agencies, with the business having grown significantly since its creation in 1994. We started out as sales recruiters but in response to our client's growing preference to have one dedicated recruitment partner, we have enhanced our service into recruiting Sales, Technical and Commercial roles across our six specialist sectors.

At On Target, we specialise in recruitment in the Electrical & Electronic Engineering, Mechanical Engineering, Construction, Building Services, Medical & Scientific and Commercial & Industrial Solutions sectors. We place all levels of personnel.

Why choose On Target?

Here are five great reasons to choose On Target:

- **No upfront fees** - pay only for the results we achieve
- Our **nationwide database** helps fill all of your vacancies
- Our **1 hour call back guarantee** and single point of contact means you always know the current state of play, and get consistent service levels
- Our trained and experienced consultants are **experts at candidate pre-selection** and our unique **Expert Pre-Selection Guaranteed commitment** - saves you valuable time and energy.
- As **specialists in your sector** we understand fully what you're looking for

"I really wanted to drop you a quick note to thank you for your knowledge and understanding with regard to the candidates you are sending to me. Without question they fit the key competencies I discussed with you which is a real credit to your fact finding and the grilling you gave me before we embarked on this partnership. Thanks once again."

**Phil Bradley, Regional Sales Manager
Office Depot Ltd**

Free interview facilities

We offer all of our clients the opportunity to use our on-site interview facilities, free of charge.



Saving you time and money

It takes most clients between 10-12 weeks to recruit a high quality team member. This lengthy lead-time can be critical to your organisation when a key role is left unfilled.

By using a specialist recruitment agency, you can significantly reduce the usual 8-12 week lead time - cutting it in half or more! Typically, On Target will place the right person into your business in **less than 4 weeks**. Our immediate response saves time and energy sourcing suitable candidates, when often the priority is covering a vital role in your business.

✦ How we achieve results

Our extensive nationwide database means we have suitable candidates at our fingertips and can respond quickly to your vacancy. We can ensure we present the most appropriate candidates for your job specification.

Our experienced consultants are experts at candidate pre-selection and our **unique Expert Pre-Selection Guaranteed commitment** means we save you valuable time and energy, ensuring your time is only spent viewing the most suitable candidates.

And as specialists in your sector we understand fully what you're looking for to get the best result for your business. Our team has over 30 years combined experience in our specialist sectors, so you can trust us to get to grips with who you're looking for immediately.

With no upfront fees - you only pay for the results we achieve. No results, simply no fee!

We are highly proactive in our approach and utilise the leading job boards and targeted, direct approaches to potential candidates where appropriate, in order to source specific and hard to find skills that you are looking for.

A testament to the way we work with our clients, is the fact that 70% of our placements come from our existing clients.

✦ Personality profiling to help you make the best choice

On Target uses a "Personality Performance Indicator" tool developed by leading psychologists to give a deep understanding of an applicant's work personality, including likely strengths, weaknesses, interpersonal skills and learning style.

This trusted personality testing and screening tool, gives employers confidence in selecting the right candidate for the role.

This service is available to our clients – ask for more details.

Expert Pre-Selection Guaranteed



With our unique Expert Pre-Selection Guaranteed commitment you know that you will not waste time seeing candidates that don't match your person specification.



Our services are designed to match your needs

At On Target, we offer two core services to our clients:

- Database Search - the fastest way to fill vacancies with our no placement, no fee guarantee.
- Retained Consultancy – a fully managed campaign, specifically on behalf of a client, when the requirements are either multiple, senior and/or broad in their remit.

To discuss which service would be the best match for your needs, call us on **020 8397 4114** or send your email to **info@otrsales.co.uk**.

Electrical & Electronic Engineering

Mechanical Engineering

Construction

Building Services

Medical & Scientific

Commercial & Industrial Solutions



“I have extensively used On Target Recruitment for my own career change in the past and also when looking to recruit staff into my current sales team. The candidates that they have supplied have always been of a high quality and match the role specification which is important in today’s competitive environment. I have always found the team at On Target to be totally professional, courteous and focused on delivering the right person at the right time.”

Julian Cross, Business Development Manager
G4S Care & Justice Services Ltd



The Recruitment Specialists



Professional standards you can trust

On Target is a member of The Association of Professional Staffing Companies (APSCo), a leading trade body showing our commitment to the highest professional recruitment standards through an industry code of conduct.



On Target's senior team place great emphasis on training and development. The On Target team goes through initial induction training with regular refresher sessions and seminars designed to fulfil our commitment to the ongoing development of every one of our employees.

We aim to offer a professional but friendly and approachable service and many of our employees have been with the company for many years, getting to know both our clients, their business and market sectors in great depth.

“As a market leading manufacturer of building products, as you would expect, Kingspan Insulation Ltd are approached by numerous head hunters and recruitment consultants who claim to offer genuinely defined candidates for positions within our field sales teams. On Target have consistently backed up those claims with a steady flow of quality individuals for various opportunities and as a result remain a key supplier to our organisation.”

Dean Buttle, Kingspan Insulation Ltd

Find out more



We're confident that we should be your first choice for specialist recruitment.

To discuss your recruitment needs or an immediate vacancy, call us on **020 8397 4114** or email us at **info@otrsales.co.uk**.