



APEX RECRUITMENT
SERVICES

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about us

Apex Recruitment is an award winning, independently owned, financially sound consultancy that has been successful in the sector for over 36 years.

Apex Recruitment has three specialist divisions - Apex Automotive, Apex Banking & Finance and Apex Industrial & Commercial.

Each division is equipped with growing teams of highly experienced, qualified and meticulous recruiters. They drive recruitment through their strong organisation and excellent candidate qualification by implicitly understanding the needs and requirements of our niche sectors.

Our main objective is to marry the best talent with forward thinking and ambitious companies.

Working alongside our specialist teams, our Marketing department work to advertise locally and nationally to attract highly skilled, talented and experienced personnel.

Our state of the art headquarters is based in the heart of the West Midlands. The location of our HQ is near to both the M40 and A46 making it easily accessible to local and national clients and candidates. Our excellent

in-house facilities allow us to undertake in-depth interviewing and testing with candidates to ensure only the very best are sent forward to interview.

ACCREDITATIONS:
Apex Recruitment was one of the first - and is still one of the few - employment agencies to be accredited to BS EN 9000:2008, a standard which, as BS EN 9002, was originally achieved in 1993. We adhere to the codes and principals of excellent industry standards and promote this throughout our business.

MEMBERSHIP:
Apex is a member of The Employment Agents Movement (TEAM), an association of over 260 independent Employment Agencies, with 400 branches, and a combined turnover of £1 billion+, making it the second largest Employment Agency Group in the UK. TEAM is the largest independent networked group of recruitment and employment service providers in the UK, and also now has connections with over 400 recruitment businesses around the world.

Being a member of an extensive network gives us instant access to millions of candidates and clients nationwide and globally. TEAM members work collaboratively to ensure we meet the needs of every client. We have the ability to work and share information immediately between key personnel to deliver a fast, efficient and effective service.

AWARDS:
In 2013 Apex Recruitment were voted TEAM's 'Member of the Year'.

Apex Recruitment were Finalists at the Cherwell Business Awards for the Best Established Business in 2013. Apex placed top three in the region.





KEITH MARCHINGTON
CHAIRMAN & CEO

One of the Founders of Apex in 1978, Keith originally trained as an Accountant before progressing into a career in IT after completing a degree in Computer Science. He rose to being the head of IT for a Division of Alcan UK Ltd before joining Apex Recruitment full time in 1985.

Keith has grown Apex into a thriving company through recessions and economic downturns by forging strong partnerships with clients and he continues to be passionate about offering a high calibre of service to everyone we do business with. He is also a Member of the British Computer Society for 38 years and a Chartered Engineer.



RICHARD MARCHINGTON
SALES & MARKETING DIRECTOR

Richard began working life at a top tier investment bank in London. After a number of years Richard decided to join the family company where he has been working for over 6 years. Now as a Director, Richard has helped create a multi-million pound company with a portfolio of over 50 companies ranging from high end automotive clients, global investment banks, and SME's.

With a growing portfolio Richard directs Apex's Business Development team by pioneering new projects and developing new relationships. Being supremely focused on growing sustainably and doing it with flair, he has a unique ability to manage multi-disciplinary projects and to navigate complex challenges. Richard is passionate about assisting companies in building dream teams which enable them to achieve their company vision.



NEIL JOHNSON
OPERATIONS DIRECTOR

After 13 years of management within the Finance Sector in London, Neil has now been a Director at Apex for over 4 years. Utilising his experience of working for two Global, blue chip companies which included recruiting, training and managing teams of up to 50 people, Neil has brought a wealth of knowledge and experience to Apex.

As a qualified interviewer and having extensive experience of working with recruitment agencies, Neil has an intrinsic understanding of what our clients and hiring managers need and want. On top of this he consistently seeks opportunities to drive the business forward with improved efficiencies, making the most of new technology and continuing to build and develop both existing and new relationships with candidates and clients alike.



CAROLINE JOHNSON
HR DIRECTOR

Since joining the family company in 2012 Caroline has looked after numerous aspects of the business including business strategy and project management. Caroline was appointed HR director in June 2014 following a career spanning over 6 years in investment banking. Her invaluable experience of managing and supervising a wide variety of individuals on a global scale ensures that she is intuitively aware of the importance of recruiting and nurturing excellent staff. As Apex continues to grow at an exponential rate, Caroline ensures our clients and candidates receive a first class level of service by ensuring our staff are trained to the highest standards and fully versed in the latest employment legislation. Apex Recruitment is continuously committed to the training and development of staff as is demonstrated in our extremely low staff turnover figures and collaborative working environment.

Recruiting *Experts Nationwide*

OUR MISSION

We aim to supply the best quality and most cost effective service to our customers when recruiting temporary, contract or permanent personnel within our specialist areas.

Anyone can supply choice based on quantity. We supply choice based on quality. As an owner managed consultancy, we have the advantage of remaining flexible when meeting our client's requirements, and tailoring our services to work with your business.

We pride ourselves on looking after our candidates. Good candidate management creates good relationships and leads to positive outcomes for clients and candidates alike.

WORKING AS A PARTNER - NOT JUST A SUPPLIER

With access to over 10 million CV's nationwide through our comprehensive database, LinkedIn Recruiter tools, and extensive advertising on leading job boards, our wide-scale reach guarantees success.

Let us spend the time and energy finding you the right person, allowing you to concentrate on what you do best. We have the ability to recruit high volumes when you need to scale up your workforce and ensure you are compliant with AWR (Agency Worker Regulations) obligations.



Partnering with *market leaders*

A sample of the corporate clients we work with:

Automotive

▲ AMBROSETTI
CNH IVECO
JAGUAR LAND ROVER
PAINTBOX
SHANGHAI MOTOR CORPORATION
VOITH

Banking & Finance

▲ BIBBY FINANCIAL SERVICES
DEUTSCHE BANK
FIRST UTILITY
PRICE WATERHOUSE COOPERS

Industrial & Commercial

▲ AGA RANGEMASTER
BIDVEST
CAPARO
PARAGON FLEET SOLUTIONS
PARKER

track record

We provide an exemplary service to our clients and pride ourselves on the quality of the clients and candidates we work with. Don't take our word for it, see what they have to say...

“ I would like to thank Apex Recruitment for the high level of service that you have provided. The CV's that you have sent us have been of high quality and the thing I like most about working with Apex is that you send me the right candidates for my jobs. At this stage I cannot think of anything further that you can do to improve your service. Keep up the good work! ”

MARK H

“ Neil Johnson provided a professional service, understood our recruitment needs and was able to provide a range of potential candidates. He provided good summaries of their credentials and was very responsive to our needs working fast to secure candidates at short notice. ”

DARREN C

“ This was a fast and professional service that was well executed. I thank you for all of your hard work and fast response to our short notice. ”

GUY M

“ We have found their services to be efficient and professional in every respect. The calibre of worker supplied has always met our requirements and in many cases, surpassed our expectations. We have recruited a number of our current workforce through a temp to perm agreement with Apex Resource Management and have found the process to be hassle-free and ultimately, rewarding. We have found every member of the team to be helpful and honest. ”

ELISE W



Meeting your *recruitment needs*



Permanent Recruitment

Time is the one thing everyone wants but no one seems to have. And when you are tasked with recruiting, it can be a full time job finding the right people for permanent employment. Partnering with a recruitment consultant can address your staffing needs, and give you back the gift of time. Our consultants are experts on the industries they serve. Let them use their knowledge & experience to solve your staffing challenges.



Contract Recruitment

Having a flexible workforce that has the right skills when you need them and can hit the ground running is where interims and contractors really come to the fore. Whether you need to recruit them for a specific project, require particular expertise or are looking to meet a temporary peak in your resourcing requirements, contractors can offer the perfect complement to your permanent workforce.



Temporary Recruitment

Apex Recruitment has been a specialist temporary recruitment provider for over 30 years. We understand the needs of our clients and are able to respond in a quick and efficient manner, day or night.



Automotive

Our Expertise

Apex Automotive provide a specialist service to the Automotive Sector. Based in the heart of the Automotive Sector within the Midlands, Apex is able to attract and advertise locally and nationally for the best candidates in the job market.

The Apex Automotive desk is staffed by highly experienced, qualified and knowledgeable staff who understand the needs of their clients before undertaking in-depth interviewing and testing with candidates, to ensure that only the best candidates are put forward for interview.

Market Snapshot

Typical Roles we recruit for:

AUTOMOTIVE ENGINEERING

- CAE, CFD, FEA Analysts
- Clay Modellers / Hard Modellers
- Crash Analysts
- Creative Designers: ALIAS / ICEM
- Design Engineers: Catia / Tce / UG / Pro-E
- NVH Engineers
- Project Managers / Project Coordinators
- Prototype Build Engineers
- Simulation Engineers - RobCAD / Delmia
- Vehicle Dynamics Engineers

BLUE COLLAR AUTOMOTIVE

- Body Shop Technicians: Paint Sprayers / Panel Beaters / MET
- Fleet Management
- Industrial Maintenance Technicians: Mechanical / Electrical
- Technicians: Auto Electricians, Vehicle Technicians
- Test Drivers: Road / Track / High Speed / Low Grip



Banking & Finance

Our Expertise

At Apex Recruitment we are in the advantageous position of having consultants with first-hand experience in the finance sector. Between them, they have over 20 years worth of banking and finance experience. This guarantees that you will be speaking to a recruitment consultant who fully understands your business, and appreciates the quality and calibre of candidate required to succeed in this industry.

Not only are we able to speak with candidates in the terminology specific to the industry, but we are also able to undertake suitable psychometric tests to provide feedback on personality traits, as well as numeracy and literacy abilities.

Market Snapshot

Typical Roles we recruit for:

- Accountants - ACCA, ACA, ATA, CIMA
- Business Analysts
- Change Management
- Compliance
- Financial Controllers
- Financial Reporting
- Insurance
- Internal / External Auditors

INVESTMENT BANKING ROLES

INCLUDING:

- Financial Controllers
- Operations (reconciliations, trade settlement etc)
- Programme managers
- Risk Analysts
- Risk and Compliance



Industrial & Commercial

Our Expertise

Over the past 36 years, Apex Recruitment has built up a reputation as a leading market specialist in the Industrial and Commercial sector. As a result of this reputation, it means that we now attract a large number of unique candidates that other recruitment agencies do not have access to. Therefore, using our extensive knowledge, we are able to provide the highest level of service to our large client base.

Market Snapshot

Typical Roles we recruit for:

INDUSTRIAL

- Assembler
- CNC Engineer
- Driver FLT / 7.5 ton / Delivery
- Electrical Maintenance Engineer
- Machine Operator
- Paint Sprayer
- Production / Manufacturing / Warehouse Supervisor / Manager
- Technical Administrator
- Technical Sales
- Warehouse Operative

COMMERCIAL

- Administrator
- Buyer / Purchaser
- Customer Service Executive
- Graphic Designer
- Marketing Executive
- Personal Assistant



Contact us

7A Tournament Court
Edgehill Drive
Warwick
CV34 6LG

T: 01926 424154

E: info@apex-recruitment.co.uk

www.apex-recruitment.co.uk



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