



ALLEN & YORK
SEARCH AND SELECTION



A special blend of market knowledge and recruitment expertise

We find talented individuals

"The team at Allen & York inspired confidence from the start. They took the time to understand our company, our business plan and the part that the appointment would play in our plans for the future. As both a director and shareholder, I am more than satisfied that Allen & York's appointment was good value."

Financial Director, Mansard Country Homes



www.allen-york.com

Our specialist industry sectors:

- Energy
- Engineering
- Environment
- Health & Safety
- Planning & Built Environment
- Waste

Our services include:

- Executive Search
- Managed Advertising Selection
- Senior Search
- Temporary Contract Staffing
- Database Search
- Interim Management
- Multiple Assignment
- Response Handling
- Market Research
- Corporate Acquisitions
- Training
- Business to Business Introductions

Allen & York - a specialist recruitment consultancy

We have established a market leading presence in Environmental, Health & Safety, Planning and Energy by continually striving to be not just effective, but the **best in our field**. With more than a decade of specialist recruitment experience, our results speak for themselves.

Forward thinking businesses are no longer prepared to leave the fulfilment of their recruitment needs to chance. The value of using recruitment search and selection specialists is now widely appreciated. Our role is to **take the hassle and uncertainty out of the process** whilst at the same time freeing our clients' time to continue doing what they do best.

We get startling results by listening to your exact requirements

At the centre of our success is our recognition of the individuality of both client and candidate, so while others are busy talking we are listening carefully. **We enquire where others assume**. It is this exacting approach that allows us to make fast and accurate recommendations. We take the time to get to know you. **You get results.**

A **bespoke cost-effective service** comes as standard, and is backed up by our continuing commitment to ethical practice and professional excellence. We are able to draw upon a wide range of services to meet your company's individual needs, whilst always striving to **add value** at every level.

We offer you the **peace of mind**, which comes from knowing that you are working with a committed team of industry specialists whose experience, expertise and professionalism are **second to none**.

Finding the right people is all we think about

"I have no hesitation in recommending Allen and York. They understand our business and provide SLR Consulting with the right candidates when they are needed. Our continued success is in part due to the high standard of staff recruited through Allen and York."

Director, SLR Consulting



Disciplines

Meeting the needs of the Private Sector and Local Government for:

- Contaminated Land & Remediation
- Corporate Environmental Management
- Environmental Management Systems
- Policy, Strategy and Sustainability
- Water Management & Modelling
- Air Quality & Noise and Acoustics
- E.I.A. & Ecology
- Asbestos & Legionella
- Energy Management & Climate Change
- Geotechnical & Water Engineering
- Waste Management & Minimisation

Working with the Environment Group

It is reassuring to know you are working with the best. Allen & York emerged in 2003 as the **"top specialist recruitment firm"** successfully filling more environmental posts than any other organisation - Source ENDS Directory 2004. So when you contact a member of our Environment Group you can be sure they know what they are talking about.

At Allen & York we appreciate the value of experience and our own staff are no exception. Our team of consultants is made up of highly qualified individuals who themselves have experience in the field. This makes us **uniquely equipped to understand your Environmental Recruitment needs** and to relate them to current market issues.

Whether you are looking for a straightforward recruitment solution or a blend of services and expertise to solve more complex or sensitive issues we are on hand to assist you.

We offer a full range of Recruitment Services for every discipline and job function.

By choosing the Allen & York Environment Group you are selecting a team of industry specialists each **committed to providing a first class professional service** to ensure positive project outcomes.

Don't worry - you're not on your own any more

"Using the professional service supplied by Allen & York enabled us to fill our vacancies in a cost effective and efficient manner; I have no hesitation in recommending their service to both the public and private sectors alike."

Head of Planning, Peterborough City Council



Disciplines

Meeting the needs of the Private Sector and Local Government for:

- *Town & Country Planning*
- *Urban Design*
- *Development Planning*
- *Regeneration*
- *Masterplanning*
- *Landscape Architecture*
- *Transport Planning*
- *Environmental Planning*
- *Minerals & Waste Planning*

Working with The Planning & Built Environment Group

Allen & York have a dedicated team of Recruitment and Research Consultants with **extensive experience of the Planning and Built Environment Job Market**. We are totally committed to providing the most professional and accurate recruitment service to all our Clients and Candidates.

We tailor each service to meet your individual requirements. This approach helps create **mutual trust and understanding**. We keep our promises, you get results.

We offer a full range of recruitment services to every discipline and job function within the Planning and Built Environment Industries.

Our Planning and Built Environment Group currently work with some of the country's finest companies and public sector organisations. By choosing Allen & York you are selecting a team of **professionals who consistently deliver results** to the highest standards.

Relax - we make recruitment very simple

"Allen & York recently handled the recruitment of a Health and Safety Manager for us. I recommend Allen & York most highly, and wouldn't hesitate to use them again for future recruitment."

Health, Safety & Environment Manager, News International Newspapers



Disciplines:

*Meeting the needs of the Private Sector
and Local Government for:*

- Occupational Health
- Occupational Hygiene
- Quality Assurance
- Fire Safety
- Health & Safety Directors
- Health & Safety Managers
- Health & Safety Advisers
- Risk Management
- Planning Supervision

Working with the Health & Safety Group

Health & Safety is recognised to be an important responsibility for all our clients. Allen & York currently support many of Europe's most high profile companies, helping to enable each to **meet and exceed the highest operational standards.**

It is no surprise therefore that Allen & York's Health & Safety Group consists of a dedicated team of specialist Consultants and Researchers. All have **extensive experience in Health & Safety Recruitment** and are committed to providing the highest quality of service.

We offer a full range of Professional Recruitment Services for every related Health & Safety discipline and job function.

Our Consultants provide expert advice, listen to your exact requirements and are **committed to delivering results.**

Our knowledge is your advantage

"Throughout the whole process I have been impressed by the professionalism shown. I received regular calls on progress and it was clear that a team handled my case. Internal communication is obviously excellent."

Kate McCartney, Principal Consultant, AEA Technology



Disciplines:

- Climate Change
- Energy Management
- Carbon Management
- Energy Efficiency
- Renewable Energy
- Energy Policy
- Energy Finance
- Energy Engineering

Working with the Energy Group

In the wake of increasing demand, energy security, environmental pollution and climate change, Energy Management is one of today's key global challenges.

This skills-short market requires specialists, so our Energy Group works with Executives, Managers, Engineers, Scientists, Consultants and Regulators who are experts in advancing technologies, renewable energy, energy efficiency and climate change.

We have an extensive national and international range, but still understand the importance of the **personal touch**. We ensure high levels of communication by working collaboratively with our clients.

All clients have a dedicated Account Manager, supported by a specialist team of highly qualified Recruitment Professionals who offer a strong understanding of the Energy market.

We are committed to **good practice**; listening to your exact requirements, agreeing the most effective way forward, and evaluating success to continually improve our service.

Allen & York has a successful track-record appointing at Technical, Management and Executive levels, through delivering **flexible services which get results**.

We are here to help You

"Allen & York are a leading source of relevant, quality candidates for all functions of our business in the waste management industry. They respond quickly to our needs."

Director, Waste Recycling Group



Disciplines

- Recycling
- Waste Management
- Emerging Technology
- Logistics
- Operations
- Environmental Aspects
- Contract Management
- Business Development, Sales & Marketing
- Consulting
- Policy

Technical Waste Group: A rare find

Combined **industry knowledge and experience** mean we will not waste your time. Instead, we provide customer friendly staffing solutions that add real value.

We ensure high levels of communication by working collaboratively with our clients. All clients have a dedicated Account Manager, supported by a specialist team of highly qualified Recruitment Professionals who offer a **strong understanding** of the Waste and Resources market.

We are committed to good practice; listening to your exact requirements, agreeing the most effective way forward, and **evaluating success to continually improve our service.**

Allen & York has a successful track-record appointing at Technical, Management and Executive levels, through delivering flexible services which get results.

Changing Peceptions

"Throughout the Mott MacDonald group recruitment managers often praise their professionalism and ability not to behave in the mainstream, target driven fashion that often leads to a poor service"

Rob Power, Mott MacDonald



Disciplines

- Mechanical
- Electrical
- Civil
- Structural
- Geotechnical
- Waste
- Water
- Highways
- Tunnelling
- Rail
- Bridges

Recruitment Excellence in Engineering Solutions

As preferred recruitment consultants to the UK's leading Engineering Consultancies & Contractors, for many years Allen & York have developed an **intuitive feel for the sector.**

We work in tandem with our other groups to provide a holistic recruitment service across your business's technical divisions, specialising in Engineering within the Natural & Built Environment.

Our reputation is built on working practices that put our clients & candidates at the forefront of everything we do. We develop sustainable long term relationships with our clients in order to **understand their business's needs.** This enables us to provide a quality driven service to clients & candidates alike.

You can be assured that when Allen & York are representing your business we are enhancing your reputation and **increasing your recruitment success.**

Turning recruitment on its head

"Allen & York succeeded where so many had failed. I received quality candidates who fitted the job and person specification extremely well. This coupled with excellent service throughout made the recruitment experience a pleasure"

Head of Safety Services, Bourne Leisure



"If we were ever to experience similar resourcing difficulties, then I would not hesitate to contact Allen & York again."

Office of the Deputy Prime Minister

Our service is as unique as your requirements

No two clients are the same. Every project that we handle has its own unique characteristics. What remains the same is our commitment to quality, professionalism and project completion.

We are on your side

You may not always need a Specialist Recruitment Consultancy. But for the times that you do, it is reassuring to know that you have found one that understands exactly what you are looking for.

The Allen & York team are on hand for an informal discussion, expert advice and support for even the most complex of recruitment issues. Our clients benefit from our commitment to their success.

To discuss your requirements please contact us on **0870 870 8986**, or logon to **www.allen-york.com** and find out how we can make a long-term difference to your business.

We look forward to working with you.

www.allen-york.com

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Allen & York Limited is both an employment agency and an employment business

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