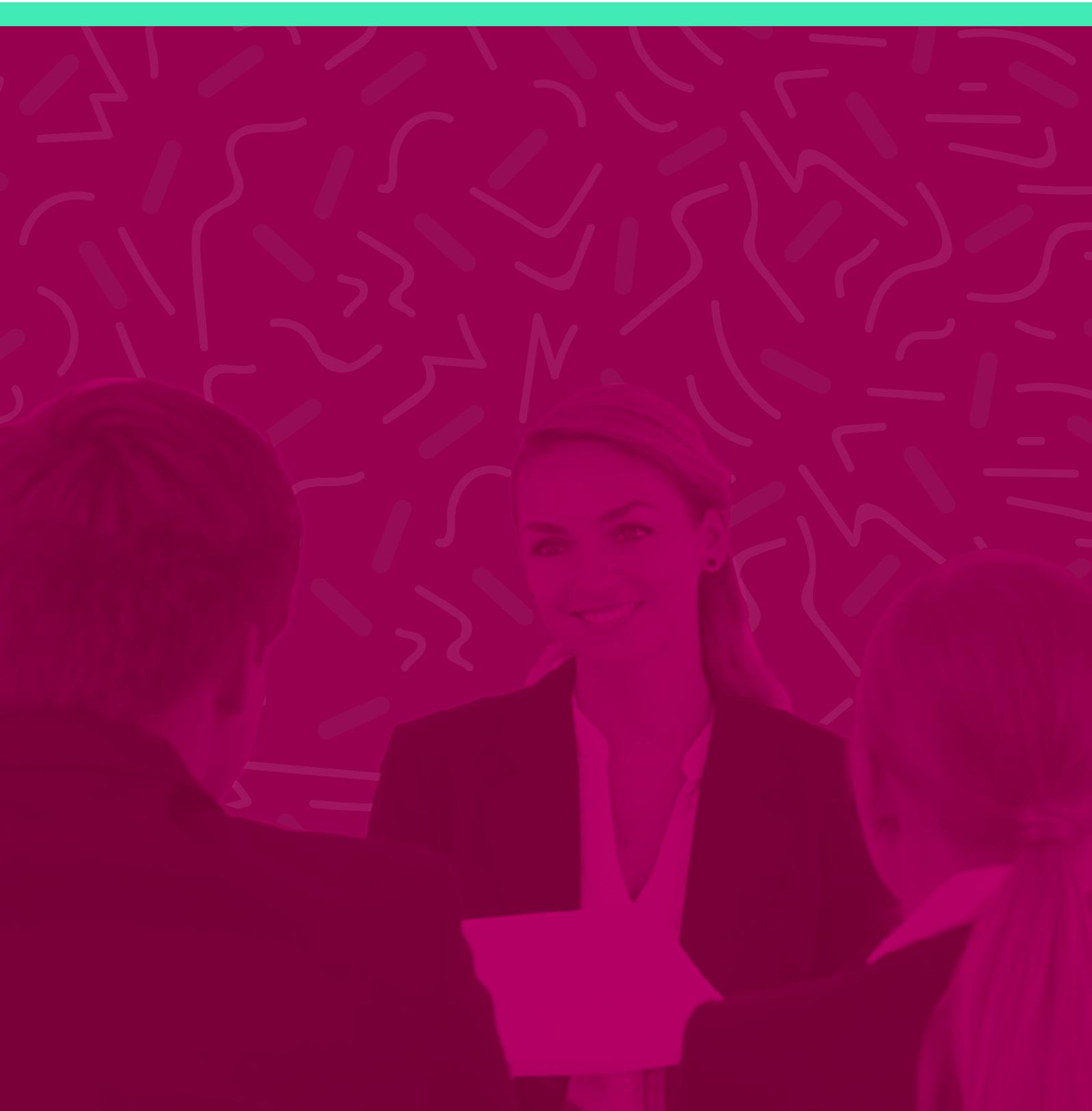


# Why use Property Personnel?



**Hiring the right staff is one of the biggest issues facing employers today, especially when it's a candidate's market. To attract and secure high-calibre individuals, those who could add incredible value to your business over the years, it's important that you not only know how to differentiate yourself, but more importantly, you know where to look in order to find them.**

A business is its people, that's an undeniable fact, and one which we at Property Personnel live by. As such, we take the time to get to know your business, understand your roles and discover how you work, becoming a trusted recruitment partner. This enables us to identify the skilled personalities who will best suit and thrive in your unique environment.

- Get it right first time
- High-calibre candidates
- No hidden fees
- REC membership
- Value for money
- Reduced hiring time
- Trusted recruitment partner
- Quality, friendly service

We know all agencies can say that, but what makes us stand out is our experience, reputation among the industry (we work with some of the most prestigious property companies) and our track record – not to mention our desire for providing exemplary service to both candidates and clients. In fact, most of our business originates from recommendations or referrals – predominantly in London and the remainder in the Home Counties, though this is certainly not restrictive.

Property Personnel is the longest-running recruitment agency that focuses exclusively on residential estate agency. Established in 1988, it is still managed on a daily basis by owner and founder, Anthony Hesse. The team comprises consultants who each possess in-depth knowledge of the sector and who together have worked for Property Personnel for more than 50 years. Put simply, we know what we're talking about.

We offer a value-for-money, one-stop approach to recruitment that saves you money and cuts hiring time to a minimum. This encompasses advertising campaigns, help with the creation of job descriptions and other related documents, and providing practical advice. We'll do the hunting, make interview arrangements, carry out screening and act on your behalf at every step of the way.

As members of the Recruitment and Employment Confederation (REC), we pride ourselves on high standards and transparency. We'll keep you as involved as you wish to be, providing regular updates. Rest assured that there won't be any hidden fees, either; everything is agreed up front.

“ **Over 93% of the candidates we place are still working at the same company a year later.** ”

As a niche agency, we have direct access to candidates that are actively looking for employment specifically in the property sector – from graduates and second-jobbers, to career-changers and those aiming for the upper echelons of the industry. We provide comprehensive advice and guidance to our candidates (both in person and on our site) to help them decide on their next move, prepare for interviews and ensure that property really is the area in which they want to progress. This all contributes to our impressive retention figures.

While many candidates register with us directly, our recruiters also use social platforms to identify individuals who would be perfect for your vacancy but perhaps weren't actively looking for a new job. This means we can find top talent before your competition does.

We appreciate that property is an industry notorious for high staff turnover and so to inspire confidence, all of our candidates are screened before they are introduced to you. Where possible, we will attempt to obtain verbal references. All of this significantly improves the chances of making a successful match, while also screening out those who are not serious about a career in property. In every case, we will provide honest and constructive feedback to both you and the candidates.

“

**We personally interview over 90% of the candidates we introduce to our clients, including all candidates with no previous estate agency experience.”**

Some recruiters cold call, others send speculative CVs, a few tell bare-faced fibs to get their foot in the door. Not us. Our approach is one of mutual respect and a genuine wish to secure employment for our incredible candidates. That's why we're always calmly professional:

***We meet you:*** To get a real understanding of your business and a sense of the working culture, we will visit you at your premises. Our experience enables us to know quickly what sort of candidate would make the perfect fit. Importantly, though, this gives you the chance to meet us and determine whether we are the recruitment partner for you. We're fully aware that it's a two-way process at this stage.

***We offer expert advice:*** From interview techniques to salary benchmarking, we can give you guidance on a range of recruitment topics – all as part of the service, naturally.

***We guarantee confidentiality:*** Recruitment is an area strewn with potentially contentious issues (salary levels, headhunting, etc.), but we will always maintain a high degree of confidentiality and operate discreetly at all times. We pledge always to protect your interests and those of our candidates.

“ On average, one in every three candidates we send for interview is offered a job. ”

We are privileged to work with some of the UK's most successful property businesses. We have supplied candidates to well-known brands, including Carter Jonas, CBRE, Chestertons, Cluttons, Grosvenor, Hamptons International, JLL, John D Wood, Knight Frank, Savills and Strutt & Parker.

That's in addition to many independent and privately-owned estate agencies that are based around the capital and the south east, such as Chancellors, Curchods, Kinleigh Folkard & Hayward, LIFE Residential, Portico, Romans and Winkworth.



No matter whether you seek a school-leaver or a regional sales director, we place candidates of all professional levels into a range of permanent roles. The property industry is far wider than many people think and we actively recruit across several functions:



Residential lettings



Residential sales



Property management



Block management



Renewals



Tenancy management



Relocation



Land and new homes



Accounts



International



Investment and development



Business support and administration.

Property Personnel offers an expert, consultative service to help you secure top talent for your business. We work on a “No sale, no fee” basis, which means that you may review as many CVs and interview as many of our candidates as you need to, but a cost will only be incurred if you hire one of them.

**“Some of our successful candidates are still working for the same company we placed them with over 20 years ago; many others have remained with the same company we placed them in for five, 10 or more years.”**

Our core office hours are **Monday to Friday, 8:00am – 6:00pm**. However, we know that a personnel crisis can occur at the most inconvenient time, or perhaps you'd like to talk more freely when the office is empty, so if you need to speak with your consultant out of hours, we can be contacted on our mobiles or via email in the evenings and at the weekend.

We're proud of the service we provide and many of our clients will attest to the quality of our candidates and the entire hiring process. Should you wish for a little extra assurance, we will happily put you in touch with some of our existing clients for a testimonial.

If you'd like to find out more, please call us on **020 7792 9779** or **01784 451 464**.





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