



# FOUNDATION

## RECRUITMENT

### Training & Development

#### #GROWWITHUS



We are eager to encourage and cultivate our Consultants. As we typically recruit novices into the company, during your first 2 weeks you will be taken through our modular training programme - our 'High Achievers Academy', delivered by the Directors. At this stage you are given detailed training encompassing our business, our values and culture, and your role. We know you will have a lot to digest so we always allow a great deal of "settling in" time over these initial weeks!

After the first couple of weeks, you will spend more and more time out of our training rooms and in the main offices. The training will however continue for some months as you will be sat alongside a Director to ensure we can give you regular feedback and support on your development.

We also have an industry leading online training platform called 'Recruitment Juice' accessible by all employees to ensure everyone is constantly developing!

# FUTURE LEADERS



INVESTORS  
IN PEOPLE

Gold  
Until 2021

Our Managers have implemented a 'workshop' initiative. This involves working with their teams on a weekly basis covering a different recruitment topic each week. These workshops enable our most experienced team members to share their knowledge and techniques to ensure everyone is working in the most effective way possible.

We provide so many development opportunities as we fully understand our people are imperative to our success. If our people can communicate successfully and build quality relationships, the business can grow to its potential. We are proud of the development opportunities we provide, and to reflect this, we been awarded a Gold Investors in People accreditation.

With an average employee age of 23 years old, we strongly believe in our young talent. We intend to grow our business leaders from its roots without external hires. We have a "Future Leaders Programme" for team members to enrol onto to become a team leader by 2020 which includes certified Apsco Management Development training. Our training and development initiatives assist us in making good consultants great, and great consultants excellent management and future leaders of the business.

# SUPPORT



On top of structured training, Managers hold weekly one-to-one meetings; reviewing activity of the past week, commend achievement and create a plan for the week. This ensures employees understand what's required to be successful and in turn require less daily support. They develop and progress quickly; hence our young management team.

We are proud to share that in our most recent biannual employee survey, we found 100% of our employees feel fully supported from management and 100% of employees feel career opportunities at Foundation Recruitment are aligned with their long term carer goals.

Our exciting and niche markets are growing rapidly. In response, we are looking for ambitious people to join us. If you are driven by success; relentless in impressing new clients; willing and ready for a new challenge and have an appetite to develop your skills and knowledge, we would love to hear from you.





# SUCCESS STORY

## Alex Rowbottom, Director, Manchester Office



Alex joined in April 2013 as a Resourcer in the Shopping Centre Management team and became Head of UK Shopping Centres after just two years in the business. In Q3 2015, Alex became Divisional Head of a wider team of Consultants, taking on Facilities & Building Management as well as continuing to lead Shopping Centre recruitment. Following promotion to Associate Director in October 2016, and again to company Director in June 2017, Alex has been accountable for the strategic direction and leadership of our Manchester business.

***“Foundation Recruitment has given me such a huge platform to develop both personally and professionally”***

*“Having been with the business for almost 7 years, I have achieved things I never thought I could in such a short period of time and am truly proud of my journey to date. Foundation Recruitment has given me an unrivalled platform to develop both personally and professionally and continues to provide aspiring minds the same opportunity.*

*I came into the business with a real drive and determination to succeed and grasped as many opportunities as possible including IIP Gold accredited training, attending industry events, meeting clients and candidates*

*throughout the sector, developing new divisions for the business, taking on team leadership and growth, business planning and development, the list goes on!*

*My vision for the Manchester business is growth. To achieve this, my main objectives are; investment and development in the existing team, recruiting new (ambitious, aspiring and driven) faces that have the potential to be senior leaders of the future and exceptional business strategy and implementation.”*

# SUCCESS STORY

## Tim Forbes, Director, London Office

Tim joined the business aged 23 in 2011 as a Consultant within the UK Shopping Centre team. He developed into a highly competent Consultant, taking on a multitude of UK roles before spearheading our international expansion. He has gone on to become an instrumental member of the team, becoming a business Director and opening and leading our London office. Tim now conducts a sales focussed position, supporting both office in new business development and client management.



***“For someone looking for responsibility, opportunity, challenge and a culture of self improvement and advancement, we are an ideal business to join.”***

*“My journey with Foundation Recruitment has been exciting and often challenging. I began with the company as a recent graduate, working in what was then a fairly new sector within the business, however, since then my role has changed and grown significantly. I now lead the London office which includes our international team. We have grown from being solely active in the UK to now operating in over 20 countries.*

*One of the most interesting changes has been the development of a team of international consultants from other countries who speak many languages. This has added a genuine multi-cultural element to our business and has allowed us to maintain our excellent standards whilst operating in a very wide range of international locations. The job is not necessarily an easy one, but we are still in the early stages of our international journey and for someone looking for responsibility, opportunity, challenge and a culture of self improvement and advancement, we are an ideal business to join.”*