



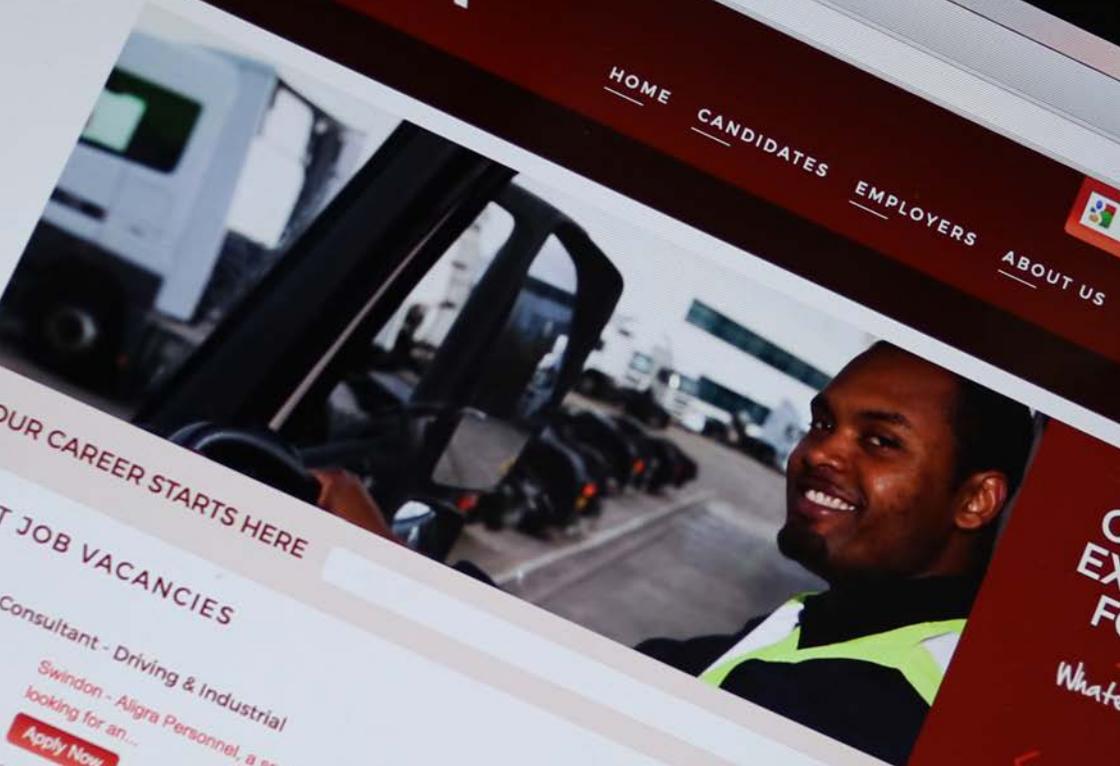
ALIGRA

Whatever it takes



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‘WHATEVER IT TAKES’

When it comes to recruitment, we believe in going the extra mile to connect the right people with the right roles.

For our clients, it's not just about filling a vacancy, it's about making sure your next hire will actively contribute to the success of your business.

For our candidates, it's more than just finding a job, it's about helping them fulfil their ambitions and build a rewarding career.

Our specially trained recruitment consultants have decades of experience across all industries, but our expertise lies predominantly in the Transport & Logistics, Professional and Executive, and Onsite sectors.

Whatever you're seeking, you can expect every member of the Aligra team, from the apprentices to the directors, to always go above and beyond. It's what defines our approach and attitude: we'll do **whatever it takes.**

WHERE CAN WE TAKE YOU?

This could be the beginning of something incredible. Not just a job, but a fulfilling, and rewarding partnership.

That's why our registration process is designed to be thorough and challenging. It helps us get to the heart of your ambitions, so we can find and recommend the candidates that will best suit your aspirations – talented people that will give you the opportunity to grow and develop your business.

Our clients include some of the most exciting organisations around – from individual entrepreneurs to blue chip multinationals. What they all share is a demand for determined, dedicated and driven candidates.

Whether you are hiring temporary or permanent staff, part-time or full time, our specially trained consultants will do whatever it takes to find the perfect candidates for you. We can offer guidance for interviews and make sure you are fully prepared for your next step.

Here for our clients, 24/7

Our offices are open from 7.30am – 5.30pm.

But we're never off-duty. If you have eleventh hour staffing requirements or questions that need to be dealt with quickly, we have a dedicated 24-hour service manned by our specially trained recruitment consultants.





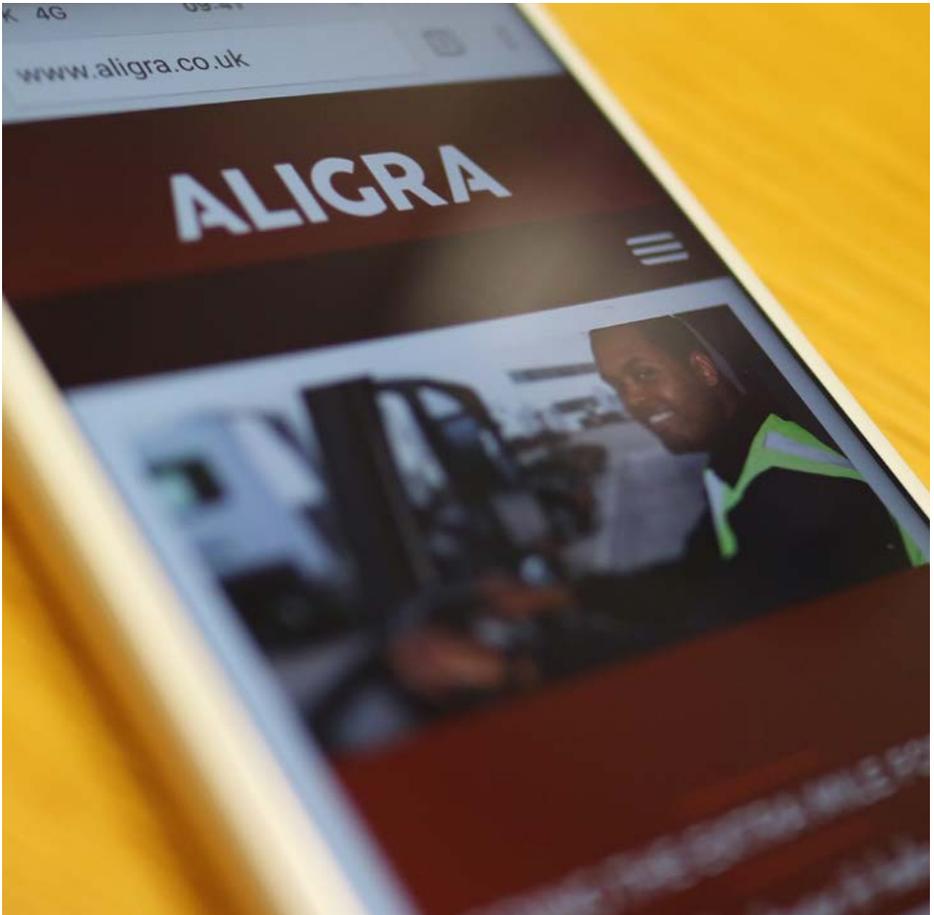
ALIGRA

WE GO THE EXTRA MILE – SO YOU STAY ONE STEP AHEAD

In an increasingly competitive world, the success of your business depends on the quality and commitment of your people.

By carrying out precision advertising, targeted referral incentives and attending employment fairs across the UK, we bring together and represent the best candidates across all sectors.

Of course, to find the right candidate for your vacancy, it is vital that we understand your company – from your business culture and day-to-day operations to your long-term strategic goals. That's why we assign you a dedicated account manager, a hands-on specialist who will work closely with you to ensure you find the most appropriate, high calibre candidate for the job.



WHAT CAN ALIGRA OFFER MY COMPANY?

Whether you are hiring temporary or permanent staff, part-time or full-time, your Personal Aligra Account Manager will do whatever it takes to find the perfect candidates for you.

- **Innovative pricing and cost control**

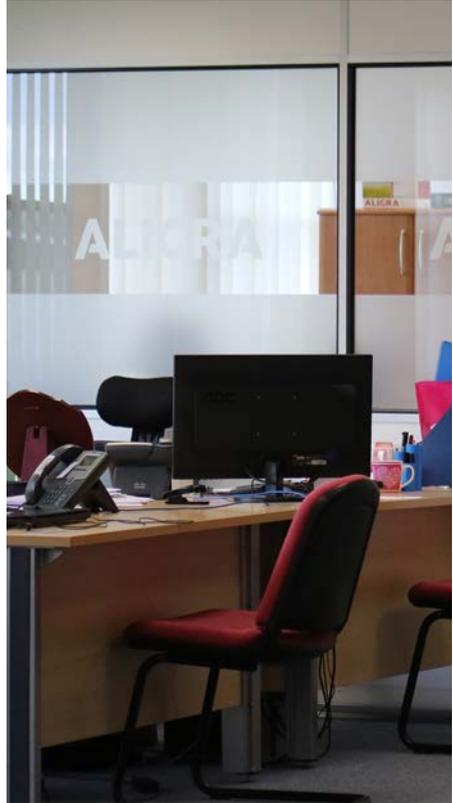
Our pricing schedule can be fully tailored, saving you costs without compromising on service.

- **99.48% fulfilment of all contracts**

Thanks to our 'Whatever it takes' philosophy, we have an exceptionally high fulfilment rate.

- **We'll help you stay legally compliant**

We can advise you on everything from the Agency Workers Regulations to Statutory Pensions Enrolment. As corporate members of the REC (Recruitment and Employment Confederation), we are monitored to ensure we adhere to the code of conduct and employment law – and have regular audits to guarantee our procedures and processes are in line with current legislation. To give you extra peace of mind, we also have ISO9001 status.



- **We offer tailored account management systems**

To help manage your account efficiently, our unique system gives you timely, relevant and valued information on everything from fulfilment to costings.

Training drivers with Aligra

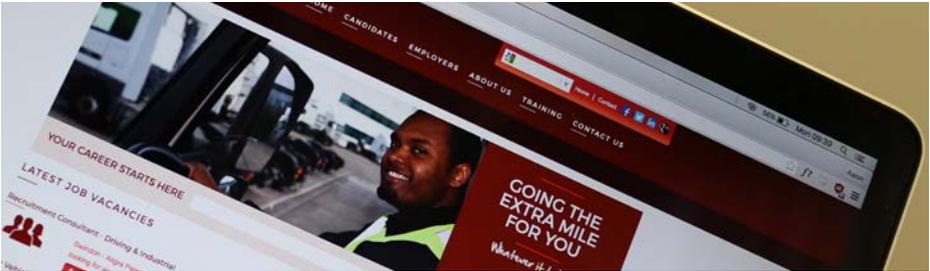
Our recently launched Aligra Training division offers driver workshops, practical training and on-going CPC training.

ABOUT US AND OUR EXPERTISE

Setting the benchmark in recruitment

Aligra was established in 2007. Our management team have over 50 years experience in the recruitment industry. Our goal was simple: to become one of the leading recruitment agencies, with a portfolio of high calibre candidates, and national and international clients. More than 9 years on, we're proud to have built a team of like-minded professionals who share our vision.

People are the most important part of any business – and we are no different. Throughout Aligra we have only recruited consultants who show the right blend of professionalism, passion and commitment, those whose work ethic complements our 'whatever it takes' approach.



Onsite: Stronger, together

For our transport and logistic clients, we offer an onsite, fully account-managed service.

By working in partnership, we can help increase productivity, improve overall staff performance and reduce the administrative burden.

It's a business model that has proved successful time and again. Taking a consultative approach, we are also able to reduce labour costs as well as consolidate and manage staffing vendors.

Transport, Logistics & Industrial: The root of success

We have a wealth of industry experience in the transport, logistics and industrial sectors, understanding the challenges faced by both clients and candidates. It means we can offer an exceptional service – comfortably within budget.

Working with you, we can help to reduce MPG and wastage, manage infringements, and improve safety. What's more, we can plan for peak periods and show how to promote greener driving.

Master Vendor:

Harness our expertise

Temporary roles can be difficult to manage and fulfil – which has a knock-on effect on costs.

That's why we offer a fully managed outsourcing service, designed to handle all operational recruitment as well as the on-going supervision of temporary workers.

The benefits of using Aligra include:

- Direct cost savings and increased staff retention
- Assurance of supply, particularly during peak and/or seasonal periods
- Management of second tier and/ or panel suppliers
- Full recruitment advertising
- Consolidated invoicing – which leads to clear costing and budgeting, and makes planning easier
- Managers are free to focus on critical project work

Foreign labour:

Broadening your opportunities

An increasing number of our clients are keen to tap into the foreign labour market – which offers unique experience, professionalism and talent. Yet it can prove tricky to guarantee the high quality of standards and expertise many employers expect. That's why we personally evaluate every candidate, assessing their English language skills and sourcing all references.

We will also take care of the worker's social welfare, by helping to secure accommodation, bank accounts and the required right-to-work paperwork.

We source the following skills:

- Drivers
- Engineers
- Technicians
- Skilled/semi-skilled production and manufacturing workers

Professional and Executive:

At our Professional and Executive division, we work across industries, specialising in recruitment and talent management for the technical and professional sectors. We manage a portfolio of high calibre candidates in conjunction with both national and international clients.

We are passionate about finding the right people through detailed industry analysis, cultural assessment and the evaluation of the existing dynamics of the organisation.

We provide a culture that allows us to effectively support our clients in securing innovative candidates with the experience to lead their businesses.

Our consultants combine industry and functional expertise with cultural and geographic knowledge to ensure clients have a dynamic selection of candidates to choose from.

Through hard work and our dedicated approach, we guide businesses towards appointments that will transform their business and secure their future.

Professionalism, passion and commitment are embedded in our organisational culture and we will always go above and beyond for our clients to ensure that we are living up to our brand promise of 'whatever it takes'.

Below are some of the keys sectors Aligra P&E supply:

- Science
- Education
- Sales
- Office support
- IT / Technical
- Senior Management
- Automotive / Engineering
- Finance / Accountancy

What we offer:

- Market leading rates
- On call consultant 24/7
- Onsite presence if required
- Temp surgeries once a month
- Personal Account Manager
- Personal Temp Controller
- Committed consultants and resourcers

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TESTIMONIALS

“Rising to the challenge”

As the Transport Manager, it was the responsibility of my team and I to ensure that our customers were provided with an exceptionally high level of performance. We were struggling to support the demand of our client with agency drivers through the eight companies we were using – core kit was parked up and subcontractors were used to cover the work.

I contacted Aligra Personnel and arranged a meeting. They were very professional and it was a refreshing change not to be given all the usual agency spiel. They were open and honest, and although they were not able to accommodate all of our staffing requirements immediately, they did put together a staged plan, with timelines and targets.

Within three months, Aligra hit all the set targets and requirements, truly exceeding my expectations.

Within four months, they became our sole agency staff supplier and we never had to call upon another agency to cover any pre-planned or ad-hoc shifts. Their flexibility and array of other customers allowed me to flex between 6 and 80 drivers per day, without causing any retention issues.

We held weekly meetings with Aligra to discuss performance, infringement, accidents, MPG and other topics. They embraced our contract and assisted in helping us achieve high savings on MPG and accident damage through the effective management of their drivers.

I would happily recommend Aligra to any business that have temporary and permanent recruitment staffing requirements.

Transport Manager, International Logistics Company

“Taking the initiative”

Aligra’s communication with me and my colleagues have always been clear, concise and appropriately timed. Their pro-active approach means the recruitment process is dealt with accurately and efficiently. They make sure I’m fully aware of the recruitment status – without a constant barrage of emails and telephone calls.

Human Resources Officer,
Public Sector Organisation

“Highly recommended”

We awarded Aligra with a Preferred Supplier contract on the basis of a strong recommendation, and we have to say that they worked incredibly hard on our behalf to find the right people for us. They became our sole supplier and, although it was a hard slog sometimes, they bent over backwards to meet our requirements. At peak, Aligra supplied in excess of 100 temporary workers.

General Manager,
National Bathroom Distributors

“Well-devised recruitment strategy”

Our business objective was to reduce the core headcount in our warehouse and instigate a more flexible, temporary measure that would support the peaks and troughs of the business. We talked to a number of different agencies and while they came across as professional, they didn't really add anything extra to the standard arrangements.

With Aligra, they were incredibly interested in our business and how our operation ran. They asked all the right questions and proposed a staged plan that would increase temporary headcount at a steady rate, ensuring that the right people were selected, closely monitored and able to hit our targets.

Aligra have since become our preferred local supplier and are very reliable; they deal with any concerns promptly and are able to support our last minute requests for additional labour incredibly well.

Operations Manager,
Furniture retailer





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