

A guide to the business...

About Liquid...

Liquid Personnel is a specialist social work and social care recruitment consultancy. We are the 4th largest provider to the UK social work sector, and rank among the nation's fastest growing companies.

We provide qualified social work staff to fill temporary and permanent roles in a wide range of local authorities, NHS trusts, fostering agencies, charities and other private sector organisations.

Our social care division specialises in permanent placements for care assistants, nurses, managers, all the way up to directors of care home groups across the UK.



Company History...

2006...

Liquid Personnel was founded by Jonathan Coxon and Alex Elliott in a tiny office in Bury St Edmunds (a picturesque market town in Suffolk). The pair shared a single desk for about 9 months...

2007...

Jonathan and Alex moved to Manchester and Liquid became a Limited Company. Following a major recruitment drive, things have really taken off...

2010...

Liquid continued to grow, taking on new consultants and top quality support staff. We also established a specialised social care division...

2011...

Today, we employ over 30 staff, and our turnover has grown significantly, reaching just under £12.5m in 2010/2011.

We are now firmly established as the 4th largest social work agency in the UK, with a market share of 16%...

Accolades & Accreditations...



- ♣ Winners of "Best Small Recruitment Business" at the 2011 Recruitment Consultant Magazine Awards.
- ♣ Members of the **REC Social Work** Sector Group
- ♣ Members of **APSCO**
- ♣ Part of the **REC Social Work** Executive Committee
- ♣ Associate members of the **Social Care Association**
- ♣ Attained **Investors in People** status



The Liquid Brand...

Liquid Personnel is now a well-known and respected brand in the sector, and our reputation is still growing. ...

We have a dedicated Marketing and PR Team working to build the profile of the business and drive new candidates and clients to us.

Our website, www.liquidpersonnel.com is a key part of this, providing a hub where visitors can apply for jobs, access unique resources, and learn more about us.

We have become a regular voice in the industry, contributing views, advice, and articles to key publications such as **Community Care**, **Social Work Now**, and **the Guardian**.

The way we work...

Our Consultants...

Success breeds success, and we have one of the most highly skilled recruitment teams in the UK.

Here's a little bit more information about our teams, and why they work so well...

- ◊ We have **low staff turnover** due to the high expectations involved in the recruitment process and exceptional training.
- ◊ Consultants work in teams based on geographical area, and within the team, **each individual has their own patch**, covering their own clients, with their own candidate base.
- ◊ The regional teams are **supportive, tight-knit groups**, where consultants work together to help each other.
- ◊ All our consultants work incredibly hard, and we are always sure to **reward their success**.



Structure & Resources...

Liquid Personnel has a flat management structure, meaning you are not just a small cog in a big machine – everyone's opinion matters and we can all help shape the future of the business.

We have an exceptional management team, who have a wide range of recruitment experience and expertise. You can find out more about them on the 'Join Our Team' section of our website.

We have established PSL status with almost every local authority in the UK, along with a large number of quality care organisations, charities and fostering agencies.

Our philosophy of **supporting our consultants** means we can free up your time by providing exceptional support and leveraging technology to make us more efficient...

- ◊ Our dedicated **business support** team deals with candidate compliance and administration.
- ◊ **Resourcers** advertise roles, manage responses, scour CV databases and search other resources to provide a constant stream of new, quality candidates.
- ◊ The **finance team** manage payroll for all of our contractors, and deal with credit control.

Working Culture...

- We work for 41 hours per week from Monday to Friday, with a 7 o'clock finish on Tuesday and Thursday, but typically consultants do work longer hours.
- We spend a great deal of time on the phones.
- We work according to a small set of performance indicators, (this is used as a guide to an individual's progress and an aid to personal development, rather than a stick to beat someone over the head with!)
- We encourage healthy competition between teams and consultants.
- Our consultants are a fun-loving bunch from all over the UK, which makes for a really lively atmosphere and lots of office banter.

What's in it for you?

Recognising Success...

At Liquid Personnel, success is rewarded. We offer market-leading pay packages along with a range of other benefits.

We run regular competitions in the office, a consultant of the month competition, and a team of the month competition where the prize is an afternoon off work.

There are also great opportunities for progression; we empower our consultants to develop and manage their own desk like their own business. Successful consultants have the potential to progress through the ranks as a Senior Consultant, Team Leader, Internal Recruiter, or Key Account Manager.



Training & Development...

Liquid Personnel makes a massive investment every year on training and developing staff. Our consultants benefit from...

- **Monthly Training:** Sessions with Mike Walmsley, the UK's No. 1 recruitment trainer, who was hired in 2009 as Liquid's Non-Executive Director.
- **Internal Training Program:** Created by the directors along with Mike Walmsley, and a series of 18 specially developed Liquid Personnel training videos.
- **The 'Liquid Library':** Our collection of 50 books and 25 videos to sharpen your recruitment skills.
- **Expert Input:** Regular independent training on a range of topics, including time management and management training.

Additional Benefits...

On top of our market-leading earnings potential and great training scheme, we offer...

- 'My Liquid Rewards', an exclusive online rewards and discounts scheme for all employees. (see www.myliquidrewards.com).
- Discounted private medical and dental insurance, and free flu vaccinations.
- 24 holidays per year, plus bank holidays
- Quarterly out-of-office events for all staff, such as a day at the races, paintballing, bowling etc.

What we're Looking for... Ability, Motivation, Attitude

"Ability is what you're capable of doing. Motivation determines what you do. Attitude determines how well you do it."

Ability...

Firstly we are looking for people with great ability. This would ideally be a strong track record in recruitment or similar, and an entrepreneurial flair to view their desk as their own business...

Motivation...

Secondly comes motivation – we want people who can demonstrate they have the internal drive and dedication to succeed...

Attitude...

Finally, we want people who have the right attitude. It's essential to have a positive mindset to overcome challenges and become a successful recruiter...

Preparing for Interview...

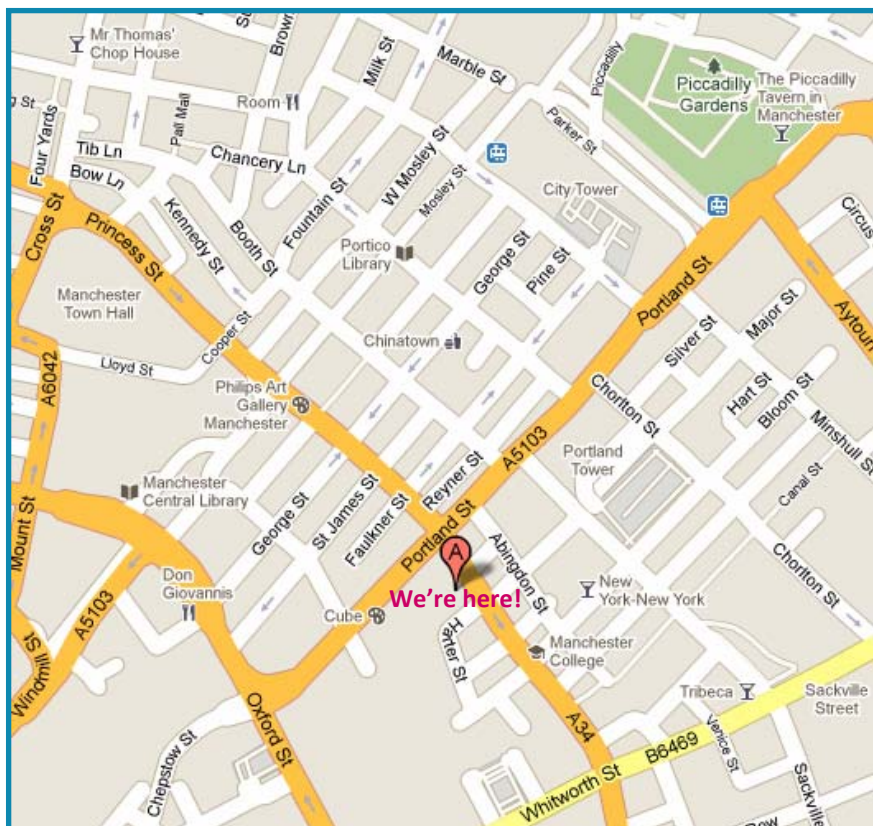
Research & Knowledge...

Prior to attending an interview, it would be beneficial to check out Liquid Personnel online. Here are a few ideas...

- 💡 Take a look at www.liquidpersonnel.com, to find out more about us and our market.
- 💡 On our website, be sure to check out the **'We're Hiring'** section, where you'll find more information about a career in recruitment, along with profiles of our key staff.
- 💡 Google **"Liquid Personnel"** or **"Jonathan Coxon"** (our managing director) to see where we've featured in the social work and social care press.
- 💡 Google **"Mike Walmsley"** to find out more about Mike, Liquid's non-executive director.
- 💡 Do some research on social work and social care – the **CQC**, **NMC**, **GSCC** and **BASW** websites are a good place to start.



Where to Find us...



Office Location:

Our office is right in Manchester City Centre, and offers great transport links.

We're situated on Princess Street, right next to the junction with Portland Street, and opposite the Macdonald Townhouse Hotel.

Office Address:

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