



WasteRecruit



Recruitment consultants to the
**resource management, recycling
and renewable energy sectors**



Established in 2003, WasteRecruit is the leading specialist recruitment consultancy working within the resource management, recycling and renewable energy sectors.

With over 40 years' combined recruitment expertise, the consultants at WasteRecruit have the capability to fill vacancies throughout the UK and overseas, covering a broad spectrum of disciplines including:

- Operations:
 - Collection, street cleansing & grounds maintenance;
 - Recycling;
 - Treatment and transfer;
 - Energy recovery;
 - Disposal;
- Business development and account management;
- Treatment technologies:
 - Mechanical biological treatment;
 - Energy recovery;
 - In-vessel composting and anaerobic digestion;
 - Hazardous waste treatment.
- Facilities management and TWM
- Engineering and facility design
- Health & safety and environmental compliance
- Policy and strategy
- PPP/PFI tendering and procurement
- Planning, IPPC and Licensing

WasteRecruit works on a no-placement, no-fee basis. We are confident in our ability and believe that an effective recruitment partner should only be rewarded on success.

Our partnered approach involves working closely with you to build strong, effective relationships based on trust and an excellent understanding of your organisation.

Our knowledge of the waste sector is second to none and a key factor in our ability to fully understand and respond to your needs. We leverage our knowledge to support the recruitment process.

Our services are designed to accommodate and enhance your particular business requirements, no matter how varied or specific.

Contact us today on **01252 353 080**



WasteRecruit advertises extensively to ensure a constant source of high quality candidates. We also network effectively, attracting candidates through referrals, LinkedIn, exhibiting and talking at trade events.

Our extensive database of more than 16,000 candidates allows us to quickly source individuals for all types of vacancies from junior graduates up to the highest levels of management.

All our candidates are interviewed and fully briefed on vacancies prior to submission. We keep in close contact throughout the recruitment process and are well versed in arranging interviews, negotiating offers and finalising start dates.

WasteRecruit offers a range of recruitment services including:

Search

- **Research** – with our experience in the sector we are well placed to offer advice on recruitment planning;
- **Database Search** – we can quickly search our extensive database of candidates, using filters such as key skills and experience, location and salary;
- **Networking** – we have the capability to utilise our wide network of contacts to gain access to candidates not currently on the market.
- **Advertising** – we can manage your campaigns and will advise on copy, design, target publications and response handling;

Selection

- With the help of our business psychologist we can significantly increase the accuracy of your selection decisions;
- We will spend time with you to profile the role and build a picture of what “great” looks like in terms of aptitude, knowledge, skills, values, behaviour and motivation.
- We will design a bespoke assessment process using reliable and validated tools that accurately assesses candidates against our picture of “great”;
- Prior to you seeing the candidates, our business psychologist will provide a report detailing their performance on the process, their strengths and alignment with the role and business, as well as possible areas for development.
- Our business psychologist will also attend face-to-face interviews, providing support and expert analysis.

Our finely tailored approach to recruitment will ultimately enable you to identify a staffing policy that suits you.

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Assessment Lite: Adding science to the art of recruitment

Here at WasteRecruit we are lucky to have Ben, our resident Business Psychologist.

He's been helping resource management companies improve the effectiveness of their recruitment decisions for the last 4 years' and before that spent 5 years' working with leading organisations in the UK and Middle East.

Ben has developed a brand new service called "Assessment Lite", which is now offered as part of our standard fee.

Ben's assessment services work in the following way:

1. **Job Analysis** - He engages the client to build a picture of what "great" looks like in the role and their business.
2. **Design** - He develops a process to measure candidates against the profile of "great".
3. **Assessment** - He assesses candidate alignment with "great", identifying their strengths and development areas.

What do you get?

- A **two page report** succinctly outlining candidate aptitude and personal alignment with the role and business.
- **Interview questions** focused around those areas identified from the job analysis as important for high performance in the role.

Why does it work?

- The process is **clear and structured**. You can relate the output to the role and the business.
- It's **accurate and objective**, meaning you can compare and contrast the candidates with confidence.
- You have a **better understanding** of the person joining your business, their strengths that can give you a competitive advantage and areas where they might need support.

A robust and efficient solution...

- We are the only recruitment agency in the sector to provide this complete service within the fee.
- The assessment solution provides objective evidence you can trust.
- You will feel greater confidence in your recruitment decision.

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WasteRecruit Bespoke Assessment Services

When you're struggling with recruitment or retention, or it's a role you just have to get right then you need our bespoke service!

Our "Assessment Lite" solution, which we provide as part of the fee, is great and far beyond what the competition is offering. However, if your recruitment challenge is more unique or wide ranging then there's even more we can do to help.

Perhaps there's a pattern with your recruitment where people fit or don't fit, but you can't explain why.

Maybe it's a key appointment and you need to make sure they're right not just for the role but the wider business. In these situations our bespoke solution provides the best solution.

A clearer picture...

- The bespoke solution has greater depth and therefore increases our understanding of the challenges you face as a business and the unique characteristics of your working culture.
- The assessment process reflects this, leading to greater accuracy and quality of information on candidate alignment with the role and the working culture.

What are the practical differences?

- We engage with more staff within the business, carrying out individual assessments and reviewing these in relation to their personal roles and the key challenges faced in the business.
- We design and deliver a bespoke structured telephone interview with candidates prior to you meeting them face-to-face.
- Candidate reports have more depth and quality of information

What happens at the face-to-face interviews?

- We will facilitate the interviews ensuring each candidate has the same experience and minimising potential biases that negatively impact recruitment decisions.
- This increases fairness and also takes the pressure off you, enabling you to concentrate on the important stuff.
- We will conduct a robust wash-up, reviewing candidate performance face-to-face and contrasting this with the evidence from the assessment process.

The overall outcome...

A fair, accurate, and objective recruitment decision that meets the requirements of the role and the wider needs of the business.

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SugaRecycle Case Study: Lite



“WasteRecruit’s approach to placing candidates within my business was very refreshing. They identified early on that I was looking for a very specific person, so the usual ‘numbers game’ was unlikely to be successful. By understanding my business, my customers and the day to day requirements of the role they were able to provide me with candidates that had the correct aptitude and personality to succeed. WasteRecruit are genuinely concerned about the ongoing performance of the people they place and not just with filling vacancies.”

Rob Wycherley, Operations Manager, SugaRecycle

SugaRecycle represents the Total Waste Management (TWM) arm of the SugaRich Group of companies. They work primarily with food producers and deliver innovative and tailor made solutions for the collection, recycling and disposal of waste material.

Account managers play an incredibly important role in the success of the wider business at SugaRecycle, as it does in most waste management companies where TWM is at the heart of what they do. As a result, they identified the need to ensure new account managers had the aptitude, experience and behavioural traits required to be a success.

By engaging with SugaRecycle and using their existing knowledge, WasteRecruit were able to identify the key characteristics of their high performing account managers and the key elements of the role where their abilities and behaviours made a difference.

WasteRecruit’s business psychologist produced two page reports for each candidate, comparing and contrasting their personal drivers and talents with the requirements of the role, identifying where strong alignment existed and areas to be investigated further in the face to face interview. For example, where candidates identified influencing others as a particular strength the report contextualised this in relation to the role and outlined a possible interview question.

These reports enabled SugaRecycle to conduct face to face interviews with much greater focus and evaluate candidate experience in a more robust fashion. The overall outcome for SugaRecycle has been positive with a clearer understanding of candidate aptitude, strengths and development areas, leading to more informed recruitment decisions.

By focusing on a collaborative approach WasteRecruit have developed a better understanding of SugaRecycle and a stronger ongoing working relationship.

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Specialist Fleet Services Case Study: Bespoke

"WasteRecruit's expertise and track record made them our first choice to manage this recruitment. Our team ethos meant that we placed organisational fit at the very top of our requirements. We only wanted to speak to individuals whose behavioural preferences were closely matched to our own and then look at their experience and broader aptitude. The WasteRecruit team devised a recruitment methodology which we believe increased significantly the chances of a successful process and of medium to long term staff retention"

Bob Sweetland, Managing Director, Specialist Fleet Services

Specialist Fleet Services (SFS), a member of the Rothschild Banking Group, provides contract hire and fleet management solutions to the public and private sector.

Growth had led to an opportunity for a Technical Procurement Manager to join the SFS team. It was imperative that this person had the right combination of ability, experience and personal qualities to meet the demands of the role and also fit with the culture at SFS.

WasteRecruit were retained by SFS to source and assess potential candidates. Traditional job analysis techniques were applied with key stakeholders to identify the critical aspects of the role that determined success. In addition, SFS staff completed personality profiles. These were reviewed in relation to the business, identifying those behavioural preferences important to fit with the working culture and the challenges the new recruit would face in the role.

What became apparent was a working culture where the focus was very much on the needs of the customer and team, rather than the individual. Within SFS there is a passion for quality and attention to detail, and a drive to achieve wider goals.

The bespoke assessment process reflected the need to balance the requirements of the role with the need for strong organisational fit. It was not simply about the functional aspects of the role, it was important to ensure the candidates had the right attitudes and behaviour to be successful at SFS. Evidence from the competency based interview was compared and contrasted with natural aptitude performance and personality data, and candidates were probed further to gain a fuller understanding of their actions and behavioural preferences.

Succinct two page reports were produced assessing candidate alignment with the role and culture, with key strengths and development areas identified along with further areas to be probed in the face to face interview. WasteRecruit attended interviews to facilitate the process and provide relevant analysis and insight.

The assessment process provided SFS with clear and objective information which enabled them to make a much more informed selection decision. Ultimately the selection decision was determined as much by natural aptitude, motivation and personality, as previous experience.

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The Hills Group Case Study: Bespoke



“WasteRecruit’s process allowed us to feel like no stone had been left un-turned. It was well designed and made us ask the right questions regarding the role and directed us to focus effectively on the candidates. The work was undertaken professionally and to a high standard and positively challenged everyone involved. Ultimately, having as much good quality information as possible can only be a good thing when making critical decisions with so many potential variables.”

Ed Dodd, Divisional Director - Waste Solutions, The Hills Group

The Hills Group are one of the largest family-owned waste companies in the UK offering practical and sustainable options for managing waste. In 2012 they were in the process of building the first MBT plant in Wiltshire and required an individual to manage the plant through the commissioning process and beyond. The plant represented a significant investment for The Hills Group, therefore success with the MBT plant and this recruit was imperative.

WasteRecruit proposed a bespoke assessment process to ensure accurate profiling of the role and person specification against which to assess the candidates. The job analysis identified the complexity of the role in terms of the broad responsibilities and the importance of each element to the overall success of the plant. This included operational and cost effectiveness, people management skills, in terms of leading and developing, and the ability to manage broad stakeholder groups.

Alignment with the role and company culture was assessed using a bespoke competency based telephone interview, personality measure and ability tests. WasteRecruit managed the entire assessment process; ensuring candidate’s understood what was expected of them prior to completing assessments and telephone interviews.

Candidate reports provided a synopsis of interview examples, identifying relevant evidence as well as specific gaps. Personality profiles were analysed, showing where candidate interests, talents and behavioural preferences aligned with the role and company culture. Together with natural ability, the reports provided a clear indication of candidate strengths as well as possible risks that might need to be managed or addressed. Further areas for assessment in the face to face interview were also provided.

WasteRecruit attended face-to-face interviews to facilitate and provide relevant analysis and insight. Candidate background’s varied widely, with some having previous MBT experience and some not. The process demonstrated that previous experience within a role is not necessarily a good predictor of success.

The process significantly increased the accuracy of information and evidence and led to the most informed decision possible. Overall, the outcome has been a positive one, with the MBT plant processing 60,000 tonnes of Wiltshire’s household to create SRF for use in renewable energy plants.

As a result of the success, The Hills Group have made use of WasteRecruit’s bespoke design solutions on a further four key roles.

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Mitie Waste and Environmental Services Case Study: Bespoke



“WasteRecruit have been a key partner in our recent major recruitment process, taking the time to really understand our needs. Their use of traditional recruitment services coupled with their candidate testing and psychological assessments has enabled us to select the best people for our business.”

Nick Carter, Head of Operations, Mitie Waste and Environmental Services Ltd

Mitie’s waste and environmental business is one of the most innovative resource management company’s in the UK. They are achieving widespread success and enjoying significant growth. As is often the case with fast growing companies, they identified the need to ensure their recruitment strategy was aligned with the wider organisational goals.

WasteRecruit’s bespoke search and selection service resonated with Mitie’s waste and environmental management team and we were engaged to build a solution involving the use of the WasteRecruit business psychologist. The project involved multiple roles and each one was important to the future success of the business.

WasteRecruit spent two days at the Mitie offices undertaking job analysis with key staff to profile the roles and the business, identifying the knowledge, skills and personal attributes required to be successful. From a cultural perspective it became clear that Mitie Waste and Environmental Services required energetic and resilient individuals who were driven to achieve their goals and had a collaborative focus, with an awareness of the wider needs of the business.

We designed a bespoke assessment process for each role making use of a competency based interview, personality measure and aptitude

tests. The ensured candidate alignment with the role and the business was measured objectively, accurately and fairly.

WasteRecruit’s Business Psychologist managed the entire assessment process; ensuring candidates understood what was expected of them prior to completing assessments and telephone interviews.

Telephone interviews were captured verbatim to ensure accuracy when reviewing the answers and assessing evidence against the bespoke framework of each role. Clear, coherent and concise twopage reports were produced for each candidate, assessing alignment with the role and company culture and outlining key strengths, potential risks and further areas for discussion in the face-toface interviews.

Face-to-face interviews took place at Mitie offices in Bristol with a WasteRecruit consultant and Business Psychologist facilitating the process and providing analysis and insight.

Every stage of the process has been a success and WasteRecruit have been proud to support Mitie’s waste and environmental business as they continue to grow and achieve their longer term goals.

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