



Employing Exceptional Expertise

www.e3recruitment.com

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Talent solutions from beginning...

Why E3R?



Sector
industry
experts

2M

Access
to over
2m
candidates



Over
70k
live candidates



End-to-end
talent solutions



Multiple
award-
winning
agency



Audited
systems &
processes



98%
client
satisfaction



Ethical
approach to
business



Tracie Norton
Director

Andrew Pilling
Director

James Soden
Director

Andrew Joseph
Director

Knowledge

We offer both our clients and candidates a wealth of knowledge and dedicated engineering, manufacturing and commercial recruitment experience.

We are at the forefront of manufacturing and engineering recruitment across the UK. We specialise in permanent, temporary and contract recruitment across the eight sectors we operate, from shop floor staff level through to senior executive appointments. We specialise in the following sectors; Aerospace, Automotive & Fleet, Building & Construction Products, Chemical & Pharmaceutical, Energy & Utilities, Food & FMCG, General Manufacturing, and Oil & Gas; and its Commercial Team supports all eight sectors with commercial vacancy recruitment.

Our specialist sector teams work in partnership with clients, offering continuity of contact with consultants who have an in-depth knowledge of our client's industries.

With a changing employment landscape, along with the issues of skills shortages and increasing legislation, our focus and expertise in our specialist sectors enables our clients and candidates to be confident in the recruitment, talent management and structured process solutions we deliver.

We're in the business of transformation, for both organisations and careers. Our unrivalled bespoke services ensure both organisations and individuals reach their full potential, as we deliver above and beyond expectation at every stage of the process.

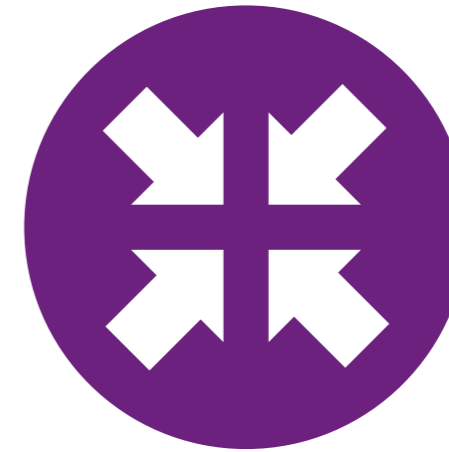


Our Values



Vision

To be our manufacturing and engineering clients' recruiter of choice.



Mission

Provide outstanding customer service quality, and high levels of business excellence, by always putting customers first.



Values

Partnership

To work and collaborate between ourselves, our candidates, our clients and our business partners.

Openness

To be open and honest, working to a high moral and ethical code, which builds a level of trust with all our partners.

Empowerment

To build on our strengths and never stop learning, empowering our employees and continuously improving our offering as an agency.



Talent Solutions

We adopt a consultative approach to develop successful, long term partnerships with HR and Hiring Managers to form the recruitment arm of their business.

We have a large customer base which extends throughout the engineering and manufacturing industries which includes SMEs, multi-national and blue-chip global businesses all working in partnership with our award winning recruitment processes.

With our range of client offerings, we have proven capabilities and expertise to offer a fully tailored solution that provides cost effective and beneficial long-term results.

By understanding the ever-changing recruitment market and other issues clients face; with increased skills shortages and changes in legislation, we are able to offer business consultations on employment law, workforce planning, candidate attraction, training and workforce development, ensuring our clients can maintain a competitive advantage.

We ensure professionalism, honesty and commitment which builds complete confidence for all parties involved. This frees up time for HR and Hiring Managers to concentrate on their core business with the complete belief that we are representing them appropriately, as we recruit the best candidates for them.

Permanent Recruitment

We are committed to exceeding our clients' expectations when recruiting a permanent position. We do this by assessing the critical business need, the essential requirements of the position, and the behavioural characteristics required to succeed.

Temporary Recruitment

With the rapidly growing number of employers utilising the temporary employee market to meet fluctuations in orders, we have built a team of proven temporary recruitment specialists to work within this defined arena, offering suitably qualified and experienced personnel.

Commercial Recruitment

Our dedicated Commercial Team work across all eight of our sectors providing recruitment support for non-manufacturing and non-engineering roles including Accountancy and Finance, Human Resources, Business Support, Procurement, and Sales and Marketing.

Consultancy Services

This provides clients with the intelligence and insight to help them make informed strategic recruitment decisions through Salary Bench Marking, Competitor Analysis and providing information on Legislation and Training.

Contract Recruitment

We recognise that having access to professional contractors with the right skills, who can hit the ground running, as and when required, can add value to your workforce and offer the perfect complement to your permanent employees.

Executive Search

Our Executive Search service enables clients to seek out and recruit highly qualified candidates for senior-level and executive roles; providing leadership and making high level decisions on business strategy.

Managed Service Provider

For clients who wish to outsource parts of their recruitment and talent management requirements, we offer a Managed Service Provider (MSP) package which manages all aspects of the contingent worker programme resulting in cost savings, reduced time to hire and other process efficiencies.

Assessments

We offer a variety of assessments ranging from personality type, behavioural, competency and strength, motivation, ability and technical/practical assessments, through to managerial and executive judgement.



Aerospace



Areas of expertise:

- | | |
|--------------------------------------|--------------------------------|
| Design & Analysis | Project & Programme Management |
| Manufacturing & Production | Quality |
| MRO / Maintenance, Repair & Overhaul | Systems & Software |

For a complete list of expertise relating to this sector please visit www.e3recruitment.com

As aerospace recruitment specialists, we have Preferred Supplier Agreements in place for a number of OEMs (Original Equipment Manufacturer), suppliers and design consultancies throughout the UK and mainland Europe. We can provide experts in all aspects of the aircraft development process, from the concept design and styling phase, through to engineering, testing and development, and into production.

We recruit Aerospace AS9100-accredited engineers specifically for this sector.



Automotive & Fleet



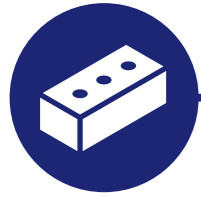
Areas of expertise:

- | | |
|----------|-------------|
| 1st Tier | Off-Highway |
| 2nd Tier | On-Highway |
| OEMs | |

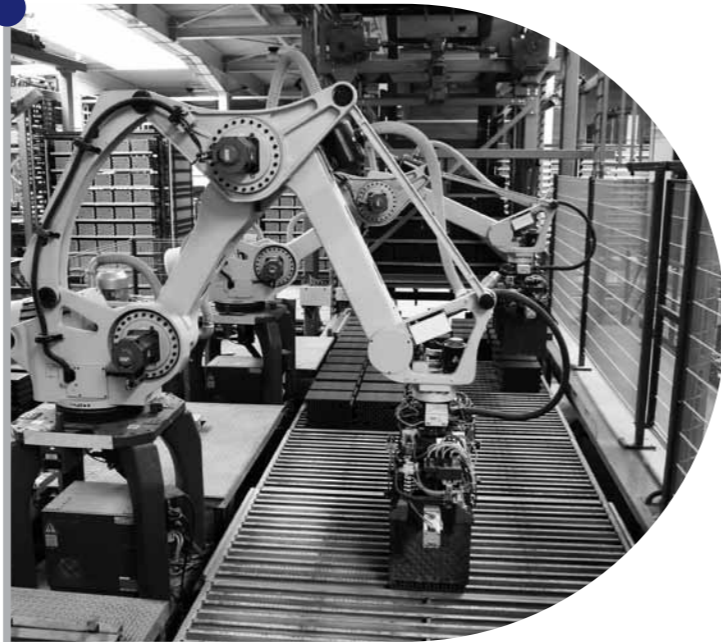
For a complete list of expertise relating to this sector please visit www.e3recruitment.com

We have extensive experience working with OEMs, 1st and 2nd tier suppliers and SMEs within the Automotive and Fleet sector.

We recruit for a range of roles from product development, manufacturing, modifying to commercial. Our Automotive Team works hard to build strong working relationships with its clients to gain a good understanding of the company's needs and requirements, which is why we have become the preferred supplier for many of our clients.



Building & Construction Products



Our Building & Construction Products Team is a specialist provider with a dedicated focus on the supply of materials to manufacture products used for building and construction, concentrating on permanent and contract opportunities.

We are proud to be an Associate Member of British Precast and our in-depth knowledge and expertise of the industry allows us to work closely with leading manufacturers, priding ourselves on our reputation for building long-lasting relationships with our clients and candidates alike. We recruit Aerospace AS9100-accredited engineers specifically for this sector.

Areas of expertise:

- | | |
|-----------------------------|--|
| Admixture Manufacturing | Plaster Board & Gypsum Manufacturing |
| Asphalt Manufacturing | Pre-cast Concrete Manufacturing |
| Block Manufacturing | Quarrying & Extraction of Aggregates, Granite, Limestone, Chalk, Sandstone & Slate |
| Brick & Tile Manufacturing | Wet-Cast Concrete Manufacturing |
| Cement Manufacturing | |
| Fly Ash Processing / IBA | |
| Masonry / Brick Fabrication | |
| Modular | |

For a complete list of expertise relating to this sector please visit www.e3recruitment.com



Chemical & Pharmaceutical



By combining an excellent understanding of the sector trends and challenges, alongside exceptional recruitment expertise, we can deliver a bespoke, targeted and efficient service.

Our dedicated Chemical and Pharmaceutical Team is committed to providing access to the best scientific, engineering and project talent and opportunities across the industry. We have an extensive knowledge of the key areas of these industries, including R&D, batch processing and regulations such as REACH, ATEX and COMAH, which help us find the best candidates for our clients.

Areas of expertise:

- | Chemicals | Pharmaceuticals |
|-----------------------------------|---|
| Additive Manufacturing | Active Pharmaceutical Ingredients Manufacturing |
| Biocide Manufacturing | Biocatalyst Manufacturing |
| Compounded Lube Manufacturing | Biologic Manufacturing |
| Flame Retardant Manufacturing | Catalysts Manufacturing |
| Oilfield Chemicals Manufacturing | Custom Pharma Solutions Manufacturing |
| Performance Polymer Manufacturing | Generic Manufacturing |
| Resin Manufacturing | Intermediary Manufacturing |
| Silicate Manufacturing | Ligand Manufacturing |
| Surfactant Manufacturing | Prostaglandin Manufacturing |

For a complete list of expertise relating to this sector please visit www.e3recruitment.com



Energy & Utilities



We provide high calibre candidates to a range of clients in the energy and utilities sector to conduct feasibility studies, and commission, construct and manage infrastructure, for a range of utility networks, including the generation and distribution of electricity, gas and water.

The renewable energy sector alone is growing at a rapid rate and as a result has bucked the overall employment trend by doubling its workforce in recent years, opening up a large market for jobs in utilities and we have the industry knowledge and experience to fill these roles.

Areas of expertise:

Biomass	Nuclear
Geothermal	Solar PV / Solar Thermal
Hydroelectric	Water Treatment
Natural Gas	Wind

For a complete list of expertise relating to this sector please visit www.e3recruitment.com



Food & FMCG



Our Food and Drink Team offers extensive knowledge and expertise of the industry allowing us to work closely with leading brands across the UK. We work with a variety of manufacturers, ranging from family-run SMEs to large multinational household names.

The Food and FMCG sector is fast paced, diverse and innovative, where new idea generation for products, packaging, and marketing aimed at consumers is a consistent process. Through our product offerings we are able to source candidates with a range of different skill sets within the different disciplines on a permanent, temporary, interim or contract basis.

Areas of expertise:

Ambient	Dairy
Bakery	Fresh Produce
Beverages	Frozen
Chilled	Packaging
Confectionery	Seafood

For a complete list of expertise relating to this sector please visit www.e3recruitment.com



General Manufacturing

We recognise the challenges that many manufacturers face in attracting and retaining the levels of labour required. Fluctuations in labour requirements mean temporary staff are needed as and when production orders increase.

Our dedicated teams have the capability to deal with this, making the process as easy as possible. Our specialist manufacturing recruiters understand the different types of roles and skills required and, as supply chain recruitment experts, we provide permanent, temporary and contract recruitment covering all manner of vacancies from technical and manufacturing specialists, through to engineers, skilled technicians and tradespeople, as well as general operatives and business support.

Areas of expertise:

- | | |
|--------------------------------|---------------------------------------|
| Health & Safety | Quality / Technical |
| Maintenance & Reliability | Research & Development |
| Operations / Production | Six Sigma, Lean & Process Improvement |
| Professional Services | |
| Project / Programme Management | |

For a complete list of expertise relating to this sector please visit www.e3recruitment.com



Oil & Gas

Increased environmental concerns have resulted in a demand for responsible extraction of fossil fuels, therefore oil and gas engineering roles are becoming more varied and the competition for talent continues to increase.

We have experience working the upstream, midstream and downstream sectors, working as an oil and gas recruiter with a number of leading manufacturing, operating, contracting and consulting companies both within the UK and overseas.

Areas of expertise:

- | | |
|---------------|---------------|
| Commissioning | Maintenance |
| Construction | Manufacturing |
| Design | Operations |
| EPC | Production |
| FEED | |

For a complete list of expertise relating to this sector please visit www.e3recruitment.com

Partnership



We received an Inclusivity Award at the House of Lords following a project we launched to increase the number of females applying for roles by removing gender bias from job adverts. All our secondary school talks promote manufacturing and apprenticeships to females ensuring manufacturing becomes more inclusive, diverse and ultimately more competitive.



We gained national recognition for our commitment to customer service, after being awarded WorldHost Recognised Business status. All employees have been trained by the WorldHost Customer Service Programme – the most prestigious customer service training offered.



Working exclusively in partnership with the memberships we are aligned to is more than a logo on the website – our Consultants/Directors attend all events, make connections and make long lasting impressionable relationships, providing guidance and sharing knowledge with both candidates and clients alike.

Working with the assessment partners above, this enables us to provide clients with the correct assessments needed to ensure the candidates have the correct skills and behaviours required to carry out the role which we are recruiting for.

Bridging the skills

Working within manufacturing and engineering we see first-hand the impact of skills shortages and also the wonderful career opportunities available to future generations.

Effective altruism is something we are really passionate about, as we are aware of the positive effect industry engagement has on young people - this is why we have engaged with schools for the past six years, exhibited at Get up to Speed with STEM and are a proud sponsor of Bradford Manufacturing Weeks.



We sponsored a local team to attend the national finals of the Land Rover 4 x 4 in School Challenge.

Over several months the team used software coding to design and build a remote-controlled scale model four-wheel drive all-terrain vehicle capable of negotiating obstacles and road surfaces. As an engineering recruitment specialist, we know the importance of getting young people engaged with projects which will excite them about a career in engineering from an early age.



gap



**forget
me
not
children's
hospice**

We are proud to be a charity partner of the Forget Me Not Children's Hospice which supports children with life-shortening conditions and their families.

We sponsored a colour station at the charity's Colour Run and raised hundreds of pounds for the charity when the E3R Warriors took on Total Warrior, a 12 kilometre course that included 25 gruelling obstacles.

www.forgetmenotchild.co.uk



**CHILDREN'S
HEART SURGERY
FUND**

Children's Heart Surgery Fund was our Charity Partner between 2017 – 2018 and we are proud to have raised over £5,500 to support children and adults born with congenital heart defects across Yorkshire and North Lincolnshire.

www.chsf.org.uk



CSR

Talent
solutions
from beginning...

to end.



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