

# Night walking

- the best girls' night out in town!

On 9 July 2011 Worcestershire women walked either 5 or 10 miles in St Richard's Hospice popular annual Midnight Walk. With the aim this year of getting hundreds of ladies walking, Hewett Recruitment again sponsored this girls' night out with a difference! This really was a huge Hewett effort: female staff walked, Jo Watkins' husband Gary did the lighting and entertainment, Louise's trainer Deane Hart did the walkers' warm up.

Some of the Hewett team enjoy last year's Midnight Walk.



**HR** HEWETT RECRUITMENT

hewett EXECUTIVE TALENT

# HR Profile

Summer 2011

HEWETT RECRUITMENT - SETTING THE STANDARD FOR THE FUTURE

## Go Olly!

## In the swim



Amy Smith

In just 12 months' time, Amy Smith's Olympic dream could become a reality. In the meantime, Amy, who is the daughter of Hewett's June Smith, is going to great lengths to show her best stroke throughout the remainder of 2011. Amy, aged 23 who has a degree in Sport and Exercise Science is, at the time of going to print, about to take to the water in the national championships and then the World Championships in Shanghai.

Everyone at Hewett Recruitment wishes Amy the very best of luck!



Louise (right) and other Business Games judges

## Business brains and games

Louise was one of the judges at a 'Business Games' event which took place at Worcester Rugby Club at Sixways on 22 March. The event, organised by the Institute of Chartered Accountants, runs nationally but in regionalised pockets. Students from different local schools were set business related tasks to get their business brains working, and were judged throughout the day.

Business Games' organiser Celia Adams, chair of the Institute of Chartered Accountants in Worcestershire, said: "Feedback has been more positive than I could have imagined. Students were inspired by the 'buzz' of having local business experts backing their career hopes.

"The whole business community came together, and it was great to have support of local business figures such as Louise Hewett. As one mentor said, we shall never know the difference this has made in bringing the best out of our young people."

## Going for Growth

In 2010 Hewett Recruitment reported a 35 per cent growth in business and is now poised to double in size over the next three years.

Having celebrated its 30th year in business in 2010, Louise Hewett and her team are looking ahead and believe the time is right for the company to grow by another 50 per cent.

Hewett's growth strategy is already in place, with increased number of recruitment consultants working across both Kidderminster and Worcester offices and designated areas of specialism which are pushing the business to the next level of expansion. Specialist areas such as IT, Engineering and Executive have already contributed towards Hewett Recruitment's growth pattern, and will be, Louise believes, instrumental in driving the business towards the targets set.

"Within our team, we aim to attract the cream of the industry - talented, knowledgeable, professional recruiters who care passionately about customer service and are great relationship builders. Successful businesses are about people and one of the reasons for our on-going success over the past 3 decades is our ability to identify the right individuals for each role and company at every level.

It's not about firing off CV's with a 'spray and pray' approach, rather it's about understanding what makes a business tick and supplying the people that will help meet an organisation's objectives.

Louise believes that the key to future growth is her people and is proud of the high levels of staff retention seen at Hewett Recruitment. "Our staff retention is way above industry norms. Hewett consultants play an integral part in the strategic development of the business.

I think this is why they stay with us and the reason we attract top performers to our team. Everyone here feels valued and to be able to contribute directly to the success of our business."

Turn to page two to meet some of Hewett Recruitment's new team.

## IN THIS ISSUE

- Record breakers
- Community in common
- In the swim



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Going for growth, Hewett Recruitment's Worcester team.

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# Going for growth - people power

The key to the 50 per cent growth targets set for Hewett Recruitment over the next 3 years is people: the people Hewett supplies and works with and the people who are within the Hewett team. Here, HR Profile welcomes some of the new team members:



Ian Hood

## **Ian Hood** Consultant for Hewett Executive Talent.

With his extensive background in executive search and selection, Ian is bringing to the Hewett team the skills set to address and deliver senior level requirements in recruitment. From his career in IT which saw Ian managing both European programmes and teams, to a complementary change of direction 15 years ago into recruitment, both at Harvey Nash and then running his own search and selection company, Ian has a strong track record of results, and the necessary people skills to meet employers' and candidates' needs in these types of executive role. Intuition is vital too, Ian believes: "I have a proven methodology for search and selection, which stems back to my role at Harvey Nash, and which I then refined and developed in my own organisation. Good customer relations, strong understanding of client culture and intuition are all vital in the mix: an understanding of people which leads to a sense of who will best fit."



Tom Mann

## **Tom Mann** Recruitment Consultant in Hewett Recruitment's IT Division.

Tom's drive and passion have seen him progress within the Hewett team to this role which sees him tasked with expanding the success of this specialist IT Division to further afield. "My objective is to grow Hewett's IT placements in Gloucestershire" says Tom. "We are already known fairly well in that region, but there is huge potential for further growth. For me, the challenge of building up this area is really exciting." Tom has recently presented to Worcester University business studies students, taking part in a workshop with Handelsbanken's Worcester Branch Manager Phil Dutton (who is also the new Chair of the Worcestershire Ambassadors) to advise students and answer their questions on getting into the workplace, CV's and interview techniques. In his spare time, Tom is a keen rowing coach at the University.



Louise Barnett

## **Louise Barnett** Resourcer in the IT Division.

Louise is welcomed to the Hewett team, working closely with Worcester Branch Manager and Head of the IT Division Ben Mannion and colleague Tom Mann. Graduate Louise is quickly developing her natural aptitude for recruitment, and Ben is confident that her thoughtful understanding of clients and candidates, and professional, hard-working approach, combined with Hewett's staff training and development programme, will see Louise progress quickly within the IT team.

More on Hewett's expansion into Gloucestershire in the next issue!

## Record Breakers

A record breaking number of temps are now on Hewett Recruitment's books and out in the workplace. Some 320 industrial temporary workers are working through the Kidderminster branch alone, the highest in the company's history. "Our team of temps has been in increasing demand from manufacturers across the region," smiles Kidderminster Branch Manager Diane Hall-Smith who heads Hewett's record breaking industrial desk. "Many of our clients are now offering some of our temps permanent jobs, which we consider a measure of our success!"

*Di Hall Smith (second from right) and the record breaking temp team at the Kidderminster office.*



# Tweet tweet

twitter

LinkedIn

facebook

Keep up to date with Hewett Recruitment via Twitter, Facebook and LinkedIn. Hewett has set up a LinkedIn group for HR professionals, as well as utilising these other popular social media networks. Jo Watkins is responsible for developing the company's social media strategy, who comments: "With Twitter, Facebook and LinkedIn, we can communicate quickly and responsively with client companies, candidates and other HR professionals. We see the LinkedIn group as part of the HR Forum - creating discussion on subjects of importance, particularly if you can't get to the HR Forum each time."

[www.twitter.com/hewett\\_rec](http://www.twitter.com/hewett_rec) <http://linkd.in/GAGj7> (short URL) Google us at Hewett Recruitment Facebook



WCH and Hewett Recruitment share a sense of community

## Community in common

**A shared sense of the value of community and CSR values was one of the deciding factors when Worcester Community Housing (WCH) selected Hewett Recruitment as the exclusive agency on its preferred supplier list.**

Following an in-depth and searching tender and selection process, Hewett was chosen above competing recruitment agencies. The WCH selection panel requested full examples of service level agreements, examples of added value offered by Hewett (such as the HR Forum and other seminars), company processes and procedures and all areas of compliance.

"My colleague Jennie and I presented to the WCH panel in early February this year, and were delighted when we heard of our appointment," said Ben Mannion, Worcester office Branch Manager. "Day by day we are supplying mostly temps and trade workers, although there are office roles within the contract too."

The nature of WCH's requirements sees the Hewett team using its efficient approach and strategic understanding of WCH to source trade staff rapidly. This will often be within hours, to WCH's exact brief, supplying staff with CRB checks and CSCS cards, for example. "We need to demonstrate a thorough knowledge of the different types of roles that WCH need, as well as understanding their strong CSR commitments and philosophy. Not only that, but we need

to supply the calibre of candidates who also appreciate WCH's commitment to the community," Ben adds.

For Worcester Community Housing, the partnership is working well. It is the perfect complement to WCH's recruitment activity and delivers a service that is competitive within the local marketplace.

Procurement Manager Richard Orders said: "It's great to see two local businesses working together and delivering successful results. We have built up an excellent working relationship and feel that Hewett Recruitment are an integral part of our business resources and a value for money approach to service delivery.

"We have been particularly impressed with the efficient service Hewett provide and that candidates have been carefully screened to provide only those which have a positive 'can do' attitude and are qualified for the role. Without doubt their service offers a competitive edge and we look forward to us continuing our working relationship in the future."

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