

What's it like **INSIDE?**



What makes your company special?

OSR Recruitment has a clear company ethos which is reflected in our approach. We don't just engage with our clients, we build relationships and our objective is to be the provider of choice for local businesses. We want to work in partnership with clients, not just for immediate requirements, but for the longer term. We offer and implement simple yet effective recruitment strategies.

OSR has proven longevity. Now entering our 12th year, the 30-strong team offer a professional service, reflected in the many successful business relationships that were cemented in 2008.

The level of commitment and exceptional customer service from every OSR consultant, coupled with our overall industry presence, intelligent approach and in-depth knowledge of the Norfolk and Suffolk area, ensures all of our clients and candidates receive a fresh, personal and individually tailored service. Judging by the feedback of our long standing and satisfied customers, we are providing what businesses want and intend to work hard to ensure that we continue to do so!

fact FILE

Company	OSR Recruitment Services		
Business	Recruitment	Staff	30
Contacts	Ruth Harding, commercial manager Mark Skipper, industrial and hospitality manager		
Salaries	Consultant	£17-£21k – earning potential £40k +	
	Support staff	£15-£19k	
Address	12b London Street, Norwich NR2 1LF 2-4 Carr Street, Ipswich IP4 1EJ		
Call	Norwich	01603 618318	
	Ipswich	01473 222311	
Email	admin@osr-recruitment.co.uk		
Website	www.osr-recruitment.co.uk		

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

Everyone at OSR appreciates that their individual contribution to the business has a positive impact. Each individual brings different aspects to make up a well-rounded team. Every employee understands that OSR's success is a reflection of the passion and belief for business service standards we promise every customer.

All our consultants and support staff take great pride in their work and enjoy responding to customer feedback to ensure we maintain an excellent reputation and are the agency of choice, not only in levels of placing temporary/permanent staff but also maintaining an excellent reputation among local businesses.

All staff have access to a complete support package, from comprehensive training to continual supported guidance that inspires and motivates.

What are the main challenges that face the team?

We deal with people every day, both candidates and clients – whether it's a new business looking to build an employee base, or a well-established firm seeking senior managers, a candidate entering the world of employment on their first job, to a highly-successful professional looking to progress within their career. OSR strives to customise and shape our working style to suit each individual.

What are the perks of the job?

Satisfaction! Our team want to deliver the ultimate tailor-made service; we like nothing better than working closely alongside clients and candidates and being a catalyst to fulfil goals and aspirations. Integral benefits include an experienced and supportive senior management team, individual job satisfaction, a real opportunity to contribute to the overall success of the business, colleagues who are dedicated and passionate, structured career progression, competitive basic salary and uncapped earning possibilities.

Has your company/staff won any awards?

We are proud winners of the Archant Recruitment Awards, taking both Best Recruitment Consultant and Special Recognition. We also celebrate achievement with annual in-house awards for staff to recognise their overall success, which is so vital to our business.

What are your working hours?

We are open from Monday-Friday, 8am-6pm. Each employee works an average of 38 hours a week. We also offer late night Thursday and Saturday opening hours if required from our clients and candidates. We have a 24-hour emergency number to support our clients and candidates whenever we are needed.

Are there opportunities for career progression and training?

OSR firmly believes in promoting from within. Our management team and senior consultants are completely "home-grown", demonstrating our commitment to giving OSR employees a real opportunity to progress and reach their potential.

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

As an independent agency we are able to offer complete flexibility to our clients. Our consultants run their desks like their own businesses. We believe in empowering individuals while offering a high degree of support. Each individual's success equates to our overall success as a business and we recognise this through financial and personal recognition rewards.

OSR also offers consultants the opportunity to build long-term relationships with their clients. They get to know their clients' businesses, which translates into an ultimately effective recruitment solution.

What lies in the immediate future for your company?

OSR has evolved from a two-person business 12 years ago to a two-branch employment consultancy in Norfolk and Suffolk. We employ more than 30 key members of staff, specialising in commercial, industrial and hospitality. Plans are already in place for our second city centre office in Norwich, which will boost not only our numbers but our capacity for growth and support services offered to clients. There's much more to come from OSR, so watch this space!

MY first JOB



Name	Matthew Bullock
Age	57
Now	Chief executive, Norwich and Peterborough Building Society
Then	European affairs assistant

After being described as a 'pig in a poke' on the first day of his first job, Mr Bullock went on to exceed expectations after leaving Cambridge University and working in European affairs at the age of 21.

"Everyday I had to read quite a long digest about discussions that were happening in Brussels.

"It was during the 1970s and there were a lot of heated discussions about whether Britain would join the Common Market, as it was known then.

"I remember it was all printed on pink paper and there were about 30 pages."

It was Mr Bullock's responsibility to inform experts of current information.

He said: "I would alert a range of people from technical experts through to trade negotiations about the different discussions that were happening. People were busy but I needed them to focus and to get their attention.

"I learnt a lot about accuracy, detail and keeping timeliness. I also learnt the importance of keeping on top of information.

"Even if it's complicated, there is a need to engage people with information."

SALARY scales

GRADUATE TRAINEES

	basic annual salary (£)
Banking/finance	30,000-33,000
Business	27,000-30,000
Legal	25,000-27,000
Economics	23,000-28,000
Human resources	24,000-26,000
Media	20,000-25,000

Source: whatmedia.co.uk

LOOKING FOR A NEW JOB?

www.jobs24.co.uk is a great resource for job seekers and employers. Tap it in now – and, while you're there, see our cvmatch service.

LOOK LOCAL at jobs24

Leading Norfolk jobs website jobs24.co.uk is launching a new promotion campaign in the coming months in a key period for local jobseekers.

This will include an in-paper campaign with new ads and sizes, backed by digital campaigning using Google pay-per-click adverts across 20,000 key terms and phrases – all designed to make sure that local jobseekers know to "look local" first at jobs24.co.uk for a new job in the new year.

January is a key time in the world of recruitment – and a primary month for jobseekers.

So, with jobs24 displaying more jobs than any other local website, it's a great place to start your new year search!

Also, remember to upload your CV to jobs24 cvmatch service. It's simple, quick and free – so log on today!



LOOK LOCAL: Jobs24 is the first port of call for local jobseekers.