

Health, safety & environmental recruitment

just got better



Convert recruitment

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the story so far.....

Established in 2004 Convert is a privately owned company which specialises in the recruitment of **Health, Safety & Environmental professionals** nationwide and around the globe. We pride ourselves on establishing a high profile within this sector based on quality service and a competitive pricing policy.



Our success has been built on the concept of a personal and intellectual service and we are committed in maintaining this ethos as we continue to grow. By accurately identifying the needs of both client and candidate; ensures we deliver consistent results

Led by Steve Hancock; the team at Converts' ambition, is to make the whole recruitment process a *cost effective, enjoyable* and *successful* experience.

We are a small group of professionals who actually do enjoy successfully placing people! Every

candidate and client is important to us.

We appreciate the opportunity of open dialogue and discussing the issues that really matter. You will always be greeted with an honest and understanding approach. **Integrity is our core value.**

By focusing within niche markets Convert recruitment has rapidly grown in reputation as being an excellent recruitment partner for clients and a consistent provider of opportunities for candidates wishing to develop and grow their skills.



By specialising exclusively in the recruitment of Health & Safety professionals - the depth of knowledge we gain covering market trends, salary bands, contract rates and candidate availability, has all contributed towards making Convert recruitment the respected organisation it is today.





our niche markets

health & safety

This encompasses all industry sectors from construction, utilities, commercial, retail and energy. We also deal with a large number of Health & Safety consultancies and Architectural practices

All our candidates are required to have a minimum of Nebosh General Certificate and we can provide fully qualified staff at the following levels;

- Health & Safety Director
- Health & Safety Manager
- Health & Safety Advisor
- Health & Safety Officer
- Health & Safety Administrator
- Risk Assessors
- Safety Auditors
- CDM Co-Ordinator / Planning Supervisors
- Trainers



environmental

Contaminated Land

- Contaminated Land / Remediation Specialists
- Geo-Environmental Engineers / Scientists
- Geologists
- Geotechnical Engineers
- Hydro geologists

Energy

- Sustainability Engineers
- BREEAM Consultants
- Energy Assessors
- EPC Consultants

Climate Change Specialists

- Environmental Auditors / Economists / Manager
- Carbon Management / Offsetting
- Corporate Social Responsibility Specialists
- EMS Consultants
- Sustainability Experts



Waste Management

- IPPC
- Construction Quality Assurance Engineers CQA
- Hazardous Waste Specialists
- Landfill Consultants
- Process / Recycling Consultants
- Waste Manager

Environmental Impact

- Air Quality Consultants
- Ecologists
- EIA /SEA Consultants
- Environmental Assessors / Planners
- Hydrologists
- Asbestos / Legionella assessors

With the ever increasing demand for employee's well being convert recruitment has been placing Occupational Health professionals since our inception. We provide candidates on a UK wide basis.

- **Occupational Health Manager**
- **Occupational Health Advisors**





Permanent recruitment

Database search - Permanent recruitment on a payment on results only basis utilising the consistent advertising and marketing of convert. This is the most common used service as it is free until the right candidate has been found.

Advertised search & selection - Permanent recruitment utilising an advertising strategy to attract senior or multiple candidates

Search & Selection - Permanent recruitment for more senior roles and uses a combination of advertising, networking and headhunting strategies

Response management - Permanent recruitment service for the pre-screening of candidates to provide clients with a controlled response to an advert

Contract recruitment

Contract Recruitment - Recruitment on a time and materials basis. Consultants charged by the hour or daily rate basis.

Interim Recruitment - Fixed term recruitment of a consultant for either a specific project or assignment with the pre-determined deliverable to be achieved.

Fully Managed Teams - Provision of a fully managed team of contractors which reduces the management overhead of resource planning and management intervention, as the team is managed by convert.

Fixed Term Contract - Recruitment for a pre-defined period of time ideally suited to maternity or long-term sickness cover.

Part-time Recruitment - Contract recruitment for non full time roles covering 2-3 days per week, suits organisations that do not have a full time need.





our clients

Small selection of converts client base

- Morgan Est
- Balfour Beatty Rail Infrastructure
- Interserve Projects Plc
- The Daniel Group
- Styles + Woods Ltd
- Mears Group Plc
- Cadbury Trebor Bassett
- NU-Swift International Ltd
- 3 Valleys Water
- Willmott & Dixon
- Arlington Securities Plc
- Mansell Construction Services
- Haydon Mechanical & Electrical
- Vinci Plc
- Dover Harbour Board
- Balfour Beatty Infrastructure Services
- Haden Business Management Ltd
- Monmouth County Council
- Inspace Partnership Ltd
- Ideal Standard Plc
- Morris & Spottiswood Plc
- Johnson Mathey
- Veolia Plc
- AYH Plc
- Scott Wilson Plc
- Arizona Chemicals
- Ardmore Construction Ltd
- 4See Risk Management Ltd
- McCain
- Shepherd Construction
- ISG Plc
- Higgins Group
- White Young Green
- Gardiner & Theobald
- Wates
- Mears Group Plc

conclusion

We are confident that we can provide a dedicated service of the highest quality to our clients. The mechanics of the way we perform our role and the work ethic within our organisation all lead towards us giving you the resource you require in the timescale you require it.

We do not cut corners and would lose prospective business rather than reduce the level of our service

provision to meet an unrealistic budget. We value and take pride in our input into the recruitment process, and it is these core details that we believe are fundamental in everything we do. Ultimately, we focus on close management of not just the recruitment process but also on the management of people's expectations at every stage in this process.

- **20 Years (40+ Years collective) Recruitment experience**
- **Proven Track record of success**
- **Simple fee structure**
- **Payment only on results**
- **Covering a wide industry Sector**
- **Covering wide Technical competencies**
- **Honesty and integrity at all times**
- **Small and flexible**
- **Project driven**
- **Committed to success**
- **Quality Driven**

