



ENGAGED  
DEDICATED  
DRIVEN



THE AWARD-WINNING  
RECRUITMENT AGENCY

# INTRODUCING

**Genesis Employment** - We understand what makes people tick. It's a fine art, but one we have mastered since launching in 2006 and a key ingredient in establishing us as one of the leading independent recruitment agencies in the Midlands.

Located in Coventry city centre, Genesis Employment provides companies with an award-winning approach to sourcing temporary and permanent staff that have an immediate positive impact in the workplace.

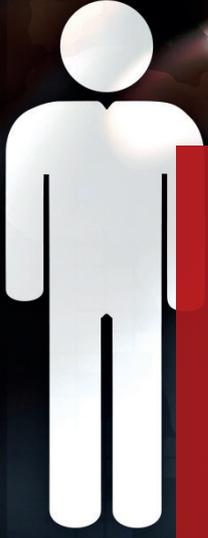
Our experienced team care. They make it their job to understand your requirements and then, tapping into our thousand strong pool of candidates, match the right person to the role.

This could be just one position, it could be ten, it could be 250. Each client receives their own dedicated consultant and an additional resourcer that ensures we can quickly deliver a 360° solution to your recruitment needs.

Genesis is often the first point of contact for companies involved in engineering and manufacturing, industrial and warehousing, commercial and the often complex Gangmaster sector:

***Engaged, Dedicated, Driven***





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MARKETING  
DEVELOPMENT  
RESOURCES  
MANAGEMENT

## THE PEOPLE

Genesis Employment Services is run by husband and wife team Gaynor and Richard Frost, who between them have over 45 years' experience in the recruitment industry.

The decision to launch the business was born out of a desire to offer a viable alternative to the large national agencies, an alternative that treats clients and candidates like individuals and not just numbers.

This passion to be different has proved a resounding success and we now work with more than 200 SMEs and multi-nationals across the UK.

Family values of trust, honesty and 'going the extra mile' are very much entwined into the Genesis philosophy. They are something every member of our team works to and believes in, whether they are sourcing staff, meeting an urgent request from an employer to fill a busy shift or when volunteering to raise money for our chosen charities.

**It's just the way we do business.**



**GAYNOR FROST**  
MANAGING DIRECTOR



**RICHARD FROST**  
OPERATIONS DIRECTOR



## OUR SERVICES

### Genesis provides:

- Expert sourcing of temporary or permanent members of staff
- Full candidate screening and job matching service
- Tailored Managed Services offer for larger contracts
- Access to a large approved pool of semi-skilled, skilled and technical candidates
- Emergency Response Service for sudden fluctuations in demand

### Sectors we work with:

- Engineering & Manufacturing
- Industrial & Warehousing
- Gangmasters
- Commercial, Office and Administration
- Managed Services
- Permanent Recruitment



# ENGINEERING AND MANUFACTURING

Engineering and manufacturing companies appreciate a no-nonsense approach and that's exactly what we give them.

All of our staff have a clear understanding and knowledge of the industry and quickly understand what our clients want, whether that is a quick recruitment drive, reacting to a peak in a major contract or undertaking a comprehensive search for a senior manager or team leader.

Once a candidate has been placed, we work with the client to develop the right induction process, while continually monitoring the performance of temporary staff and supporting their development.

We even offer the opportunity for all temporary workers to become permanent at no extra cost to the company after a pre-agreed time period.

This detailed approach means we boast a proven track record of working with companies of all sizes to fill semi-skilled, skilled and technical positions for clients involved in automotive, aerospace and mechanical engineering.

## Typical positions we supply:

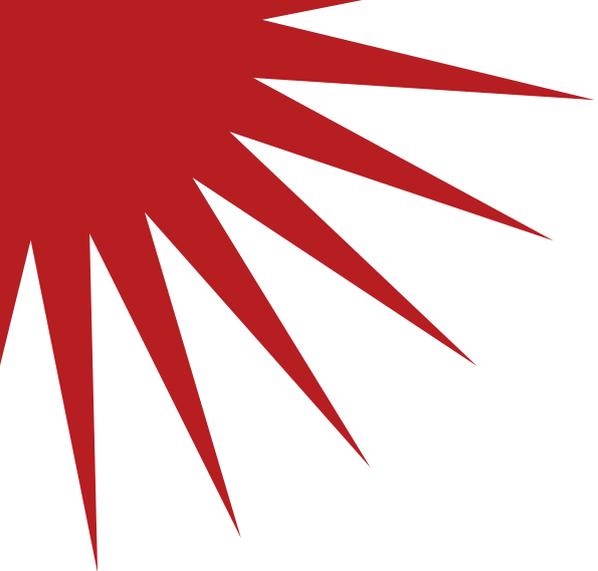
- CNC Operators/Setters/Programmers
- Press Operators, End of Line & Quality Inspectors
- Assemblers and Production Operatives
- Milling, Drilling & Hand Tool Operators
- Welders/Fabricators
- Maintenance Technicians/Engineers

## CASE STUDY: PRESSMARK PRESSINGS

"Genesis provide us with our blue collar workforce, from press operators to fork lift truck drivers. We utilise their temporary staff to cover demand fluctuation that naturally comes with the automotive supply chain. Better still, because we are growing, after 3 months we can convert any temporary staff to permanent employees at no additional cost."

*John Nollet, CEO of Pressmark Pressings*





# INDUSTRIAL & WAREHOUSING

Over 2,000 candidates are placed every year by Genesis across industrial, warehousing and logistics. These range from forklift truck drivers and labourers to material handling specialists and packers, tapping into the thriving distribution sector concentrated in the Midlands.

Our large candidate pool ensures we can react quickly to seasonal surges in demand and we are able to supply on-site coordinators where required to oversee worker inductions, timesheet management and shift changes.

All individuals are subject to stringent checks on candidate identification, immigration status, right to work and trade qualifications before completing one-to-one interviews with one of our dedicated team.

This means we won't just match a person based on individual skills alone, we also ensure they fit into the culture of the company.

## Typical positions we supply:

- Fork Lift Truck Drivers
- Warehouse Operatives
- Order Pickers, Packers and Line Operators
- LLOP & PPT Operators
- Warehouse Administrators / Traffic Clerks
- Team Leaders, Finance and Operations Management

## CASE STUDY: PANTOS LOGISTICS

"The communication between Genesis and our departments and shift managers is excellent, which means we are able to plan our workforce requirements in both reactive and proactive situations. We regularly have Warehouse Operatives, FLT Drivers, Re-Workers and, occasionally, Administrators from Genesis – regardless of the job we are asking it to fill, the staff they send are reliable, good communicators and of a very high standard."  
*Jack French, Operations Manager.*



# GANGMASTER

We are very proud of our approach to tackling modern slavery in the supply chain and have held a Gangmaster Licence for over 12 years. This ensures that we are able to safely and legally supply workers to the agricultural, food production and fishery industries and have done so for some of the biggest names in this sector for many years.

We are passionate about the way we treat our candidates as this means we get the best out of them when they start their respective jobs.

Our commitment also stretches to being a proactive partner of Stronger Together™, which encourages the prevention of modern slavery and human trafficking.

### Typical roles we supply:

- Food Production Operatives
- Farm Workers (Agriculture & Horticulture)
- Pickers, Sorters & Finishers (Quality Inspection)
- Despatch/Fork Lift Truck Drivers
- Team Leaders & Operations Managers

### Modern Slavery Statement:

Genesis Employment Services Ltd strives to make ethical business choices when it comes to preventing modern slavery and human trafficking and not knowingly support or deal with any business that engages in modern slavery or human trafficking.

### CASE STUDY: HAWKESMILL NURSERIES

"The nature of our business is very seasonal so it is very important to be able to call upon an agency that is able to quickly support us with additional staff at busy times. Genesis has been doing this for over 15 years, providing us with general operatives to work in the potting shed, potting plants, packing and labelling.

Throughout that time, they have always gone above and beyond to ensure the welfare of workers is a priority, an important factor in being GLAA approved."

*John Evans, Director*



Gangmaster Licence:  
GENE0002



# COMMERCIAL

Supplying high quality commercial staff is one of our fastest growing sectors and we currently work with a number of private sector firms and local authorities to supply staff in more than 25 different roles.

These can be on short/medium-term contacts or executive appointments in high profile positions.

At the heart of our approach is our ability to understand the skills and personalities you need in your business and then, using our extensive selection process and network of contacts, match them with the right individuals.

This is an approach that is being used successfully to source receptionists, personal assistants, finance staff, sales and marketing professionals, administrators, customer service and call centre operatives.

## Typical roles we supply:

- Receptionists, Administrators and Clerical
- Customer Service Representatives
- Call Centre & Customer Service Operators
- Credit Controllers, Financial Administrators and Payroll Clerks

## CASE STUDY: FEDEX EXPRESS EUROPE

"We gave Genesis just four days to find five candidates for this placement and they not only delivered the staff, but they were also all high calibre, very professional and keen to provide an exemplary service. Put simply, nothing is too much trouble."

*Kerry Moore, Customer Relations Manager*



# MANAGED SERVICES

Recruitment is one of the most complex aspects of any business operation and, increasingly, we are seeing more of our clients look for that extra level of support – especially when dealing with large numbers of temporary staff.

This often involves one of our dedicated consultants being based on-site to manage all of the selection, induction, training and integration of staff into the existing workforce.

We are also adept at managing shift patterns and scheduling appropriate resource to suit specific requirements.

The idea is to make life simple for our clients. We take over the entire process, removing any stress and complications they may face, leaving them free to concentrate on their core business activities.

We currently operate managed services for more than ten firms, across engineering and manufacturing, industrial, commercial and Gangmaster sectors.

## Benefits of Managed Services

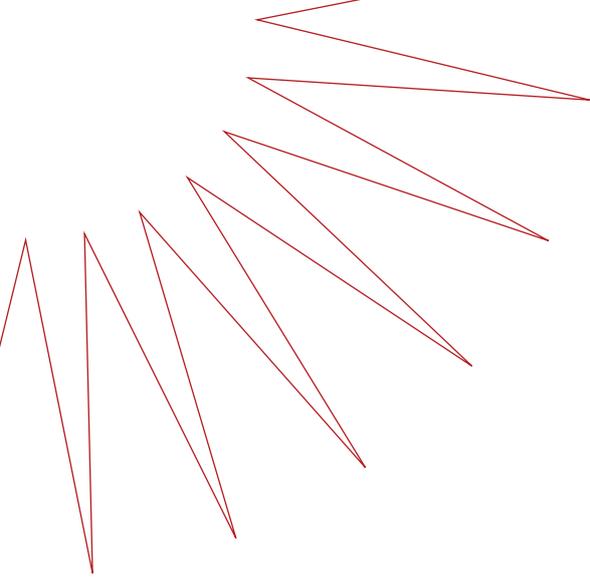
- Dedicated, knowledgeable and committed site management team
- Flexibility in approach to all supply demands
- Bespoke detailed and analytical daily, weekly and monthly reports
- Agency representation at management meetings, start of shift meetings and labour planning
- Ability to deliver on-site inductions and Health & Safety briefings
- 360° recruitment process from pre-screen to exit interviews
- Performance management

## CASE STUDY: FYFFES

“Genesis was awarded sole supplier status to us in 2017 after continually impressing us with its approach to fulfilment and compliance standards. Since then, the company has managed the contract from an on-site position, supporting daily fluctuations from 70 to 120 employees per day and monitoring performance of temporary workers.

They attend start of shift briefings/roll calls, provide 24/7 cover and even supply regular KPI meetings, which help inform staffing decisions and enables us to operate to the highest possible standards.”

*Mike Cartledge, Operations Manager*



# PERMANENT STAFF

Genesis has a track record of sourcing, recruiting and bedding in permanent staff so they become a valuable member of your organisation.

We start by sitting down with our clients to fully understand the job specification and the type of individual you are looking for. This is a comprehensive process and includes a lot of questions most agencies won't bother asking.

From there we will scour our existing network of candidates and the leading job boards to find the most suitable person for the role, before a full screening exercise identifies the shortlist.

Once a successful decision is made we work with the company to integrate their new member of staff into the team, with a six-week sliding scale guarantee to protect both parties.

## **The Genesis Difference**

"I chose the name Genesis because I felt it was time for a change – a new beginning in the way that recruitment agencies in the UK treat their employees and the personal service they deliver to their clients."

*Gaynor Frost, Managing Director*





SPEED OF RESPONSE



MANAGED SERVICES



LARGE CANDIDATE  
POOL



WORK WITH SMEs  
AND LARGE  
MULTI-NATIONALS



TEMPORARY AND  
PERMANENT STAFF



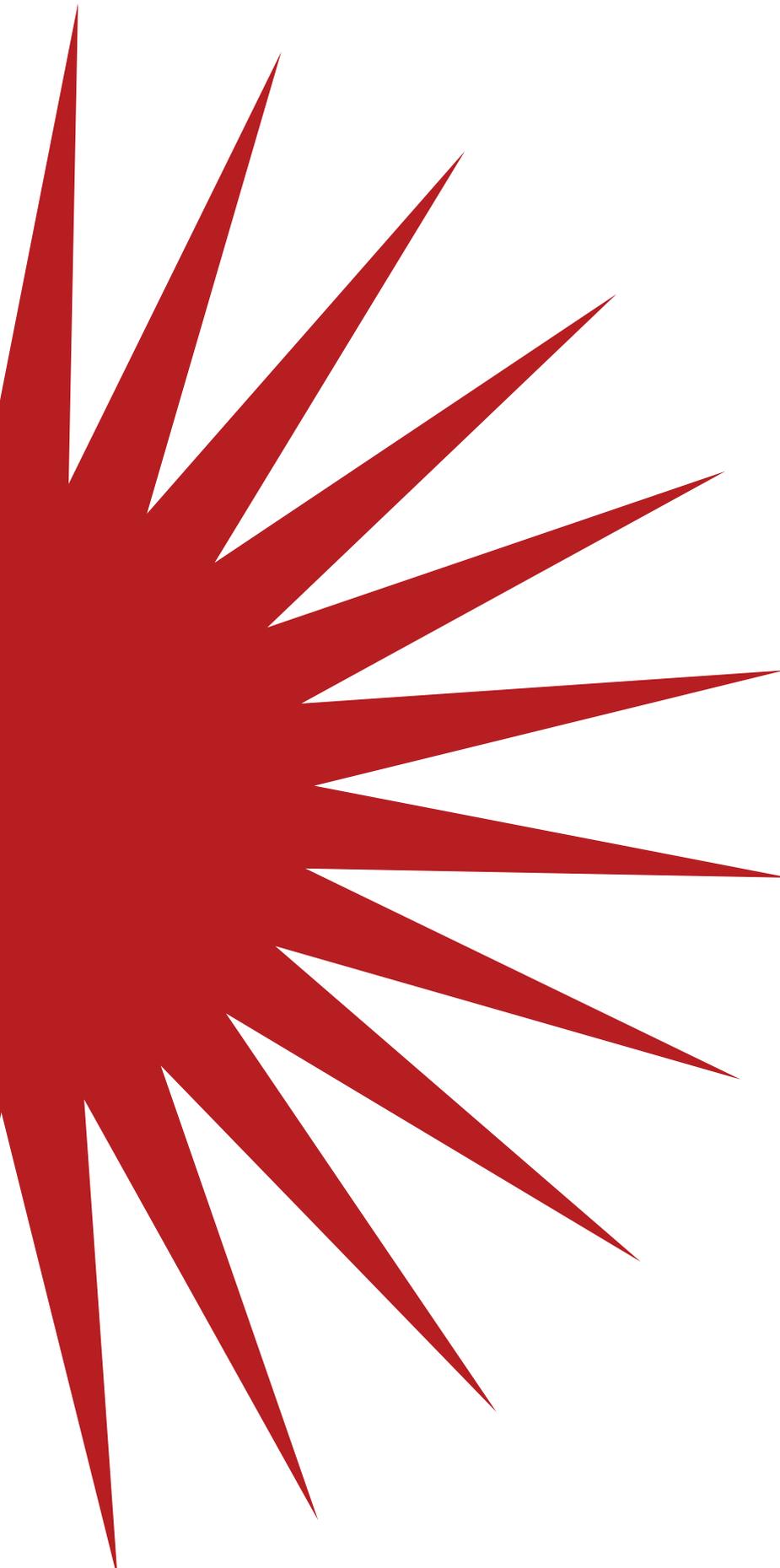
10,000 PEOPLE  
PLACED EVERY YEAR



ICO REGISTERED &  
GDPR COMPLIANT



GOVERNMENT  
GANGMASTER LICENCE  
HELD FOR OVER 12 YEARS



Genesis Employment Services Ltd  
2nd Floor, 8 Hay Lane  
Coventry, West Midlands  
CV1 5RF

02476 553553  
[enquiry@genesisemployment.net](mailto:enquiry@genesisemployment.net)  
[genesis-employment.co.uk](http://genesis-employment.co.uk)

