

— Recruiter —
INVESTING IN
TALENT
AWARDS 2017

THE RECRUITMENT AWARDS THAT PUT **TALENT FIRST**

ENTRY

GUIDE

Entry deadline: 12 May 2017

EARLY BIRD DISCOUNT

Save £50 per entry
when you enter
by 13 April
2017

PASSION FOR PEOPLE

 @RecruiterAwards #recruitertalent

www.investingintalent.co.uk

Recruiter's Investing in Talent Awards recognise **insightful, strategically clever** recruitment businesses that understand the **value of investing** in current and future talent.

Do your recruiters and non-fee earning staff love working in your business? Is your company the consultancy of choice for contractors and temporary workers? Are you the best recruitment company to work for? If so, it's time that your business received well-deserved recognition.

Entries are open to companies and individuals, both within the UK and internationally, who champion talent and, provide comprehensive workforce care.

Judged by a panel of distinguished industry leaders from top global and UK companies and leading organisations, winners of the awards are acknowledged as the best in class.

“Developing and rewarding our people is integral to us successfully attracting and retaining top talent and achieving our mission... Entering and winning the Awards provides great external industry recognition and validation.”

Amoria Bond
WINNER 2016



BENEFITS OF ENTERING

Being recognised by **Recruiter** – the largest* and leading professional magazine in the recruitment industry and profession offers:

INVALUABLE AND UNRIVALLED PROFILE

Brand exposure to more than 18,499* **Recruiter** subscribers

BE POSITIONED AS AN EMPLOYER OF CHOICE HELPING YOU TO ATTRACT AND RETAIN TALENT

ACCOLADES FOR BEING AN INSPIRATIONAL RECRUITER

Showcase your achievements as 'best in class' to over 300 awards lunch guests at the ceremony in October

ONLINE PRESENCE

The opportunity to share your success story with peers, clients and potential employees via **Recruiter.co.uk** (58,000+ web viewers per month)

AWARDS LOGO AND TROPHY

Shortlisted entrants receive an official awards logo to promote their achievement and winners receive the coveted Investing in Talent trophy

THE PRESTIGE OF STANDING OUT FROM YOUR COMPETITORS



56,237
READERS
PER MONTH**

*ABC audited

Source: A **Recruiter Magazine readership survey found that subscribers passed on **Recruiter** Magazine to an average of over 3 readers per printed copy.



CATEGORIES

1 BEST CONTRACTOR CARE

Awarded to the recruitment agency/RPO providing the most comprehensive care of and service to contractors it supplies to clients inside/outside the UK. The agency demonstrates: it values its contractors, is committed to their safety/well-being, and anticipates, understands and fulfils their needs with outstanding service and fully compliant solutions.

2 BEST EMERGING TALENT EMPLOYER IN RECRUITMENT

Awarded to the recruitment company/RPO firm that offers the most outstanding employment situation for 'emerging talent' (apprentices, graduates, school leavers) in terms of employment/career opportunities, training/professional development, feedback and benefits.

3 BEST TEMPORARY WORKFORCE CARE

Awarded to the recruitment agency/RPO providing the most comprehensive care of and service to temporary workforces it supplies. The agency demonstrates: it values its temporary workers, is committed to their fair treatment, development, safety and well-being, and anticipates, understands and fulfils workers' needs with outstanding service and fully compliant solutions.

4 BEST EMPLOYABILITY/RECRUITMENT INITIATIVE FOR THE UNEMPLOYED

Awarded to the recruitment agency that best helps NEET/unemployed/soon to be unemployed people to build workplace skills/trades and secure long-term work/series of short-term work placements. Success metrics could include numbers of people placed/gaining certifications or qualifications as a result, average lengths of placements, Return on Investment, client/candidate satisfaction.

5 MOST EFFECTIVE DIVERSITY/INCLUSION STRATEGY

Awarded to the recruitment agency/RPO that most successfully integrates and executes effective, practical diversity & inclusiveness practices into talent attraction and hiring, workforce planning strategy and into its daily working culture.

6 MOST EFFECTIVE FLEXIBLE WORKING STRATEGY

Awarded to the recruitment agency/RPO that has most successfully developed and implemented a flexible working strategy, which measurably contributes to business success. Examples of measures could include but are not limited to Return on Investment, employee engagement, productivity, retention, etc.

7 MOST EFFECTIVE PAY & BENEFITS STRATEGY

Awarded to the recruitment agency/RPO providing the most effective pay/benefits strategy for staff in terms of understanding local market conditions as well as realising Return on Investment, efficiency and impact on employee engagement and productivity. Examples: share/equity options; rewarding staff for 'best practice' service to clients/candidates.

8 MOST INNOVATIVE BENEFIT

Awarded to the recruitment agency/RPO demonstrating the greatest innovation in creating and implementing a benefit in terms of Return on Investment in employee engagement, staff retention and financial efficiency. It also recognises clarity in communicating to employees the benefit's terms, conditions and reward(s).

9 MOST EFFECTIVE PROFESSIONAL DEVELOPMENT PROGRAMME

Awarded to the recruitment agency/RPO offering the most effective professional development to employees in terms of measurable business success. Offerings could

include programmes for newcomers, support staff, experienced staff, managers, leaders. Examples of success measures include: assessment, Return on Investment, impact on the business and its strategy.

10 MOST EFFECTIVE TEAM MOTIVATION EVENT

Awarded to the recruitment agency/RPO that has provided/provides the most effective team motivation event in terms of Return on Investment and impact on employee engagement, staff retention and reputation.

11 BEST WORKPLACE ENVIRONMENT

Awarded to the recruitment agency/RPO providing the most effective/best workplace environment for promoting and supporting creativity, high morale, productivity and collaboration on the job. Also considered is the Return on Investment in creating such an environment for staff, clients and candidates, and impact on employee engagement.

12 BEST BANKING/FINANCIAL SERVICES COMPANY TO WORK FOR

Awarded to a recruitment agency operating in the banking/financial sector that offers the most effective work environment, incentives, benefits, professional development/training, internal communications, 'best practice'-orientated management and social responsibility activity. Must also provide evidence of: financial stability, profitability, innovation, workforce diversity and career development opportunity for all.

13 BEST CONSUMER SERVICES RECRUITMENT COMPANY TO WORK FOR

Awarded to a recruitment agency operating in the Consumer Services sector(s) (Contact Centre, Catering & Hospitality, Leisure/Entertainment, Retail, Travel) that offers the most effective work environment, incentives, benefits, professional development/training, internal communications, 'best practice'-

orientated management and social responsibility activity. Must also provide evidence of: financial stability, profitability, innovation, workforce diversity, and career development opportunity for all.

14 BEST CREATIVE/DIGITAL/MEDIA/ MARKETING COMPANY TO WORK FOR

Awarded to a recruitment agency operating in the Creative/Digital/Media/Marketing sector(s) that offers the most effective work environment, incentives, benefits, professional development/training, internal communications, 'best practice'-orientated management and social responsibility activity. Must also provide evidence of: financial stability, profitability, innovation, workforce diversity, and career development opportunity for all.

15 BEST ENGINEERING RECRUITMENT COMPANY TO WORK FOR

Awarded to a recruitment agency operating in the Engineering sector(s) that offers the most effective work environment, incentives, benefits, professional development/training, internal communications, 'best practice'-orientated management and social responsibility activity. Must also provide evidence of: financial stability, profitability, innovation, workforce diversity, and career development opportunity for all.

16 BEST HEALTHCARE RECRUITMENT COMPANY TO WORK FOR

Awarded to a recruitment agency operating in the Healthcare sector(s) that offers the most effective work environment, incentives, benefits, professional development/training, internal communications, 'best practice'-orientated management and social responsibility activity. Must also provide evidence of: financial stability, profitability, innovation, workforce diversity, and career development opportunity for all.

17 BEST IT & TELECOMS RECRUITMENT COMPANY TO WORK FOR

Awarded to a recruitment agency operating in the IT & Telecoms sector(s) that offers the most effective work environment, incentives, benefits, professional development/training, internal communications, 'best practice'-orientated management and social responsibility activity. Must also provide evidence of: financial stability, profitability, innovation, workforce diversity, and career development opportunity for all.

18 BEST PROFESSIONAL SERVICES RECRUITMENT COMPANY TO WORK FOR

Awarded to a recruitment agency operating in the Professional Services sector(s) (Accountancy, Finance, Actuarial, Architecture, Change Management, HR, Legal, Management Consultancy, Procurement) that offers the most effective work environment, incentives, benefits, professional development/training, internal communications, 'best practice'-orientated management and social responsibility activity. Must also provide evidence of: financial stability, profitability, innovation, workforce diversity, and career development opportunity for all.

19 BEST PUBLIC/THIRD SECTOR RECRUITMENT COMPANY TO WORK FOR

Awarded to a recruitment agency operating in the Public/Third Sector(s) (Charity, Civil Service, Education etc) that offers the most effective work environment, incentives, benefits, professional development/training, internal communications, 'best practice'-orientated management and social responsibility activity. Must also provide evidence of: financial stability, profitability, innovation, workforce diversity, and career development opportunity for all.

20 BEST TEMPORARY RECRUITMENT COMPANY TO WORK FOR

Awarded to a recruitment agency operating in the Temporary Recruitment sector(s) that offers the most effective work environment, incentives, benefits, professional development/training, internal communications, 'best practice'-orientated management and social responsibility activity. Must also provide evidence of: financial stability, profitability, innovation, workforce diversity, and career development opportunity for all.

21 MOST INSPIRING NEWCOMER

Awarded to the recruiter (agency/RPO/executive search/interim management) newcomer with less than two years of experience as of 1 March 2017 who most actively contributes to building an outstanding workplace and has made a positive difference to the success of the business and the recruitment profession's reputation externally.

22 MOST INSPIRING SUPPORT PROFESSIONAL

Awarded to the non-fee earning staff member who most actively contributes to building an outstanding workplace and has made a positive difference to the success of the business and the recruitment profession's reputation externally. Role examples: administration, back office, compliance, finance, HR, learning & development, legal, marketing, payroll.

23 MOST INSPIRING TEAM LEADER/MANAGER

Awarded to the recruitment agency team leader/manager (first-line supervisor or department manager) who most actively contributes to building an outstanding workplace and has made a positive difference to the success of the business and the recruitment profession's reputation externally.

24 MOST INSPIRING SENIOR MANAGER/DIRECTOR

Awarded to the senior manager/director (not C-suite or managing director) in a recruitment agency who has inspired employees, contributes to building an outstanding workplace, and is a role model for the recruitment industry and profession in setting the agenda for best practice.

25 MOST INSPIRING RECRUITMENT LEADER

Awarded to the recruitment agency leader (founder, owner chair, chief executive, other C-suite executive or managing director) who has inspired employees, contributes to and builds an outstanding workplace, and leads the recruitment industry and profession in setting the agenda for best practice.

HAVE YOU GOT WHAT IT TAKES?

Enter online at
www.investingintalent.co.uk

FOR MORE INFORMATION ON HOW TO ENTER:

- www.investingintalent.co.uk/entry-tips
- rhianna.fitzgerald@redactive.co.uk
- 020 7324 2771
- [#RecruiterAwards](https://twitter.com/RecruiterAwards) | [#recruittertalent](https://twitter.com/recruittertalent)

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Redactive Media Group organises
Recruiter's Investing in Talent Awards
on behalf of **Recruiter**.

KEY DATES:

Early Bird deadline:
13 April 2017

Final entry deadline:
12 May 2017

Individual entrants judging interviews:
27 July 2017

Shortlist announced:
July 2017

Awards lunch:
12:30pm | 4 October 2017



Candidates

who are
shortlisted
for categories

labelled with 

will be informed W/C

12 June 2017 and invited

for interviews in Central
London on 27 June 2017.

EARLY BIRD DISCOUNT

Save £50 per entry
when you enter
by 13 April
2017

5

STEPS OF ENTRY

START

1

Select which category(ies) you wish to enter

TIP: Start the process early

2

Download and complete your entry form(s)

TIP: Make your answers bespoke and always write to the point

TIP: Use specific and tangible examples of work

3

Collate supporting materials

TIP: Use standout testimonials from business partners, employees, clients, candidates and suppliers

4

Upload your entry form(s), supporting documents and photographs

www.investingintalent.co.uk

TIP: Remember what makes you unique

5

Select finish to submit your entry(ies)

Entries should be submitted through the online entry system. To make this process straightforward we have created a template entry form for each category which can be downloaded from the Categories page.

Entries should also include supporting documentation and evidence to supplement the written submissions.

WHO SHOULD ENTER?

The awards are open to recruitment agencies, RPOs and individual recruitment newcomers, managers, directors and C-suite leaders.

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