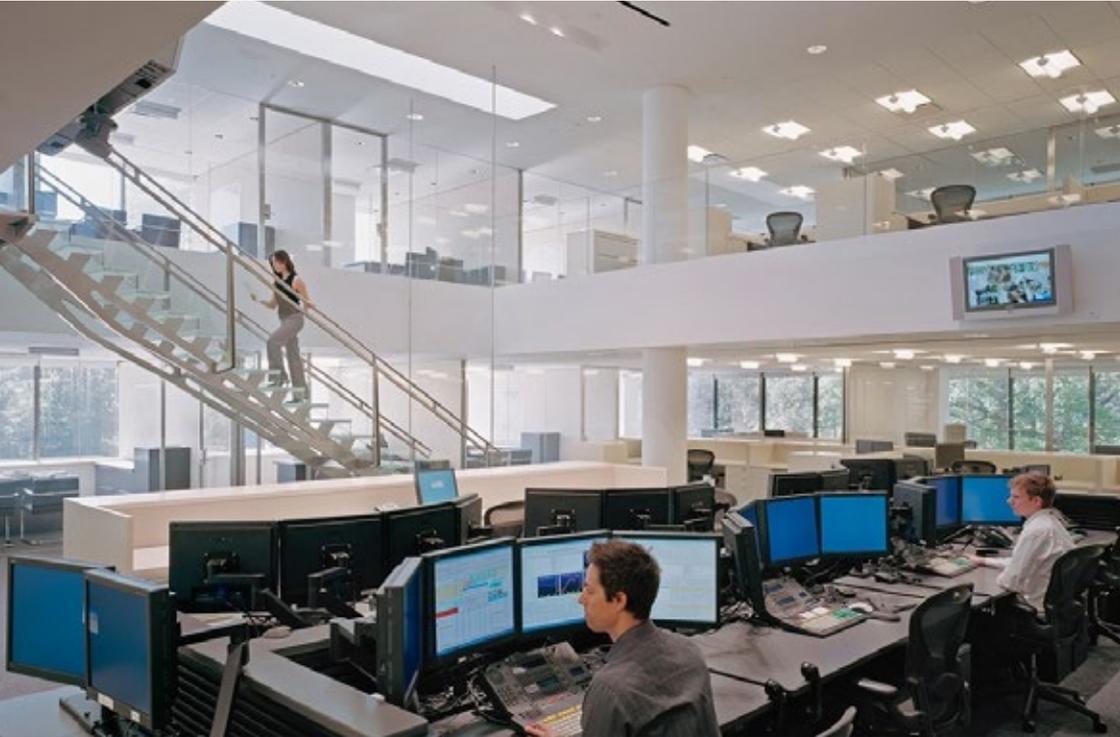


# RKRS LEGAL



The Professional Body for Recruiters & HR



## “ SPECIALIST LEGAL RECRUITERS ”

Office Location: Manchester, Leeds, Birmingham and London

# Trusted by 250+ Blue Chip Companies

“At RKRS Legal, We care about the Blue Chip, the Multi-National and the Small Medium Enterprise...”

- Michael Kahn

# About Us

We are a Specialist Recruitment Consultancy, amalgamating many years of various industry specific experience!

We are regulated by the Institute of Recruiters, the Employment Agencies Act 1973 and the Conduct of Employment Agencies and Employment Businesses Regulations 2002.

Unlike traditional recruitment experts, we offer solutions that integrate seamlessly with your existing department, budget and immediate needs.

As your strategic partner we can help you overhaul your existing talent sourcing process, building a sustainable direct hire model that gives you total control.

We can provide specific services that will compliment your HR team. We will streamline your recruitment process through relevant advice, enhancing your company brand.

**Identity, Access and Locate:** Our goal is to continually identify, assess and locate top performers working in skilled professions.

**Ethics, Honesty, Integrity, Drive and Ambition:** Ethics, Honesty, Integrity, Drive And Ambition to build relationships is what defines the RKRS LEGAL brand.

**Always Listen, Research and Deliver:** Always listen, research and deliver a corporate service without the cost to our Clients

“Our candidate pool exceeds over 7000 candidates”

# Our Candidate Selection Procedure



## Stage 1: Initial Instruction

- Vacancy details, company benefits received from Client.
- Employer profile information obtained through strategic questions

## Stage 2: Advertising

- Online advertising through major UK job boards, Legal niche job boards and the RKRS Legal website, which has thousands of pounds invested through aggressive SEO marketing.
- SEO specific vacancy template created through our Administration team.
- Social Media marketing in order to provide further exposure to your organisation.

## Stage 3: Searches

- External online and offline Search portals created based on specifics of the instructions provided by the Client.
- Internal candidate specific search conducted via our Bespoke high tech software.
- Journal and Publication Research.
- Instructing referral networks based on relationships forged within the Legal Sector.

## Stage 4: Candidate Registration

- Candidate identified towards client specific role via above stages.
- Initial Registration interview conducted via our registration team.
- Specific profile created of the candidate, including reference details.

## Stage 5: Candidate Interviewing

- Initial sector specific interview conducted via trained Resourcing Consultants.
- Detailed information obtained in relation to the candidates experience, salary expectations, Notice, specific requirements, location.
- Detailed Summary of candidate credentials created and sent to the Client to assess.
- Further vacancy specific interview conducted via an experience Consultant, to gain vacancy specific information, discuss the client vacancy and divulge Client benefits to the Candidate
- Arrange external interview between the Client and Candidate.

## Stage 6: Offer, Negotiation & Acceptance

- Ethically liaise between the Candidate and Client in relation to the offer and negotiation process.
- Inform the client of current market expectations, trends and reasonable expectations of the Candidate.
- Upon acceptance, liaise between the Client and Candidate in high confidence, in relation to contracts, contact details, reference checks, notice period and start date.

# Our Statistics

Our statistics speak for themselves – 120% increase in revenue over the past twelve months, a 2:1 CV to interview ratio and PSL accreditation achieved on a regular basis with our clients. This is due to our constant Internal audits & KPI monitoring undertaken by the operations director to ensure the best service is being given at an all-around continual level. Our moto: we are what we consistently do, excellence therefore is not an act but a habit.

All of our Consultants are taken through a rigorous training programme, prior to going 'live' – the training is carried out in-house. Ongoing learning & development is undertaken through a bespoke training manual to ensure our consultants are confident and capable of excellent results.



## Revenue

65% increase



## Candidate Satisfaction Average

9.5/10



## Head Count

70% increased



## CV to interview ratio

2.1



## Client Satisfaction average

9.1/10



## Executive Search to instruction placement ratio

3.1

We provide sound strategic advice based on current market movement within all legal disciplines

## Offices

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