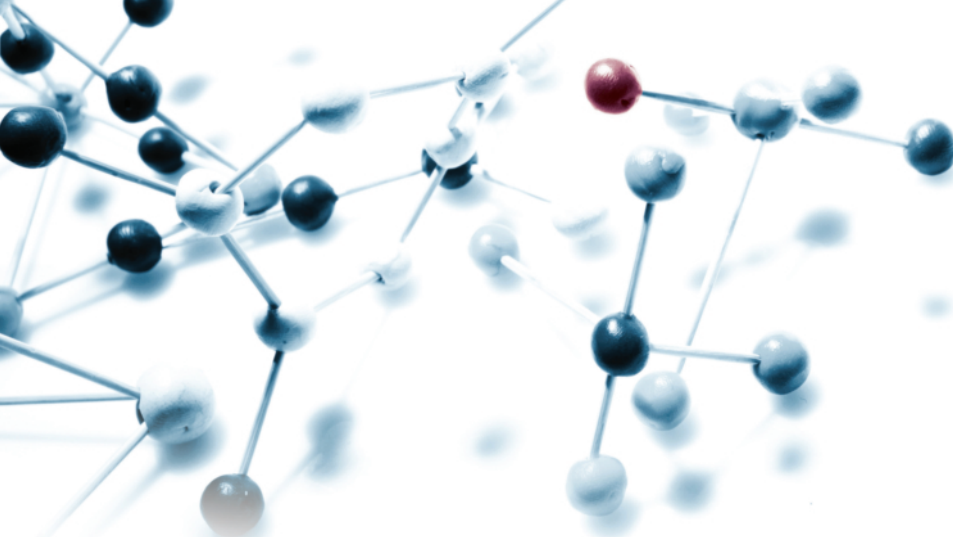


**Midas Rec2Rec Services**

Knowledge is King





## industry overview

Below are some key statistics for the make-up of the Recruitment industry in the UK. All values are approximate:

- There are approximately 10,500 separate recruitment businesses across a network of 15,900 branches.
  - It is estimated that in 2010 the size of the industry is broadly the same as in 2006 reflecting subsequent growth and contraction.
  - 37% of recruiters have a degree
  - Nearly half of recruiters (49%) have worked in the industry for over five years
  - The average rate of staff turnover in recruitment is 37%
  - The recruitment industry was worth £3bn in 1992, had grown to £10.5bn by 1997 and is now worth an estimated £22.5bn
  - 84% of this total value is attributed to temporary and contract staffing and 16% to permanent placements.
  - The concept of Rec2Rec was first introduced by James Caan
  - In the UK there are approximately 1.6 million temporary workers on assignment each day and over 750,000 candidates placed in permanent jobs each year.
- The majority of Recruitment Businesses operate from a single site (63%)
  - Just over half of branches (53%) employ between two and five staff with 25% employing between 6 and 10
  - Most branches (71%) have been operational for less than 10 years and over a quarter (28%) are less than three years old



# midas rec2rec overview

We know the recruitment businesses with the best opportunities. We know the recruiters who are looking to move. We maintain a wide network of passive candidates who will be tempted by the right role, complemented by a database of high caliber active candidates – many of these candidates are exclusive to Midas Rec2Rec.

## Vertical Specialists

We have dedicated expert consultants for each industry sector we cover. Our consultants work in a vertical market meaning we are in constant contact with our markets; identifying the key issues affecting the recruitment industry, the recruitment drivers and what candidates are looking for. Clients and candidates can be confident they are dealing with a specialist with a thorough understanding of the people, the businesses and the issues within their market. We combine our functional specialist expertise with thoroughness and speed to provide exceptionally responsive and effective service.

## Standards

As a commitment to our candidates, clients and to the recruitment industry all candidates placed by us will receive a years' Membership to the IRP funded by Midas Rec2Rec. As an Advocate of the Institute of Recruitment Professionals all of our Consultants have IRP memberships.

Midas Rec2Rec is a corporate member of The Association of Professional Staffing Companies (APSCo) and The Recruitment & Employment Confederation (REC) we work to strong ethics, values and standards.

## Size

We are one of the UK's largest and fastest growing Recruitment to Recruitment specialists. Our head office based in St. Albans, Hertfordshire services London and the south, with our Manchester and Southern offices due to open in 2012.

This will ensure we are able to provide the most extensive reach across the UK market for Recruitment to Recruitment services.

Our sector leading social media, research and advertising presence allows us to keep directly in touch with the market. Each of our consultants has a smartphone to provide an out of hours consultancy service at times to suit our candidates and clients.

# client services

The challenge now facing the majority of the recruitment industry is the competition for talent. As many recruitment businesses across the UK plan for continued growth as their respective markets return to confidence attracting, securing and retaining staff is pivotal in gaining market share and outperforming competitors. As the UK's leading Recruitment to Recruitment service providers Midas Rec2Rec has the ability to form a close working partnership with our clients to understand your business, your requirements and your proposition as an employer to accurately represent your business to the market.

## Contingency

Our contingency service includes elements of a search methodology. We continually map and network within the market and contact passive candidates with the right opportunities. This is coupled with our database of recruitment professionals and a

large advertising, brand and social media presence.

## Retained

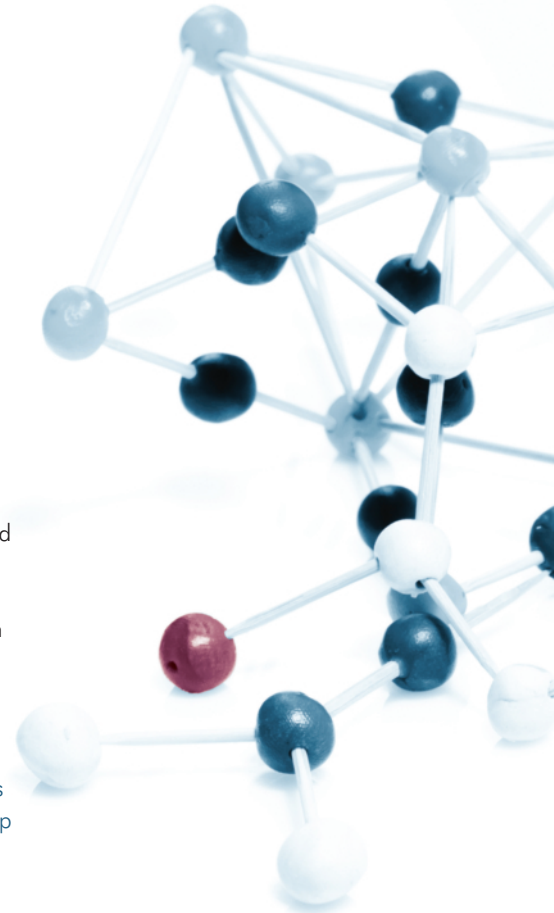
Working on a retained basis for senior level positions provides you with an in depth search, market intelligence and exclusivity over the hand-picked candidates.

## Master Vendor & RPO

Midas Rec2Rec works closely with you to manage all supply chain agreements for internal recruitment through direct source and control of a 2nd tier supplier base to fill requirements. This method of supply drastically reduces cost and administration in respect of the supply of personnel.

## IRP Membership

As a commitment to our candidates, clients and to the recruitment industry all candidates placed by us will receive a years' Membership to the IRP funded by Midas Rec2Rec.



# candidate services

Recruitment professionals are often faced with a choice of opportunities when thinking about the future of their career. Working with a consultant who is an expert in your market we will take the time to understand your career and your aspirations so that we can work with you to carefully select the opportunities that match your criteria.

We take trust placed in us very seriously. Any contact with Midas Rec2Rec will remain strictly confidential. We will not pass on anything discussed with us to any business or third party without your express permission.

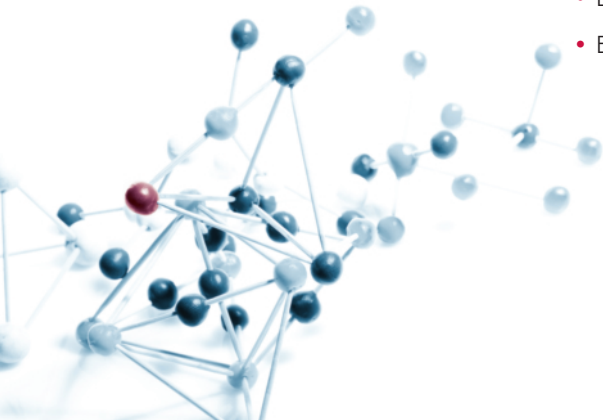
We provide a specialist recruitment to recruitment service into the following industry sectors:

- Information Technology
- Finance, Accountancy and Banking
- Creative & Digital Media
- Sales & Marketing
- Procurement
- Construction, Oil & Gas and Engineering
- Life Sciences and Pharmaceutical
- Health & Social Care
- Legal
- Education

We provide Contingency, Search and Master Vendor services for all levels of recruitment experience including:

- Managing Director, CEO
- Director
- Manager / Team Leader
- Senior Consultants
- Account Managers
- Consultants
- Researchers
- Resourcers
- Trainee / Junior and Graduates

IRP Membership - As a commitment to our candidates, clients and to the recruitment industry all candidates placed by us will receive a years' Membership to the IRP funded by Midas Rec2Rec.



# quality and standards

## IRP Membership

As a commitment to our candidates, clients and to the recruitment industry all candidates placed by us will receive a years' Membership to the IRP funded by Midas Rec2Rec.

An Advocate of the Institute of Recruitment Professionals all of our Consultants have IRP memberships. The Institute of Recruitment Professionals (IRP) was founded by the Recruitment & Employment Confederation (REC) in 2009 to meet the ever increasing needs of professionals who deliver the UK's recruitment services.

## REC Membership

Corporate Members and with strong links to the Recruitment & Employment Confederation (REC) we work to strong ethics, values and standards. The REC is the representative body for the UK's £20+ billion private recruitment and staffing industry with a membership of more than 3,600 corporate members (with more than 8,000 branches) comprising agencies and businesses from across all sectors and 5,500 members of the Institute of Recruitment Professionals (IRP) made up of recruitment consultants and other industry professionals.

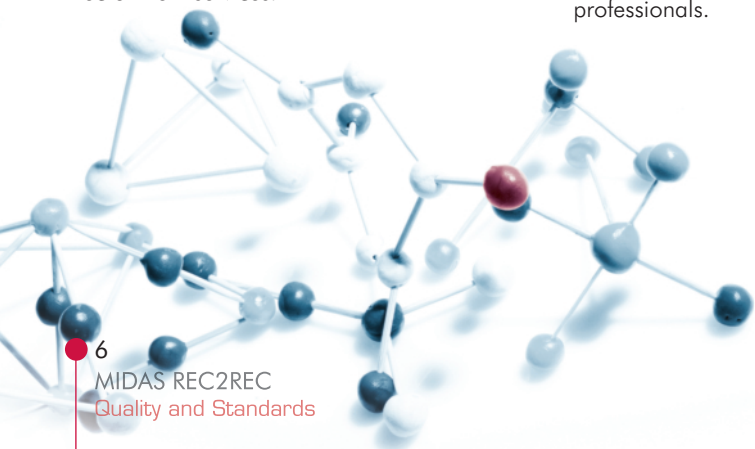
## REC Rec2Rec Membership

Richard Clarke, Managing Director of Midas Rec2Rec is the REC's Rec2Rec Sector Chairman. The Rec2Rec sector group provides a unique opportunity to tackle the issues affecting the R2R sector and to help its members be leaders in the field. In order for the group to achieve these goals it is crucial that our members and members of the wider REC community engage with the group to help inform, guide and measure its activities.

<http://www.rec.uk.com/regions-sectors/sectors/r2r>

## APSC Membership

Midas Rec2Rec is a member of The Association of Professional Staffing Companies. APSCo is the professional body representing the interests of recruitment organisations engaged in the acquisition of business professionals, on behalf of their clients, either on a permanent or flexible basis. To candidates and employers it provides a guarantee of excellence, best practice, quality, integrity and expertise.



## contact us

We take trust placed in us very seriously. Any contact with Midas Rec2Rec will remain strictly confidential. We will not pass on anything discussed with us to any business or third party without your express permission.

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