

SPECIALIST TALENT ACQUISITION AND MANAGEMENT



Making successful people

# Professionalism, Partnership & Passion

These are the qualities that ARM stands for, and that we are committed to delivering to you at all times.

Established in 1996, ARM is one of the UK's major talent management consultancies and a UK Top 100 Recruitment business. Our core services are multidisciplinary technical recruitment, consultancy and training.

ARM has achieved its size and success because we continue to live and breathe these qualities.

## Professionalism



When you choose ARM you are choosing a firm whose quality-driven processes ensure that our clients and candidates are afforded the maximum possible protection from risk and a truly superior level of service.

Strict compliance to legal standards in every step of our recruitment and consultancy process is a mandatory requirement for ARM.

## Partnership



We want you to be delighted with the service that ARM offers. To do that, we need to be fully attuned to your needs - and that means working in partnership with you.

Our approach is to fully understand the different cultures and requirements of every client. This means that we can offer a bespoke solution that is the right one, regardless of your needs.



## Passion

No firm in our sector can deliver the best people and the best resource solutions to its clients unless its own people are passionate and motivated.



ARM's specialists are trained and motivated to perform to the highest levels: we are the winner of the first ever Institute of Recruitment Professionals Award for People Development. Our investment into our own people, and their expert involvement in the strategic direction of the business, means that our entire workforce has a stake in the business – and makes for a superior service delivery.



## It's all about (three-way) communication



Our aim is to ensure a continuous communication loop between clients, candidates and us.

We are in the business of delivering skilled people to organisations who need them.

To do that, we have to listen hard and truly understand what our clients and candidates need.

Our clients and candidates are heard.

If we're not listening to them, we're not doing our job. We think this three-way communication between ARM and its clients and candidates is some of the best in the industry, and we invite you to experience it first hand by challenging us with any resource issue.

## Our brands

The ARM Group provides two key brands, ARM and ARM Consulting, that together provide a complete suite of human capital management solutions.

ARM delivers contingency recruitment aligned to mirror our clients' industries.

ARM Consulting provides innovative end-to-end solutions for more complex client requirements, such as Recruitment Process Outsourcing, Training, Project teams and more.

# Industry Sectors

We supply permanent, contract and interim recruitment in the following (and more) industry sectors.

Each specialist division is staffed by consultants who are skilled within their markets. Our teams benefit from a balance of recruitment and industry experience and serve a cross section of business functions.

## iGaming

ARM's iGaming division focuses exclusively on the online Gaming and Gambling arena, sourcing skilled candidates across a range of disciplines from strategic management to operations, payment processing, technology and marketing.

## Sales

Our sales division recruits high level, skilled IT and Engineering salespeople with specific resource allocated to each discipline. Sales is a personality-driven business function and we understand the importance of finding the right candidates for our clients' needs.

## IT

Our clients range from high technology vendors, integrators and consultancies to finance, government and the public sector, engineering and utility firms. We supply IT professionals into all of our engineering vertical markets.

The practice comprises both niche technology teams, aligned to technical specialisms (IT Security, Communications and Networking & Infrastructure), and client specific service delivery teams.

## Manufacturing

Specialists within vertical sectors provide specific market expertise in a broad sector. Our manufacturing teams cover Maintenance and Facilities Management, FMCG, Process and Quality Control, Procurement, Supply Chain, Materials Control and more.

## Water and Environment

We support clients in water asset engineering and consultancy and environmental consultancy. From large capital programmes to individual commissions, we have a reputation for honesty with expectations and thorough commitment in delivery.



## Power and Energy

Our in-depth knowledge of power generation, distribution and associated technologies enables us to provide expert advice and premium delivery to developers and consultancies in renewable and non-renewable markets.



## Oil and Gas

Serving some of the key Energy companies, ARM has a professional approach to white collar technical and executive recruitment for the global Oil & Gas, Subsea and petroleum industries, serving Operators, Design Consultants and EPCs.

We can recruit for everything from exploration and development to design, engineering and software.



## Transport & Infrastructure

This multidisciplinary division includes a number of teams that work closely with one another to explore synergies across different but related industries.

We specialise in planning, engineering, and project and programme management of rail, highways and associated transit systems, covering civil engineering and construction, and power, signalling, communications and systems engineering.

## Electronics, Software & Systems

Our broad experience in the cutting edge technology domain enables us to work closely with our clients in achieving their goals. From a perspective of R&D and innovation of the next generation of high-tech electronic and software products, our partnership approach ensures the best talent in the market place.

## Automotive

We offer clients and candidates a service that reflects our thorough understanding of the Automotive and related applications industry.

## Defence, Aerospace, ATM & Space

We specialise in the interception, management and delivery of programmes and projects, meeting the demands and standards of heavily regulated industries.

We partner clients for the full engineering life cycle, providing flexible value-add solutions to our business partners and the best automotive jobs for the best candidates. Our client list includes OEMs, Consultancies, Suppliers, and Commercial & Off-Highway Vehicles.

Our expertise in defence, aerospace, avionics and associated products allows ARM to provide total human capital management across all engineering functions and throughout the entire life cycle.

# The ARM experience -

## what you get from us

Our quality promise is simple – *“What we say is what we do”*.

We have a transparent method of engaging with clients based on a process that is sophisticated but feels simple.

### Understanding your needs

We ensure that we fully understand your resource needs so that we can provide the best solution. This may be through informal discussion, a more formal series of review meetings and site visits, or a systematic audit methodology.

### Tailoring the solution

Once we have a clear understanding of your business, culture and resource requirement we will ensure that we tailor our solution accordingly.

### Communication

Whether supplying sophisticated management information on complex solutions or keeping clients and candidates apprised of progress on assignments, communication is an ARM forte.

### Service delivery

Having identified the best solution for your resource needs we can bring our expertise and resources to bear on the task by using our full service portfolio.

### Talent pool

We can access a huge pool of candidates through our own, and external, databases. Our direct line to so many skilled professionals means we can resource strategically for clients' current and future needs.

### Specialist support

Our specialist support divisions ensure our customers receive the highest possible quality of service, benefit from the best possible protection from risk and are paid/ invoiced promptly and accurately.

Our support teams include compliance, quality, contracts, finance and marketing - each of them enhancing our customers' experience.

### After care

We continue to deliver a first class service once we have completed an initial assignment. We provide regular feedback to clients on ongoing activities and we canvass our customers' feelings about our service as part of our commitment to maintaining quality.

It's not just what you get from ARM that makes the experience worth repeating. It's how it's delivered: with **passion** and **professionalism** and in the spirit of **partnership**.



## **ARM** Consulting

ARM Consulting is a division of the business that provides complete talent management solutions and sophisticated delivery models for a range of high level client requirements.

Our consultancy service offerings include needs analysis, attraction, recruitment, talent management, learning and development and exit strategies where needed.

### **Our coverage includes:-**

#### **Professional Services Recruitment**

ARM Consulting can provide flexible solutions in the increasingly demanding HR, Procurement and Graduate markets. The key to success in each of these markets lies in accuracy of candidate matching, and searches that begin with a blank canvass and a detailed brief.

#### **Executive Search and Executive Evolution**

We have created what we believe to be a ground-breaking service specifically built for executive leaders and founded on expertise, integrity and a fresh, collaborative approach. We partner with clients as a value-creating advisor, delivering best practice executive search.

#### **Training**

Our specialist training team provides a wide range of technical and business skills training at locations throughout the UK, through a network of tried and tested training partner providers. Simply, we save time, money and the hassle that is often encountered when sourcing and selecting external training solutions.

#### **Managed services**

Including Master and Neutral vendor, Recruitment Process Outsourcing and Insourcing. Our delivery models reflect clients' different requirements for recruitment, or for project and consultancy teams.

We have the flexibility to offer day or hour-rate consultancy solutions which allows for a more consultative, comprehensive approach to all aspects of the recruitment and HR cycle.

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