



Build a fulfilling career
at Recruitment Panda

Let's talk caring

More than recruitment experience, more than sector insight, what you need most is a big heart.

Why?

Because you'll be matching candidates to job vacancies with employers who care. Employers who care that provide:

- Nursing home care
- Residential care
- Care in the home

The range of job types and specialties in these areas may surprise you.

And it's not always easy, because it can be hard to find good nurses, registered managers, specialists in learning disability or neurological care. However, we'll give you all the support and training you need.

You won't just learn how to do recruitment properly (the Panda way); we'll also teach you everything you need to know about the health and social care sector.

When you join, you'll go through our comprehensive 12-week induction programme. You'll find there is always a more experienced member of the team nearby to support you. It doesn't end there, as you'll also learn by attending industry exhibitions, conferences and other events.

Ongoing training and development is important to us, and important to society. Because placing the right people in the right roles ensures that more of our clients will thrive. In health and social care, it means more vulnerable people will be well looked after, and more of our client's projects will succeed.

That's why, the more you care about people, the better you'll fit in.

Also, the more placements you make, the more you'll earn...

Let's talk money

As well as providing you with all the information you'll need to do a good job, we believe in rewarding you when you succeed.

That's why we pay top rates of commission and the best basic salaries.

In fact, Recruitment Panda offer 3 different commission schemes. No one else does this, but we believe different schemes suit different people at different stages of their lives.

In all cases, you don't have to pass your probation here to start earning commission. We **guarantee** to award commission earned from day one.

Our most popular scheme has 6 rates of commission ranging between:

- 2.5% and (a whopping) 60%

And it comes with 2 bonuses:

- A bonus paid quarterly that rewards good quality work.
- A bonus paid annually for hitting your target, showing progress towards the next pay grade.

This means we pay you a bonus for doing your work well and another for showing us that you're ready for the next level; and that's not all...

You'll find some who advertise high headline commission rates, but they only pay those in exceptional circumstances so the average over time is much lower.

We believe your commissions should ratchet up regularly **and we believe in rewarding good attitudes**, not just good results.

So, there's also our weekly BINGO competition, which gives you a chance to scoop the "house pot" for an additional cash bonus worth up to £600, or a "line" for time in lieu, to give you more long weekends and other flexible working privileges.

No one else pays this many bonuses.

Not only that, but we pay your commission **promptly** – often, in the same month you earn it. We don't always make you wait until the month after it's received or the rebate period has expired.

As well as your base salary and commission, you get:

- Regular appraisals and reviews, to speed your career progression
- 22 days annual leave plus bank holidays
- The Recruiter of the Week, Recruiter of the Month and Recruiter of the Year competitions to win even more holiday days, fizz, cash and a BIG prize for the best of the year
- Share scheme (once you've worked here for six months – offering every member of the team a huge windfall)
- The chance to come on our annual winners trip

You probably want to know more about Recruitment Panda...

Example 1:

In other agencies, a £23.5K basic salary means a fixed minimum gross pay of £1958.33 per month.

At Recruitment Panda, achieving your KPI's enhances this by £150 per month.

Example 2:

In other agencies, a £10K month could earn you £1,000 commission

At Recruitment Panda, a £10K month typically earns £1467 and can earn up to £6,000!



Let's talk about us

Our founder, Sam Sanderson, has been a recruiter for almost 20 years. He has been matching health and social care professionals to vacancies in the UK care sector since 2009, and established Recruitment Panda in 2014.

During that time, we've grown a good reputation with candidates and clients. This makes your job easier because our clients trust us to look after them with the same level of attention they apply when looking after their patients or making their business plans a reality.

And it has led to them asking us to help fill other types of vacancies, such as finding accountants and HR professionals. Because of that, and because of Sam's experience leading teams and recruiting in a range of professional and highly skilled industry sectors, (not just health and social care) we have been preparing to expand into four new specialist areas.



Sam Sanderson - Founder



Recruitment Panda are accredited by the Association of Professional Staffing Companies.

This accreditation and our working in partnership with Care England help to show the high standards we achieve and our devotion to the sectors we serve.

Our consultants typically stay for five years or more (some have been here since day 1). This tells you they're happy here, and you're likely to enjoy it too.

What about the evidence to back up our claims...



RecruitmentPanda



HEALTH & SOCIAL CARE

With an aging population, the health and social care sector is recession-proof. This means our agency can only grow. And it suggests that working here is more secure than it might be anywhere else – which is reassuring in these uncertain times.

We work in partnership with Care England, which shows our longstanding devotion to the health and social care sector.



RecruitmentPanda



IT & TECH

Our founder, Sam grew up in the 1990s – so he's a proud digital native. That personal interest has led him to make sure Recruitment Panda has the best tech, including a custom-built CRM & ATS integrated website that uses React JS, Node JS and dotnetcore. You'll find we continue to invest in new technology to make your working life easier.

We're driven to help our clients stay at the forefront of their IT and tech needs, and to keep their dev projects on track, on time and on budget.

In this fast-moving market, there are plenty of vacancies to fill. The challenge is to find skilled candidates – we have the expertise that will help you do this.



RecruitmentPanda



BUSINESS SUPPORT

Every business needs professionals with expertise in areas such as accountancy, human resources, marketing and administration.

From our roots filling these roles in health and social care, we now offer the same service to any type of business. Clients right across the UK turn to us because our talented and dedicated recruiters help keep their essential business processes running.

It's a fascinating area to recruit within.



RecruitmentPanda



LIFE SCIENCES & PHARMACEUTICAL

STEM businesses of all kinds are in the spotlight, and careers in these sectors are growing like never before. These skilled areas require highly sought after, knowledge-based and practical skillsets which means that good recruitment is essential.

It's an exciting industry to be involved in, and perhaps more diverse than you'd expect. Life sciences play a part in everything from food science to construction, while R&D, diagnostics and testing laboratories are innovating in mindboggling ways.

We are determined to contribute in this space, which means huge opportunities for quality recruitment consultants.



Let's talk numbers

One thing you can be sure of is that we'll keep you busy.
Here's an idea of the quantity of work we handle:

- Over 1,000 candidates per year
- Almost 100 clients per year
- Nearly 2,400 applications per year
- Less than 2:1 shortlist-to-interview
(Against industry benchmark of 3:1)

But it's not all work, work, work...

Every candidate placed gets
a £25 voucher, to donate to a
charity of their choice, on us.

**We've made 100's of donations
to more than 30 charities.**



In a typical year..



we represent over
1,000 candidates



we represent almost
100 employees



we process nearly
2,400 applications





Let's talk culture

You'll be based in our offices in Altrincham which have been refurbished from top to bottom.

For example, we've installed an American fridge freezer (which serves as a huge beer fridge) and Tim's cocktail bar for Friday afternoon fun times.

Altrincham is famous for its bars, cafés and restaurants, making it a work destination of choice. And we're right next door to a Puregym, where you'll find some of us sweating out the weekend or getting a mid-week endorphin hit.

And, of course, you'll have the option of socialising with our friendly team, with:

- Regular socials
- Michelin-starred Christmas celebrations
- Winners Trips away. For example, we've enjoyed cookery classes in Barcelona, beach weekends in Ibiza, sunset cruises in Mallorca, and are working towards Rome in 2024...

We have a staff handbook we call our Freedom Framework and a thorough list of corporate policies we call our Ethics Charter. Obviously, you'll need to comply with these. We also welcome your input to help evolve them.

For example, a recent update to our Flexible Working Policy means that everyone is entitled to some working from home, depending on results.

On that, we are proudly "Office First" now but have plans for a "Virtual First" team once this office is full.

Our Freedom Framework also offers other benefits, new and old. **Duvet day, anyone?.**

If you already have recruitment experience, there's a chance you could be fast-tracked into a rewarding mentoring or team leadership role.

Qualities you'll need to fit in...

Let's talk about you

Remember, you don't need to have recruitment experience. And you don't need existing insight into the health and social or other sectors. What you do need is:

- A positive attitude, because we need to know you're resilient and can overcome challenges in a constructive way
- Evidence that you've stayed in one job for a while, as that tells us you're loyal which is one of the qualities we're looking for
- If you've ever worked in B2B sales, or you've been a clinician or professional in any of our sectors, those skills are transferable which makes the training process easier
- People management experience from backgrounds like hospitality and retail also tend to be good past experience for a successful move into recruitment.

Recruitment is fundamentally about managing people, illuminating possibilities and showing them the way.

Be warned that we're very selective about who we take on, and may have to turn away many people who apply.

If you're tempted to investigate further...

Let's talk next steps

To discover more about us and decide whether you're a fit, come to our assessment day.

When: _____

Where: _____

We look forward to meeting you soon...

RecruitmentPanda



EMPLOYERS WHO CARE

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