

essential commercial



With the growing need for flexible and temporary personnel, Essential Commercial has positioned itself to satisfy clients who recognise the importance in quality of service.

Essential Commercial delivers a bespoke service via a consultative approach, this is initiated by a familiarisation and analysis process, resulting in a recruitment/service campaign that is both relevant and totally effective, from one off assignments to fully managed recruitment campaigns.

Essential Commercial is an expert in the provision of temporary and permanent personnel to the commercial sector. In this sector we concentrate on a variety of positions that are of a clerical or administrative nature such as customer service, sales, secretarial, call centre, accountancy/finance and administrative staff.

With our focus and expertise in this particular area of recruitment we have developed an acute understanding of the needs of our clients and candidates. With a wealth of experience in the sector and the professionalism of our Associates, we believe we deliver an unrivalled level of service in this market.

Over the years, we have found positions for hundreds of hard working and dedicated individuals. Many of our temporary workers have secured permanent positions with our clients and many more enjoy the benefits of working with Essential and the diverse range of quality employers we represent. Whether our clients are blue chip companies or SME's, and our candidates skilled or unskilled, they all receive the same dedicated service from our team of Associates.

It is the basis of our service to gain an in-depth understanding of your needs and really get to know our client companies, as we believe strong working relationships are the key to great service. If we have a good grasp of your business, how it functions and the pressures you experience, we are then in the most effective position to recommend how our products and services can help.

Recruitment is a highly pro-active business, not for the re-active. Essential Commercial reaches out into the candidate population and engages with your target audience consistently and effectively. A skilled and focused recruitment solution, driven by sector leading individuals who are highly experienced in placing commercial candidates in all industries.

Understanding your needs is of paramount importance to our Associates as this allows us to really get to know our client companies. We believe strong working relationships are the key to great service. If we have a good grasp of your business, how it functions and the pressures you experience, we are then in the most effective position to recommend how our products and services can help.

The basic recruitment process we undertake on your behalf can be shown as follows:

- Job profiling
- Database search
- Advertisement campaign
- Response handling
- Pre-selection screening
- Competency evaluation
- Face to face screening
- Complete assessment
- Candidate profiling
- Shortlisting of candidates
- Appointment management
- Recruitment administration
- Candidate placement
- Total campaign management



As a division of the HR Essentials Group, all quality procedures involving the recruitment of personnel, such as reference checking, verification of work history, skills matching and eligibility to work are strictly adhered to, thus allowing us to eliminate many of the obvious issues associated with the poor matching of candidates, such as reliability and appropriate skill sets.