



The voice of Plastics Industry Recruitment

Sierra 57 – The Recruitment Business Partner for GTMA, providing preferred rates to GTMA members

A highly experienced technical & engineering recruitment specialist supplying skilled professionals to lean manufacturing & precision engineering markets within all mainland UK & Overseas locations. Sierra 57 takes pride in their ability to meet manpower supply and demand requirements for their clients, promoting low costing to customers and peace of mind representation to professional engineering and manufacturing work seekers.

Sierra 57 is a niche specialist working as a Recruitment Business Partner to various companies predominantly concerning all engineering disciplines for the Plastics & Packaging markets. Our Consultants have a proven record of representing our broad range of clients. We offer affordable recruitment rates and understands customer's budgets as we strive to partner with businesses looking to move forward in their respective market. We do this in a transparent manner and offer unparalleled communications in representing engineering and manufacturing professionals.

With the capability to take on exclusive Project Management assignments on behalf of our clients to attract, develop and retain key personnel in line with often critical headcount demand, Sierra 57 have become the go-to niche recruitment consultancy that is manned by engineers, supporting engineers and engineering firms and promoting an engineering solution that works.

We at Sierra 57 are process driven and our success is testament to the depth of our industry knowledge, the professionalism and commitment of our staff to go that extra distance to ensure we find the perfect recruitment solution and our flexible manner of operating that enables us to offer the best solution, and the best results, dependent upon our client's requirements!

Contact Mark Lawson, Managing Director on: mark@sierra57consult.co.uk / **01684 217680**

Background and Values

Sierra 57 is a full service engineering sector focused recruitment specialist, with a background in the manufacturing industry here in the UK.

Our founder comes from a 35+ year engineering background starting in the Royal Air Force, and with an experienced engineer at the head of the business then the importance of Standards, Discipline, Processes and Communication have fed through the organisation and become our core values.

In our industry it is of paramount importance that we handle the pressure of an often moving landscape, handling tight deadlines and working in a timely fashion to ensure that we support our clients to the best of our ability.

We are the Recruitment Expert for the Plastics, Packaging and Precision Engineering Industries, having grown root in the polymer sector and subsequently branched out into the UK wide manufacturing engineering trade. We are a specialist technical and engineering recruitment business, supplying skilled professionals to lean manufacturing and precision engineering markets with the UK.



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Why use Sierra 57

Looking for something refreshingly different from your recruitment provider?

Then look no further than Sierra 57:

- Spread payments
- Recruitment subscription
- Trial & Buy
- Rebate flexibility
- Advertising only
- Retained recruitment
- HR & employment law advice
- Introductory Agent / Facilitator

Highly respected amongst our peers, the consultants at Sierra 57 are always open to discussing how best to serve your company's individual requirements, and we welcome the opportunity to talk through how best we can help.

Contact us today on 01684 217680

At Sierra 57 we use our expertise daily to support our clients in the industry, working as their recruitment partner to advise, support and enable them to do what they do best. We have a range of options available for consideration, and pride ourselves on our ability to work to a 30 day action plan in order to make recruiting staff as hassle free as possible.

Here are just some of the ways we help our clients continue to remain at the cutting edge of engineering practice.

Spread payments

Recruiting for staff is a crucial process to enable growth and ensure business continuity, so the process should not be hampered by a lack of flexibility surrounding the sourcing of key individuals that can make your business perform to the highest level. At Sierra 57 we prided ourselves on our partnerships with key clients, and we recognise that the flexibility we show to some of those key partners is what makes the difference in enabling them to develop their business in the right way. We do not work to rigid payment structures, believing in the flexibility to agree to spread payment costs and therefore take the pain out of a sometimes daunting recruitment process.



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Recruitment subscription

In line with our continued belief in partnering with engineering firms, we recognise that over a year the costs of recruiting can mount up and that it is often an underappreciated fact that there is a financial cost to growing a business through the support of recruitment consultancies. In order to combat this we have tailored a program of subscription type agreements meaning that we work to a set monthly fee regardless of the number of positions we are asked to fill, meaning that firms are able to grow their teams without worrying about an increase in fees as a result – one set monthly fee for the duration of the agreement, pre-agreed to ensure that it is below the estimated spend of recruiting on a standard contingency basis. Saving you money, removing the stress and simplifying the process.

Retained recruitment

Operating on a retained basis is not the reserve of large corporations with unlimited budgets, we recognise that firms of all sizes and stages of their journey can benefit from knowledgeable consultative guidance from our supportive and experienced team. Spreading the cost of recruitment not only helps keep costs down, but also provides reassurance that we are actively working on your behalf to secure the right person for the role. Fees are divided into 3 stages: 1/3rd paid when we start recruiting on the role, 1/3rd when the offer is made to a candidate, and the final 1/3rd when the individual has successfully started in the role.

Trial & buy

A popular trend in the industry is to offer candidates a trial, and whilst for many this is limited to a day or two, then we are able to offer a far more beneficial experience by having candidates through us for a month trial. Candidates are provided at a contractor rate for a period of 4 weeks, and at the end of this when the candidate is successful then the invoice will have any fees already paid removed from the amount due – meaning that this free additional service does not impact on the cost of hire!

Does it work? Well with a 100% success rate to date of candidates on trial securing the role and remaining in the position, then we are extremely confident that this offering is a highly effective way of adding value to the recruitment process for both client and candidate, all without costing businesses anything extra or negatively impacting on the candidates.

Rebate flexibility

With years of experience in the industry then we know that an often queried part of the negotiation processes between recruitment companies and new clients is the presence of a rebate period. Clients can often feel a tad underwhelmed by the options presented to them, whether that is a complete lack of rebate should a candidate leave, or an alarming drop off in percentage returned from week to week. So here at Sierra 57 we pride ourselves on seeing through the mist of confusion, and having the flexibility to offer rebate periods of 3, 6, 9, 12 months – we have confidence in our work and whilst we



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accept that things can of course occur that are hard to predict, that there needs to be an essence of re-assurance from a recruitment provider. We back ourselves, and will happily discuss a range of options to provide the insurance you need against potential mishaps and misfortunes during the first year of a new employee's time with the firm.

HR & Employment Law

We understand that no client's circumstances are the same as another, and that for many there will be some "speedbumps" along the way, and that often there can be concerns that you would like to discuss with a professional but do not know where to start. Time to turn to Sierra 57. Our staff have been in the industry surrounded by a range of individual firms and their unique circumstances, with a number of requirements depending on their distinctive settings. Whether you are looking for advice on employment legislation, recruitment best practice or GDPR – contact us today and begin taking steps to resolve those queries. And for anything that we are unable to resolve in house, we work closely with an established HR & Employment Law specialist in the industry, offering exceptional independent advice to companies seeking guidance on difficult topics.

Advert Only

Often a cost effective solution for those with a limited budget, we are able to provide advertising space on a range of job boards, and offer to advertise on your behalf across our network, sharing the role with jobseekers on a variety of job boards as well as our own website. For many there is no one stop destination that will attract the right individuals, and advertising on all those job boards independently is a costly process. We also respect a company's decision to perhaps seek out individuals without simultaneously making the market aware that they are actively recruiting, and in these circumstances it can be crucial to have a recruitment partner able to advertise on their behalf. This is where we come in, advertising positions and attracting interest on your behalf, ensuring any interested candidates CVs are then passed on for you to review and determine those to progress with.

Introductory agent / Facilitator

With our excellent background in the sector, in depth knowledge of the key players, and a passion for forward-thinking engineering, then we have often found ourselves privy to information through our network that we know can be of benefit to others in the industry. Out of this has grown a reputation for being a one stop shop of information and advice relating to far more than just recruitment, and we frequently find ourselves in a position to introduce key contacts to each other and support key business relationships. Whether operating as a source of advice, a soundboard for ideas, suggestions of suitable suppliers, manufacturers, prototype designers... or acting as a facilitator to mergers and acquisitions – Sierra 57 have the resource, knowhow and passion for connecting business partners in an ever moving landscape, with our finger on the pulse of manufacturing engineering.