

*A flexible recruitment service  
that changes with you*

**IMPACT**  
recruitment services







# Welcome

*If we can be sure of anything, it's that fast-paced change is now a constant for employers.*

*We're a recruitment agency that is always ready, helping you stay ahead in an ever changing world. Our proactive, expert teams look after you brilliantly now, with an eye on what might be around the corner.*

*It's our agility and flexibility that puts you firmly in control, turning change into opportunity.*

*We make it our business to understand yours, providing a fast and flexible recruitment service that ensures you always have the best people for the job.*

-  *We provide talented, ready to work candidates that are right for your business.*
-  *Our relationship teams work with you to get things right, then make them better.*
-  *We anticipate industry change and help you to be better prepared.*
-  *We simplify your recruitment and improve your efficiency.*

*Since 2002, Impact has built a reputation as an outstanding recruitment partner to businesses across Northamptonshire.*

*Let us get to know your business, and we'll introduce you to a team committed to delivering your ambitions, overcoming challenges and taking opportunities.*

*Best wishes*



**Paul Hooper**, Director



**Angela Hooper**, Director



# Our divisions

*Whatever your sector our team are ready to help. We offer permanent and temporary placements for all role types and levels.*

## Onsite

*As your recruitment needs grow, consider onsite support. Our onsite teams literally become an extension to your workforce, taking care of everything from inductions to attendance. Less hassle, more efficient.*

## Future ready

*The world is changing every day, and no-one knows what lies around the corner – but whatever the future holds, Impact is ready. We plan for change so that when new challenges and opportunities occur we're ready to respond.*

## COMMERCIAL



We find people for all kinds of businesses from junior placements to more senior director level roles, within HR, marketing, sales, finance, customer service and administration.

## SUPPLY CHAIN



One of our key specialisms, we're focused on finding experienced candidates who are suitable for Director, Management, Team Leader and Supervisory roles in the supply chain sector.



## INDUSTRIAL



Whatever your need, our team of experts will find you the right calibre of candidate, including pickers, packers, forklift drivers, loaders and machine minders.

## TECHNICAL & ENGINEERING



We understand the complexity and demands of roles in this sector and are ready to find the best people to suit your exacting requirements, whatever the level or role.

# THE *IMPACT* DIFFERENCE

recruitment services



## 360° RECRUITER

V

## TEAM IMPACT



For many agencies managing costs is more important than providing a great service. You'll often find consultants and account managers have 360° roles and try to keep many plates spinning.

As well as finding candidates they've many other tasks to do, from payroll and candidate registrations to social media recruitment and onsite check ins. It's no wonder that service suffers and plates get smashed!

**Impact Recruitment** champion service over cost-savings. We invest in a whole team, not just fee-earners, so we can optimise service and productivity for you.

Having expert team members in specialist roles means we can all focus on what we do best, delivering a fantastic recruitment service that gives you and your business the best chance of success, whatever happens and however your needs change.

### Consultants

Experts in recruitment and the local marketplace who immerse themselves in your company culture. Finding, interviewing and securing the best candidates.

**We are an extension to your team to know how to make working for you the more attractive option for potential employees.**



**100%** of clients say we meet expectations

**96%** of candidates would recommend us

**94%** permanent placement success rate

**92%** of clients are very likely to recommend us



### Back-office Team

Payroll, credit control, compliance, audits, finance.

**99.9%**  
accurate and on time payroll.

Accurate payroll means happy workers and no hassle for you, just how it should be.



### Finance Team

Efficient accounts with a tailored payment option scheme including no upfront cost, plus a rebate scheme if a placement doesn't work out.

**Guaranteed value for money whilst protecting your recruitment budget.**



### Onsite Team

Working side-by-side we can make an even bigger difference to your business.

**Release your own management team to focus on other business critical activities.**



### Account Managers

Making recruitment happen - registering candidates, job-matching, selection, interviews, onsite check-ins, welfare checks, inductions, training, the list is endless!

**Recruitment agility to your changing needs is what we do best, so you can focus on running your business.**

### Management Team

Local, accessible, accountable, consultative and hands-on, overseeing operations to ensure quality is never compromised and our high standards are maintained.

**Agile decision making and fast action.**



### REC members

A fully compliant and audited agency with CERTRP and CERTRR qualified staff.

**Your business and reputation is safe in our hands.**



### Multi Division

A one-stop-shop recruitment service across Industrial, Commercial, Supply Chain and Technical & Engineering.

**Streamlined recruitment saving you time and money.**





# Committed to you

*Our values shape the agile way we do business. We care about our clients, candidates, colleagues and communities. Everything we do is with them in mind.*



**Integrity** - is the glue to the Impact way of working. We honestly deliver what we say we will, and more.



**Innovation** - we're flexible and agile, welcoming change as a catalyst for growth. We're always looking for innovative ways to improve our offer to candidates and clients.



**Trust** - our team takes time to understand your business, leading to long lasting, forward looking relationships. We deliver on our promises, without fail.



**Teamwork** - partnering with clients and candidates is key to success. We anticipate your needs and work together to deliver against them.



**Respect** - we have high standards and our professionalism and pride means we do things the right way. We care about our communities and do all we can to look after our environment.





# Client testimonials



## ***Baxter***

*During my time as Commercial Operations Manager at Baxter Healthcare I have had the pleasure of working with Impact on several different recruitment assignments. Their ability to provide me with realistic, credible applicants is uncanny, which I think shows the level of detail and attention that they demonstrate whenever asked to find and place candidates."*

**Alistair Shepherd**

Commercial Operations Manager, Baxter Healthcare



## **HOWDENS**

*Impact are truly an extension to the Howdens team. They are unrivalled in managing our temporary workforce to an incredibly high standard that matches, and in some cases, exceeds our FTE performance. Their KPI reporting accurately demonstrates success and opportunities in our partnership which they always act on. Their local area knowledge plus their experience of our business makes them integral to our success. Thank you Impact."*

**Barry O'Brien**

Howdens Operations Manager , Howdens Joinery Co



# *Make the change to Impact*

## **Northampton**

Burlington House East Wing,  
369 Wellingborough Road,  
Northampton, NN1 4EU

**01604 239555**

## **Wellingborough**

18A Oxford Street,  
Wellingborough,  
Northants, NN8 4HY

**01933 440285**

## **Corby**

Corby Enterprise Centre,  
London Road, Corby,  
Northants, NN17 5EU

**01536 560490**

## **Peterborough**

Eco Innovation Centre,  
Peterscourt, City Road,  
Peterborough, PE1 1SA

**01733 974348**

*Note: The Corby and Peterborough Impact teams often work out-of-office so please call in advance to make an appointment to visit.*

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 ***A real recruitment force***