



We have a mantra here - there's no I in team and as a small, close-knit team, we like to think of our clients as friends. Our drive to achieve happy outcomes for our clients and candidates has not only grown our clients' teams, but our own as well!

We don't take consultants straight out of university without industry knowledge. Instead, our clients get to work with experienced people. Training and development of our own team plays a key part in the business. We ensure that the time is taken to continue improving our service, through training and development of the whole team. Both our Directors, Julie and Phil, are accredited advanced practitioners of personality profiling, using the Thomas International System. We also offer this as a service to our clients.

What we do

We specialise in pairing candidates with roles within Marketing, Creative, Digital and PR.

We're a niche specialist in our field, not a generalist. This enables us to deliver genuine industry specific advice to recruitment challenges and the experience to deliver complex recruitment projects. Julie and Phil have over 40 years combined experience recruiting for the sector.

From in-house to agency, Blue Chip to SMEs, we love working with a variety of businesses – it keeps us on our toes!

Our values

Recruitment revolves around people and so rather than hiding behind our desks, we choose to take the time to personally meet not only our candidates, but our clients too, to discuss their brief and any specific requirements they may have. What better way to begin matching the right role with the right candidate?

We're firm believers of honesty being the best policy. From start to finish, we keep an open-door policy to encourage complete transparency between our team, our clients and our candidates, to provide a quality service that saves valuable time and money.

We also make a promise with every client, to never approach any of their employees, including any candidates we have placed with them – it's unethical and we don't agree with it.

We're heavily invested in the industry

We're immersed in our industry and we are working hard to bring students and graduates together with employers, through our Employability Days. Not only that, but we've also been helping to set up and sponsor a new industry training initiative the School of Thought, an intensive 12 week course to develop idea generation and creative thinking skills.

Where it all started

Creative Resource was established in 1990 by its founder, Julie Ollerton. Phil Cookson joined us in 2004 and was promoted to Director in 2014. Having survived many recessions, as well as the bursting of the dot.com bubble, we have been lucky enough to see the industry evolve, particularly in its use of technology. Last year, we spent an evening celebrating 25 wonderful years in business, with family and the friends we've made in the industry over the years. We looked back over the past 25 years of Manchester and the creative industry, with some fantastic guest speakers from the industry. Take a look at the evening's hashtag #MCR25, or head over to our blog, for a hint of what was discussed on the night.

FAQs

What happens next?

Should you choose to work with us, we'll discuss any timescales you may have, as well as our terms of business. We will ask you to agree terms of business at the outset, to make sure we all know where we stand. From there, leave it to us to provide you with some fantastic candidates who meet your brief. It's our job to shortlist, not to just send CV's, and we aim to bring you a strong shortlist of around 4 or 5 individuals, who we believe meet the brief and could fit in well with your current team and company values.

We'll then make all the interview arrangements, and take care of you and the candidate right through to their start date. It's important to us to provide you with regular updates, so you don't have to worry about us dropping off the face of the earth!

What happens if something goes wrong?

Sadly, it very occasionally just doesn't work out between a candidate and a client, and we understand that this can leave you in a tricky situation. Should this happen, we are more than happy to work with you to find a replacement, completely free of charge, within timeframes mentioned in our terms.

We're proud of who we are

We take pride in the work that we do. Our company values and our unique approach to recruitment are what sets us apart from other agencies, and this can be seen in the results we produce. Our most recent survey found that 91% of our candidates were still in their position after 6 months, highlighting high satisfaction ratings from our clients, our candidates and the roles they were placed in.

Don't take our word for it! We have many testimonials on our website and can provide case studies for you too.

We hope this gives you everything you need, but if you have any questions, feel free to give us a call - We'd love to hear from you!

0161 477 3221

www.creativeresource.co.uk

Managing Director – Julie Ollerton julie@creativeresource.co.uk