



What's it like **INSIDE?**



What's changed in your company?

The launch of our second Norwich City Centre office is catapulting us into the recruitment forefront. The new office – the operations centre for our nine-strong commercial team – is in Old Bank of England Court, Queen Street, Norwich. The offices have been recently refurbished and are a comfortable and professional environment for both clients and candidates to visit the team. The hospitality and industrial divisions continue to operate from the original London Street branch. This offers opportunities to expand our skilled and experienced team of consultants and allows the chance to add training and meeting space in the city centre for clients.

Alongside the exciting developments in Norwich, our Ipswich office goes from strength to strength, ensuring that OSR Recruitment continues to be a market leader throughout East Anglia.

What's the best thing about working for your company?

Every person in the business is encouraged to be an individual. They are offered the opportunity for growth and development to reach their full capacity in an open, professional and supportive working environment.

There are no limits to what each person can achieve at OSR, and we believe in every person capitalising on their strengths and sharing their knowledge, no matter what their level of experience.

Every OSR employee can visualise their contribution having a positive impact on the organisation, with achievements being celebrated and tougher times being supported. This approach ensures job satisfaction with each team member "buying into" the business mission statement and goals.

What are the main challenges that face the team?

Recruitment brings fresh challenges each and every day, which is what keeps things so interesting. As experienced and established recruiters we are able to offer all our candidates and clients solutions to any challenges that they may face, too.

Being a recruitment consultant is so much more than just placing people into employment. To achieve the objectives of our clients and candidates often means long working hours. This is something which our

consultants choose to do because of their determination to deliver an exceptional service and exceed expectations. This makes OSR's consultants stand out above the rest and it is why we are so proud of the team we have.

What are the perks of the job?

Personal and team success, structured career progression, competitive basic salaries, uncapped earning possibilities, supportive team of experienced colleagues, recognition, ownership of workload, autonomy, ongoing training – the list goes on and on. The whole of the OSR team shares the same vision and this makes for a positive, proactive and motivated working environment in which everyone has the opportunity to thrive.

What are your working hours?

We are open from Monday to Friday, 8am-6pm. We also offer late-night Thursday and Saturday opening hours if required. We have a 24-hour



ENCOURAGEMENT: Staff are encouraged to be individuals and offered the chance for personal and professional development.

Company	OSR	Business	Recruitment
Boss	Philip Saunders	Staff	30
Contacts	OSR Commercial 1st Floor Jacquard House, Old Bank of England Court, Queen Street, Norwich, NR2 4SX 01603 618318 OSR Industrial and Hospitality 1st Floor, London Street, Norwich, NR2 1LF 01603 766688/633600 OSR Ipswich 2-4 Carr Street, Ipswich, IP4 1EJ 01473 222311		
Web	www.osr-recruitment.co.uk		
E-mail	admin@osr-recruitment.co.uk		



emergency number to support our clients and candidates whenever we are needed. On average, our consultants work 40 hours plus a week – we are not afraid to put the work in to get the best possible results.

Are there opportunities for career progression?

All of our management team is completely home grown. We promote progression from within and believe in retaining the talent we have in the business. We also offer consultants the opportunity to specialise in particular sectors, dependant on their knowledge and expertise. This has proved to be highly successful with our newly-opened accounts and finance division, led by an experienced specialist in this field.

How would you describe the company when trying to entice someone to join?

We empower our employees and give them the freedom to develop at their own pace. We encourage creativity and individual ideas, recognising the importance of learning from one another, continually seeking out areas for ongoing development and improvement, both personally and as a business. It's this approach which, we believe, makes us outstanding at what we do.

What lies in the immediate future for your company?

With three offices across Norfolk and Suffolk, we will be looking to expand our reach with satellite branches with the possibility of moving into Great Yarmouth, King's Lynn and Beccles.

Our plans for the rest of 2009 include offering a fully-functional training facility space for our clients, full re-branding, a launch party and a sharp new website.

MY first JOB



Name Debi Hanley
Age 42
Now Director of Rise, a personal and professional development company
Then Trainee hairdresser

Debi turned down the chance to go to London College of Fashion before drifting into a career as a hairdresser when she was 16.

She knew she wanted to do something creative working with people, so hairdressing it was.

She feels that first job taught her much that she now applies to her current role, particularly working long hours and working hard. It was an excellent job for developing her visualisation and creativity skills and she learned to work with people.

Her main responsibilities were washing hair, making drinks and talking to the customers.

She also put on colours and rollers and, later, did some basic cutting and perming.

"I learned how to deal with people of all ages, how to deal with difficult situations and that starting at the bottom and gaining those key underpinning work skills is essential," she added. Now she is running her own business and feels that those early years as a hairdresser gave her a good grounding.

"It gave me the confidence to deal with people and the ability to visualise the end goal," she said.

Debi works with people to help build their confidence and develop skills, as well as coaching those who have been made redundant. Her work also includes life coaching, enabling clients to improve their work-home life balance.

■ www.risehub.co.uk.

SALARY scales

MANAGEMENT CONSULTANCY

	basic annual salary (£)
Business development	35,000 - 37,000
Business management	35,000 - 40,000
Graduate/trainee	22,000 - 25,000
Management consultant	37,500 - 42,500
Marketing	25,000 - 30,000

Source: whatmedia.co.uk

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