



**MASE CONSULTING**

**IDENTIFYING BRILLIANCE™**

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## AT MASE, WE'RE NOT JUST RECRUITERS, WE'RE CONSULTANTS.

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### WHY MASE?

There are thousands of recruitment businesses in the UK, each claiming they're the best. Making the right choice can be a daunting one, so we're here to put your mind at ease.

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Over the last decade, we've built up a global reputation for working side-by-side with our clients to identify brilliance. We consult and collaborate on every role, not only to discover exceptional candidates, but to determine exactly what it is about that candidate that will attract them to a company.

We operate in a range of market sectors and take particular satisfaction in delivering candidates for the niche, technical assignments that most in our industry shy away from. We excel at challenging briefs, and our willingness to go above and beyond has cemented our reputation as the go-to recruiter for our SME and multinational clients.

### HOW WE'RE DIFFERENT

- We have a proactive, consultative and collaborative approach to recruitment.
- We operate exclusively within particular market sectors, meaning we can offer a more in-depth knowledge and market expertise.
- We are not a typical recruitment agency but a consultancy that takes the time to understand your needs, organisation, culture, market share and expansion plans.
- We're ethical, and do not solicit candidates from our clients.

### HOW WE CAN HELP

- All potential candidates are thoroughly interviewed by our panel of experts.
- We provide clients with shortlists of only the most relevant candidates.
- No two campaigns are the same, so we offer a bespoke approach in each case.
- We always work collaboratively, assisting you to make an informed decision on the right candidate to maximise the chances of a successful hire.

# OUR VALUES

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At **Mase**, we're recruiters with a difference. Our ability to partner and collaborate directly with clients gives us an edge over our competition, but we wouldn't be able to do that without some powerful company values underpinning everything that we do. Every interaction we have is based on the principles of integrity, confidentiality, expertise and service, allowing us to provide a superior offering which in turn provides superior candidates.



## INTEGRITY

We always do what's right for both client and candidate. Ethics, honesty and integrity are critical, and we ensure every member of our team operates to the same high standards.



## EXPERTISE

With sector specialists in each area of our business, we have developed a profound understanding of our markets and the highest performing professionals operating within them.



## CONFIDENTIALITY

The niche market sectors we recruit for demand candidate and employer confidentiality. We treat each and every discussion, application and request in the strictest of confidence.



## SERVICE

Service is special. We always deliver on our promises, building long-term partnerships with clients and candidates through understanding, availability, communication and reliability.

## OUR MARKETS



AEROSPACE & DEFENCE



AGRICULTURE



SCIENTIFIC



ELECTRONICS



ENGINEERING & MANUFACTURING



CONSTRUCTION



OIL / GAS / ENERGY

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## OUR DISCIPLINES



SALES & SUPPORT

With the Directors having had extensive careers in technical sales recruitment, this has always been a prominent area for us. We started as a specialist sales recruitment firm and although we have diversified into other disciplines, we're still actively involved with delivering technical sales assignments across a range of markets. We have a track record of delivering competent, technically savvy, high-performing candidates who have generated significant ROI for our clients.



MARKETING

Working in close partnership and collaboration with our clients, we have successfully recruited candidates across all core marketing areas, ranging from digital to print. With a proactive approach and a detailed understanding of market trends, we have successfully concluded numerous assignments with both international and SME clients.



SUPPLY CHAIN, LOGISTICS & TRANSPORTATION

Leading employers have recognised the advantages of working in partnership with us to fulfil their Supply Chain, Logistics and Transportation requirements and have come to rely on our effective and efficient services.



MANUFACTURING, ENGINEERING & OPERATIONS

Over the last decade we've built an extensive understanding of the manufacturing process as well as an appreciation for the importance of operational efficiency. With over 95% of our clients being regional or global manufacturing businesses, we have gained a reputation for delivering competent, KPI-driven candidates with a proven history delivering results.



IT & INFRASTRUCTURE

As one of our directors was a former IT Engineer prior to his career in the recruitment industry, this is an area we are particularly successful in. We have supported major clients in everything from hardware to software and infrastructure related positions, recruiting everyone from Developers to SAP Consultants. From our vast experience within this field, we have gained the technical expertise needed to identify exactly the kind of candidates our clients require.



HUMAN RESOURCES

Having developed a thorough understanding of both British and European HR processes, we have become a first choice partner to a range of international and SME clients who wish to attract qualified, knowledgeable and proactive HR professionals. We actively work with HR generalists and specialist within areas such as Comps & Bens, Recruitment etc.



RESEARCH & DEVELOPMENT

With continued success delivering research and development assignments across a diverse range of markets, we have acquired the technical expertise and understanding to better support and assist our clients in securing the most talented individuals from within their market.



FINANCE & ACCOUNTING

We have a proven history of delivering a highly effective recruitment service for both UK and European finance and accounting assignments. We have developed an extensive database of both active and passive candidates, which means we're able to quickly identify the highest performers for the role, be it for a specialist tax opening or a general accounting position.



## WE SPLIT OUR TAILOR-MADE SERVICE INTO TWO: CONTINGENCY AND RETAINED RECRUITMENT.

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We work in partnership with you to understand your needs, business and culture, taking a collaborative and proactive approach to sourcing the highest calibre individuals on the market. We love a challenge, and take particular satisfaction in the difficult, niche assignments many other recruiters shy away from.

Our approach is varied, ranging from targeted marketing campaigns, advertising campaigns, in-depth database searching, headhunting, networking and referrals. We liaise with passive and active candidates on a daily basis and over the last decade have built a fantastic network of the top performers which has become invaluable to our clients.

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### CONTINGENCY RECRUITMENT

Operating on a contingency basis is a time-efficient way of recruiting. The service offers minimal risk to an employer, as we only charge a fee if we're successful in delivering a hire. This is an ideal solution for clients with an extremely tight deadline who need quick results.

The contingency process gives clients access to our extensive database of candidates, online advertising and a market expert who will manage the project through to completion. However, dependant on your particular needs, contingency recruitment isn't always the best solution.

### RETAINED RECRUITMENT

All retained assignments are led by our senior management team and gives you access to more exclusive advertising campaigns, a dedicated delivery team and specialist headhunting services. Retained recruitment approach is ideal for clients with niche or senior level requirements, and offers more effective results for those difficult-to-find individuals.

Our fees are split into three equal payments: the first due on initiation of our services, the second on the submission of a shortlist, and the final on the successful appointment. All fees will be agreed prior to initiation once we understand the position and your requirements.

# “SERVICE THAT SPEAKS FOR ITSELF”

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“Mase Consulting are one of the most trustworthy and professional recruitment businesses I’ve had the pleasure of working with. One of the major challenges I face is having a recruiter understand my industry and the skills associated with it, they definitely excel at this and thoroughly understands what I’m looking for. They have helped me fill various difficult and challenging roles over the last 10 years and have saved me invaluable time in wading through CVs and in the vast majority of cases we have succeeded in securing candidates in conjunction with Mase. I can’t recommend them highly enough.”

**COMMERCIAL DIRECTOR**

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“We’re often looking for niche skills and difficult to find individuals, but have struggled to find a recruiter that can consistently deliver. From our first meeting with Mase, we found their enthusiasm for delivery and results-driven approach refreshing. We’ve now worked together on three separate assignments, all successful.”

**MANAGING DIRECTOR**



“I’ve been working with Mase Consulting for the past 7 years and have always found them very professional. They helped us with both senior and junior vacancies where we struggled to find the right candidate, listening to our needs and attracting the right individuals. A very positive experience overall.”

**HEAD OF HR**

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“Mase is focused on what we require, ensuring the candidates they put forward for selection are an excellent fit both technically and culturally. I’ve found the team to be very dedicated and engaged in the various recruitment drives we’ve worked on and I have no hesitation in recommending them to others who need results.”

**EUROPEAN HR MANAGER**



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**CONTACT US**

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