



STRONG GROUP



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DIRECTORS STATEMENT

“Strong Recruitment Group started as a family business as two brother's both engineering professional's who branched out to build a structured reliable service helping other professionals by providing them work. We liked the idea of creating a working environment where each individual can be an integral part of the business and achieve their full potential. It's appreciated how everyone works together and is dedicated towards the goal of providing a quality service that bridges the gap between client and candidate.

A key factor in providing great service is understanding the market. Having previously worked in the construction and building services sector for 13 years, it was a natural transition whereby the environment best suited to apply the knowledge, energy and passion we had acquired from the industry. We formed lasting relationships with contracts managers across our time in the sector and it was a good opportunity to continue these partnerships in a working context. Lastly it is a sector that boasts continual growth and we believe Strong Group can serve in bringing candidates and clients together, subsequently facilitating this growth.”

CONSTRUCTION

Within our construction recruitment sector we have a great reputation and have provided many workers in this field for most of our longest clients. We receive great feedback as we have extensive experience and an in-depth knowledge of the UK construction jobs market. Our expert construction recruitment consultants offer professional services, committed to establishing solid relationships with clients and candidates.



over **75%** of our construction candidates have progressed within their careers.



Construction site in London.

CASE STUDY

Dwayne Cornwall - Candidate

"I am very happy with my experience with Strong. They have been finding me construction jobs for a while now in Manchester and I couldn't be more satisfied. The pay is great, all local to me and good jobs in construction. Over the past **2** years we have provided him with over **12** job roles within the engineering and building services.

Examples of construction roles we recruit for:

- Labourers
- Banksmen
- Traffic Marshalls
- Bricklayers
- Carpenters

- Site Managers
- Project Managers
- Contract Managers
- Many more

INTERIOR & SHOP FIT OUT

Our experience and positive constructive feedback combined enables us to maintain that our recruitment candidates are kept in work at all times. Our clients recognize that one of our key strengths is communication. This ensures us to act fast with precision to ensure that we always identify high calibre candidates.

The candidates are typically experienced in working in GRADE A office buildings with Cat A and Cat B fit out standards together with sustainable materials. They are also used to working throughout the night and weekends to ensure full continuity of our clients business operations.

98% of our interior & shop fit out clients were happy with candidates provided.

One of our apprentice decorators

CASE STUDY

Tom Dixon - Contract Manager

"I have been working with Steve Armstrong for over 3 years now. Very good recruitment company and no bad terms.

I'm happy with all agreements and always provide me with extremely top staff."

Tom Dixon is one of our cherished clients. Over the past **5** years we have provided him with over **150** workers fulfilling his recruitment needs.

Examples of interior & shop fit out roles we recruit for:

- Floor Layers
- Dry Liners
- Painter & Decorators
- Ceiling Fixers

- Kitchen Fitters
- Site Mangers
- Project Managers
- Many more

“97% of our facade candidates would recommend us.”

FACADES

Our candidates are fully aware that through their skilled work, they are knowledgeable in the art of science of façade engineering which involves structural, environmental and aesthetic issues. They are experienced in the fitting of glazing, stone, ceramic and metal cladding to buildings.

This has enabled them to understand that the façade systems provide lateral and vertical resistance to the weather and provides thermal and acoustic qualities. Façade work not only entails installation, but also requires highly skilled dismantling work, which we ensure that our candidates have had the training and skillset, before we put them forward to our clients.

In addition to site operatives, we also supply the following candidates: Façade Engineers, CAD Designers and Technicians, Estimators and Quantity Surveyors.

Team leader and
candidate of the month



CASE STUDY

Yanne - Site Manager

"I cannot express how impressed I am with the team. I don't like working for agencies due to bad rates and not so great jobs. However Strong Group have provided me with jobs for years now and they always have jobs for me, always keep me informed with texts when jobs are available."

Yanne is a great candidate and over the past **3** years we have provided him with over **39** jobs fulfilling all his work expectations.

Examples of facade roles we recruit for:

- Window Fitters
- Bricklayers
- Facade Engineers
- CAD Designers & Technicians
- Cladders
- Estimators
- Quantity Surveyors
- Many more

A large white semi-truck is driving on a two-lane road towards a sunset. The sun is low on the horizon, creating a bright orange and yellow glow that reflects off the road and the side of the truck. The sky is a deep blue with some clouds. In the distance, another smaller truck is visible on the road. The overall scene is a high-quality photograph used as a background for the text.

DRIVING AND WAREHOUSE

Our fastest growing sector is the Driving and Warehouse Division which places temporary, permanent and shift work candidates throughout the country.

This is ultimately due to the experience of our Consultants and the diligence they perform, ensuring that candidates have the requisite up to date qualifications and legal licenses to conform with the size and type of vehicles they will operate. Thereby only placing the most suitable of operatives to the client.

Our Consultants ensure that our Driving and Warehouse candidates have literacy, numerical and customer service skills which are essential when they deal with tasks such as recording their records of mileage, fuel purchase and speaking to customers. We want all of our Driving and Warehouse candidates to become the best in class so we regularly supply them with up to date news on the driving, transport, warehouse industry.

96% of our driving industrial clients and candidates were fully satisfied with our services.



CASE STUDY

Jason Willson (Traffic Team - General Haulage)

"Lee has helped us out so much with the instructions for the other drivers, the attention to detail, and enthusiasm he has for the work. We will be using him again."

Above is one of our outstanding candidates at our head office in Croydon. He is very hard working and we have provided him with over

25 jobs and has been with us for almost **2** years.

Examples of driving industrial roles we recruit for:

- HIAB
- HGV Class 1 & 2 Drivers
- Forklift and Van Drivers
- ADR, PCV, 7.5 Tonne & 3.5 Tonne
- Porters & Warehouse Operations
- Transport/ Warehouse Manager's & Supervisors
- Many more

CIVIL ENGINEERING

Our specialist civil engineering recruitment consultants aspire to do their utmost, to keep our candidates in work and preserving their jobs by providing consistent career advice and resources. We have maintained solid relationships within our civil engineering sector, by ensuring our civil engineering recruitment team are supplying highly skilled devoted candidates, which we have created great alliances with.

92% of our candidates civil engineering
were fully satisfied with their work placement



Site managers at
groundworks site.

CASE STUDY

Gavin Craig - Project Manager

"I happy with the good standard of people recommended from yourselves. I would highly recommend Strong Group as you have always dealt with our requests in a good manner, great service and great value for money. Amazing respond time and a pleasure to work with. Over the past

2 years we have provided him with over **40** workers fullfing his recuitment needs for job roles within the civil engineering industry.

Examples of civil engineering roles we recruit for:

- Groundworkers
- Digger Drivers
- Shuttering Carpenters
- Steel Fixers
- Site Managers
- Project Managers
- Many more

94% of our demolition clients
have referred us to other
potential clients.

DEMOLITION

Our expert demolition recruitment consultants have attained great reputation throughout all our projects. We work with a variety of civil engineering and demolition companies in specialists' areas including structural, transportation, environmental, maritime and geotechnical. Strong relationships have been established with our demolition recruitment clients, as well as, candidates, we provide solutions from simple one-off jobs to long-term multi-million-pound projects right across the UK.



Demolition site in London.

CASE STUDY

Virgilinus- Candidate

"I'm really pleased with the Strong Group. Especially nice communication and helpfulness. I am very glad to cooperate." Virgilinus is one of our cherished candidates. Over the past **1** year we have provided him with over **4** job placements fulling his careers aspirations.

Examples of demolition roles we recruit for:

- CCDO Operatives
- Burners
- Crushers
- Asbestos Removal Operatives

- Site Managers
- Project Managers
- Many more


86% of our clients
have referred us to other
potential clients.


RAIL

With a diverse range of railway jobs currently available, our rail recruitment team focus on supplying key phases of project life cycle, from design through to handback. We work with candidates and clients across the following key disciplines, design, planning, commercial, project engineering, HSQE / Site and project management. Typical project work supplied include; station refurbishment, track renewal and enhancement Line Side civil work, civil framework agreement, S&T, E&P, M&E enhancement projects, construction and more



Workers on rail site.

CASE STUDY

Peter James- Candidate

"They will always find you work and are willing to help you in any way possible.

The staff are friendly and are always accommodating, also I have never had any issues with payments." Peter is one of our

longest and cherished candidates, Over the past

13 **4** years we have provided him with over job placements fulling his careers aspirations.

Examples of rail roles we recruit for:

- Roughing
- Cabling
- Slab Layers
- Track Renewals
- Electrical

- Structural
- Plant operators
- Traffic Marshalls
- Concrete Finishers
- Many more

MECHANICAL & ELECTRICAL

With our great track record, we have successfully delivered all kinds of mechanical and electrical specialists. We have had such great mechanical and electrical recruitment feedback and long-lasting cherished relationships with our clients, as well as, candidates. With our attention to detail and dedicated workers, we can successfully fill any job role within this sector.

97% of our M&E clients
would recommend us.

One of our plumbers
working in Watford.



CASE STUDY

Cassius - Project Manager

"Very good recruitment company with great services and continuous workflow throughout projects." Cassius is one of our longest and cherished clients, Over the past

100 **4** years we have provided him with over
workers fulfilling his recruitment needs in the
mechanical and electrical building services.

Examples of mechanical & electrical roles we recruit for:

- Supervisors
- Plumbers
- Pipefitters
- CAD/Revit MEP Technicians
- CAD Coordinators
- Air-conditioning Engineers
- Design Engineers
- Improvers
- Ductwork Erectors
- Electricians
- Many more

CLIENTS

As a specialist in this niche sector we have developed a large database of over 150k of these hard to find candidates that means we can get you exactly the right staff as and when you require them. You will have a dedicated Account Manager who is a specialist in your sector, living and breathing it day in day out. This means they talk your language and fully understand the nuances of recruitment in this area. Combine this with our marketing, social media and reputation in the business, we are the recruitment partner best suited to your needs.

CANDIDATES

We realise how vital candidates reliability, work ethic and general behaviour is to our clients. Therefore we vet them thoroughly to make certain that not only do they have the right skills and qualifications for your roles, but that they come with the right ethos. For our temporary contractors we keep their qualifications and certificates too hand, this enables us to act quickly and get people on site the same day if required.

RECRUITMENT OPTIONS

- TEMPORARY /CONTRACT
- TEMP TO PERM
- PERMANENT
- PAYROLL

RECRUITMENT PROCESS

Our consultants access inclusive databases of suitable candidates and we use our vast network to search for the perfect employees to match the employers fit. Using our experience and established strategies, we ensure only the best recruitment matches are made. With our different techniques we are able to find the right candidates for any staffing requirements you may have.

**1 REQUEST****REQUEST**

We will receive a request from our clients requesting workers.

2 DATA SEARCH**DATA SEARCH**

Using all our resources and huge pool of contacts we will search for the perfect candidates.

3 INTERVIEWS**INTERVIEWS**

Choosing our top 6 suitable candidates we interview them individually and present 1 to 3 of them to the client.

4 CLIENT CHOICE**CLIENT CHOICE**

The client will discuss and agree how they would like to take on this candidate to complete the final process.

FREE TRAINING

At Strong Group we encourage all candidates and employees to manifest their genuine career goals and work towards them. We will provide any training or resources needed for all our departments to progress. Our CEOs are approachable and open to new ideas to express the different attributes our employees can bring.

We have provided many free programmes for Strong Group workers to progress in their careers. We are more than just a recruitment agency and are passionate about getting involved with our community, as well as, partnering with other brands and organisations.



Our driving division director completing his Level 7 management course.



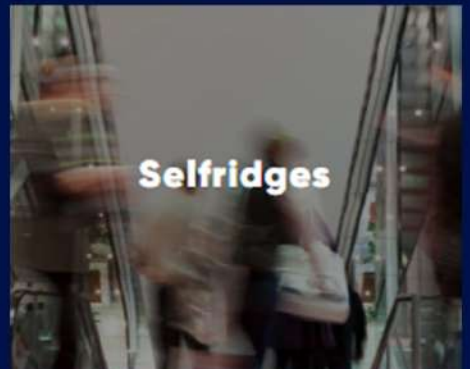
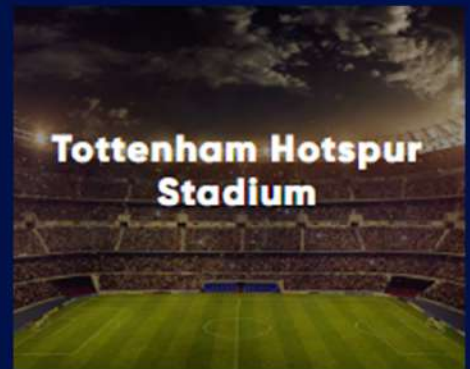
Some of our outstanding candidates after completing their CSCS and CCDO card training.



Our first apprentice after completing his Level 3 courses, with our senior consultant.

PROJECTS

Strong Recruitment Group aim to become involved with all of the forthcoming prestigious projects in the United Kingdom. An example of some of the projects where Strong Recruitment Group have provided employees are : Harrods, Crossrail and Marvel Movies. We can provide almost any job from Administration Receptionist to Christmas Display Labour.



Maintaining consistent strong relationships, we have successfully fulfilled thousands of well known constructions and clients. With determined workers we focus on our clients needs and expectations, as well as, our candidates. We do this by perpetrating definite processes and personalized structures, ensuring all associations are fully satisfied.

RECRUITMENT WITH A *difference*



OUR COMMUNITY

Maintaining great relationships, we have successfully developed some great relationships with our clients and other businesses. Aiming to be well recognised and hold a great reputation we are proud to partner with all our local businesses and engage with our community.



WHY WE GET INVOLVED

Being involved in our community and other local businesses allows us to create a deeper understanding of our clients needs and expectations. It also gives us the opportunity to stand out from other recruitment companies as we like to express that we are **'more than just a recruitment agency'** and we are a **'recruitment agency with a difference'**.

We are extremely passionate about getting involved with new projects and partnering with difference organisations to push our community to excel and be successful amongst the other Boroughs.



WHO WE SPONSOR

We sponsor a range of businesses from football clubs, individual athletes, local charities and more. We are always keen to celebrate UK holidays and occasions such as Christmas, Easter and Halloween these are great opportunities to raise money for our local charities.

If you have any enquires about our sponsors or fund raisers contact marketing@strongrg.co.uk





AWARD WINNING RECRUITMENT AGENCY

We are extremely proud of our teams achievement's over the years and hope to continue to keep expectations high and set records. We are consistently improving our services, being nominated best recruitment construction agency, as well as, best customer service and more. These awards are just a reflection on how hard our our team work together to ensure only positive and successful outcomes.



1000
Europe's Fastest
Growing Companies

CROYDON
BUSINESS EXCELLENCE
AWARDS 2019



SME 100



CORPORATE COACHING
& RECRUITMENT
AWARDS 2019



OUR COMPANY VALUES

With over **100 recruitment companies** in Croydon we are the ultimate go to agency in our borough. We are proud to be one of the top fastest growing companies in Europe and best SME agency. Strong Recruitment Group aim to accomplish each and every single specific demand.

We're an ambitious team with a proven track record, providing exceptional solutions. Achieving to be the supreme go to recruitment partner, we continue to cherish equally our clients, candidates, as well as, employees. We train our consultants and team members to become experts across our multiple sectors and departments.

“BY 2021 WE AIM TO BE ONE OF
**THE FASTEST GROWING
RECRUITMENT AGENCIES**
ACROSS THE WHOLE OF UK.”

IN 2019 WE WERE AWARDED
ONE OF THE FINANCIAL TIMES
**TOP 1000 FASTEST GROWING
COMPANIES ACROSS EUROPE.**

STRATEGIES

We cherish our clients and are on a **PSL (preferred suppliers list)** for most of our clients who have been with us for over 4 years.



OUR APPROACH

Most of our clients come from referrals which allows us to build **long lasting relationships** with existing and new clients. As a team we have roles dedicated by visiting our clients and resolving in house issues.



SALARY / PAY RATE

Having established ourselves in the industry we are able to work around our clients needs with their salary expectations ensuring all parties are satisfied. We have been referred as one of the **best agency rates** in the UK.



HUGE DATA BASE

With over 350,000 workers on our database we can easily **Identify the perfect candidate** for almost any job role.



OUR JOB APP

The Strong Recruitment Group App is as much for clients as it is for job seekers. It is the perfect tool to send alerts when needing workers, as well as, when job searching. It is as simple as filling in your bio (name, interests, location, contact details and when you are available or how many workers you need). Once that's done, you will always receive many different tailored notifications suited to your needs and requirements. "Get notified on the go with perfect jobs for you and request workers, discover new talent in just a swipe."



STRONG GROUP
The ultimate app for **job seekers** and **clients**

Speed up the recruitment process

Request workers anytime, anywhere and get your jobs completed ASAP

Share your availability & seek workers in just a swipe

RECRUITMENT ON THE GO!

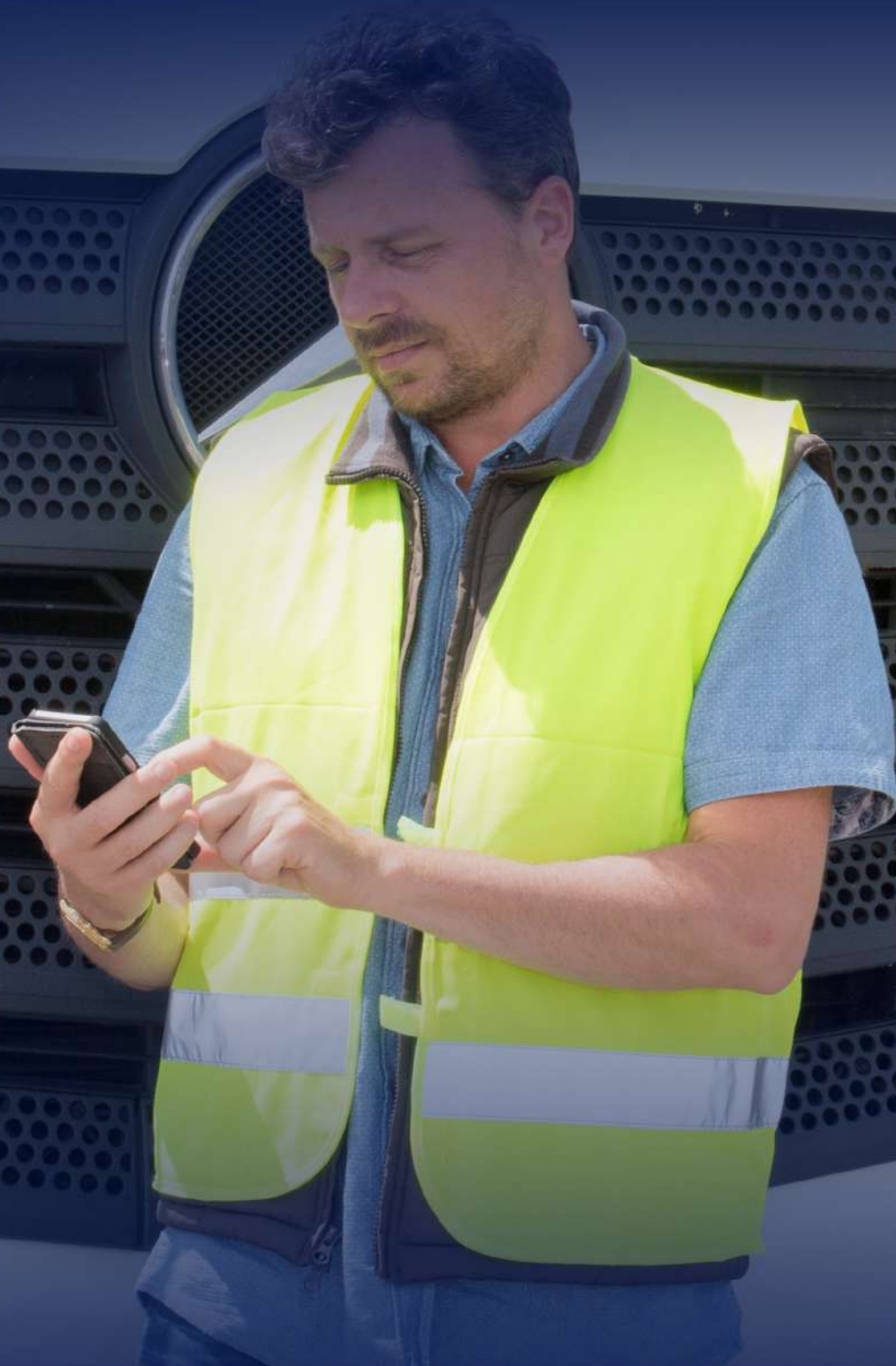
Simply access and fill out timesheets

THE NO.1 APP TO MAKE RECRUITMENT EASY-PEASY

making communication easier

SEARCH '**STRONG GROUP**' IN YOUR APPSTORE TO DOWNLOAD OUR APP





WHY USE A MOBILE APP FOR RECRUITMENT?

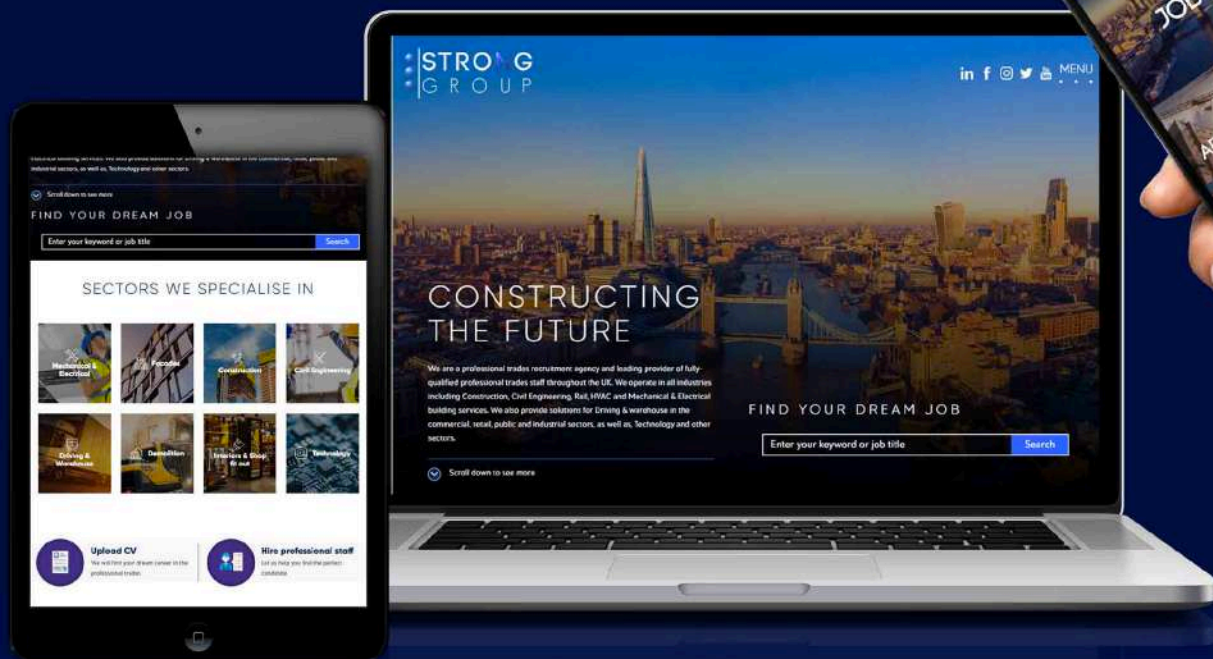
- CHECK AND FILL OUT TIMESHEETS FOR BOTH CANDIDATES & CLIENTS
- REQUEST WORKERS FOR ANY JOB ROLE & GET AN AUTOMATIC RESPONSE
- SHARE AVAILABILITY FOR WHEN CANDIDATES ARE ABLE TO WORK
- JOB SEARCH OUR UPDATED JOB BOARD FOR OPEN ROLES

NOTES

Download our
mobile app



Download our
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If you have any enquiries about this brochure please contact us on marketing@strongrg.co.uk The greatest of care has been taken to ensure the accuracy of the information in this guide at the time to press but we accept no responsibility for omissions or errors.

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CONSTRUCTING THE FUTURE

RECRUITMENT WITH A
difference



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