



The rpc Group of Companies

20:20 Vision

The Next 2 Years > > >

Our Brands

Our Mission

Our Values and Behaviours

1. Business Description:

We are an independently owned Award-Winning Multi-Sector Executive, Management, Technical and Commercial recruitment consultancy operating the following brands:

rpc | technical recruitment formerly known as **rpc search and selection** is a leading technical recruitment specialist in logistics and supply chain, engineering, FM, construction, military and defence and naval, port and marine positions across the whole of the UK

It has 2 sub brands – **rpc | logistics & supply chain recruitment** and is one of the UK's oldest established executive search and selection companies with its origins going back to 1985 and specializing in filling key UK based management roles for leading organisations operating within the Logistics and Supply Chain and related sectors

rpc | IT and telecoms recruitment – our newest division specialising in IT and Telecoms positions across the whole of the UK

rpc | foodservice recruitment is a leading recruitment specialist in the foodservice sector. Operating throughout the UK and Internationally in the areas of Delivered Foodservice - All temperature spans, Contract Distribution, Food to Go, Van Sales, Food Ingredients, Catering Disposables, Catering Equipment, Foodservice Manufacturing, Fresh Produce, Meats, Seafood, Charcuterie and Fine Foods and Cash and Carry

rpc | catering & hospitality recruitment is a leading catering and hospitality recruitment specialist in supplying Chefs of all grades and Hospitality General / Deputy / Assistant / Restaurant / Bar Managers / Sommeliers and Mixologists and Hotel staff of all levels throughout the UK and Internationally

rpc | commercial recruitment is a leading commercial recruitment specialist for Sales, Marketing, Business Support, HR and Finance positions across the whole of the UK.

rpc | international recruitment is an international technical recruitment consultancy and in addition to its core strength of managing logistics and supply chain assignments worldwide, also focuses on the additional sectors of facilities management, catering and life support services, military and defence support services, aviation, security, fuel supply and distribution, IT and telecoms, retail and wholesale, cruise ships, mining, engineering and construction including oil and gas.

rpc | interim recruitment specialises in the growing market of supplying Interim Managers and Consultants in the UK and Worldwide. All recruitment divisions source HR / Personnel, IT, Sales / Business Development and Finance Executives who have particular experience in the sectors in which **The rpc Group of Companies** operates.

rpc | armed forces – working across all divisions with employers who are favourably disposed to recruiting military leavers and ex-military personnel

rpc consultancy services – an HR , employment law and recruitment advisory service aimed primarily at SME's exclusively provided by our Managing Director , Chartered FCIPD and FIRP

2. Brand Identity

2.1 Group Brand



2.2 Divisional Brands





2.3 Sub Brands



3 Our Strapline

placing the people of tomorrow, today ...

Declaring our ability to identify and place talented individuals who are on the “way up” in their career

4 Our Mission:

We are passionately committed to....

- Becoming the destination of choice for professionals who value the truly personal approach, provided by a highly motivated professional consultancy
- Being the “go to” Company for Clients seeking the highest calibre of career professionals in the specialist sectors in which we excel thereby adding value to our Clients businesses
- Providing a progressive, dynamic and forward-thinking environment that empowers our colleagues to deliver exceptional customer service that engenders Client and Candidate long term loyalty

5 Our Vision:

“To provide effective recruitment solutions that change the lives of Clients and Candidates for the better”

6 Our Values and Behaviours:

All of our work will be undertaken within a framework of key values and behaviours with the simple aim of making the Company a great Company to do business with and a great place to work.

Put simply they are:

- ⦿ **Trust, respect and integrity**
- ⦿ **Customer focus**
- ⦿ **Commercial focus**
- ⦿ **Empowerment and accountability**
- ⦿ **Employee Fulfilment**

They are broken down as follows:

Trust Respect and Integrity

- ⦿ Always acting with courtesy, politeness and decency towards others
- ⦿ Treat Candidates as individuals with courtesy and respect at all times and maintain the confidentiality of any information of a Candidate
- ⦿ Being ethical and legal and treating others equally, irrespective of race, sex, age, disability, religion or politics
- ⦿ Build effective partnerships with Clients which reflect a strong mutual commitment to the task in hand as well as mutual trust, candour and responsiveness
- ⦿ Treating others as you would wish to be treated yourself

Customer Focus

- ⦿ Recognising our Customers and their requirements – internal and external

- ⦿ A commitment to achieve the best results
- ⦿ Understanding our Customer's needs; listening to their views and feedback; anticipating changes and trends and acting where relevant
- ⦿ Fulfilling our commitments to our Customers
- ⦿ Responding promptly to requests and any changing requirements

Commercial Focus

- ⦿ Financially Viable
- ⦿ Honest and Trustworthy
- ⦿ Ethical and Legal
- ⦿ Flexible and Adaptable
- ⦿ Service Focussed
- ⦿ Willing to go the extra ... (whatever that may be)

Empowerment and Accountability

- ⦿ Agreeing individual and team objectives in conjunction with our overall goals and targets
- ⦿ Constantly seeking development of our people and providing the necessary training
- ⦿ Recognising and channelling the strengths of individuals and encouraging their contributions to the team effort

Employee Fulfilment

- ⦿ Creating good working conditions
- ⦿ Ensuring two-way communication is used when planning and decision-making wherever possible
- ⦿ Listening and responding to ideas, views and feelings
- ⦿ Creating an environment where people can enjoy their work and have some fun