



PROVIDING PREMIUM HEALTHCARE PROFESSIONALS AND SERVICES

- Permanent Recruitment (Contingency and Retainership)
- Fixed Term Contract (Contract & Temporary Recruitment)
- Executive Recruitment (C-Level and Senior Management)
- Outsourcing Recruitment and Management
- Expatriate & Repatriate Medical & Healthcare Recruitment (using our International & UK Talent Pool)



ABOUT US

CastleMoore Recruitment is a specialist Healthcare Recruitment Consultancy whose objective is to provide premium healthcare professionals to the market. Using innovative talent acquisition methodologies.

Our team of Healthcare Recruitment Consultants work with you to understand your short- and long-term needs and provide professionals who have the technical expertise and demonstrate the ability to adapt to the culture and ethos of your organisation.

We work with YOU! Your journey is our journey!

Healthcare is a sector where technical expertise and professionalism meets with compassion and empathy - This is the ethos of the CastleMoore brand. We understand that no organisation operates on a “one size fits all” module so we work with you to ensure that your bespoke needs are met without compromising the quality of the personable service we provide and the caliber of professionals that represent us.

As a leading supplier of Healthcare professionals, we have been privileged to work with organisations within the NHS, private sector, and public health institutions across the UK to provide premium recruitment services, that add and promote value cost-effectively.



WHY ENGAGE CASTLEMOORE RECRUITMENT?

Access to a pool of diverse candidates – fully vetted and DBS Verified

Over the years we have established a large network of professionals who are medical and healthcare specialists. Our talent acquisition methodologies ensure that the candidates we provide have the technical ability and the soft skills needed to integrate into the work culture of the healthcare sector. Hiring at all levels can be very complex process and hiring the wrong candidate can be very costly to your business so you'd love to ensure you get it right the first time. At CastleMoore, our screening and vetting process is very thorough to ensure that we comply with the current legislation concerning legal rights, confidentiality, equality and discrimination, and the appointment of “fit persons” set out in the Health and Social Care Act 2008 (Regulated Activities) Regulations.

Specialist recruitment and Talent Acquisition knowledge

Our team of consultants have a wealth of combined experience attracting talent in the Medical, Health and Social Care sector. We understand that the change in business trends can affect the dynamics of the market and as a result the need for specialist skill set differs.

In order to provide candidates that meet the various requirements, we remain relevant in the Healthcare sector and work with our clients to ensure that they are leaders in their market by implementing a more consultative approach to our work. The CastleMoore Recruitment Consultants know the available talent, where they are and how to reach out to them, their salary rates, career expectations, available skillsets and the current hiring complexities. We act as partners and collaborators who are your eyes and ears in the market.



CLIENT SERVICES

Recruitment

Recruitment is a complex process that requires not just a deep understanding of the market and demonstrating the ability how to attract the right talent. It's a blend between psychology, and technicality when implementing talent acquisition strategies but it is also an acquired skill to identify who can adapt to the culture of diverse working environments.

At CastleMoore, we have developed a team who are recruitment specialists both in the area of Talent Acquisition and applying these methodologies within the Health and Social Care sector so be rest assured that you're in good hands.

We offer a range of staffing solutions that cater to the various needs of our clients. Whether you are looking for a permanent employee, maternity cover, or an emergency shift; we have fully compliant and readily available professionals for you to select from.

We provide the following recruitment services:

- Permanent Recruitment (Contingency and Retainership)
- Fixed Term Contract (Contract & Temporary Recruitment)
- Executive Recruitment (C-Level and Senior Management)
- Outsourcing Recruitment and Management
- Expatriate & Repatriate Medical & Healthcare Recruitment (using our International & UK Talent Pool)

Our recruitment and selection services include:

- Complete management of recruitment campaigns
- An in-house screening day for clients with limited interview schedules or require a quick hire
- Mirror Profiling and Description creation
- Psychometric assessment by our qualified consultants covering both personality, management style and adaptability.
- Management and design of assessment centers
- Co-ordination at the offer stage including obtaining references and medical details



TRAINING

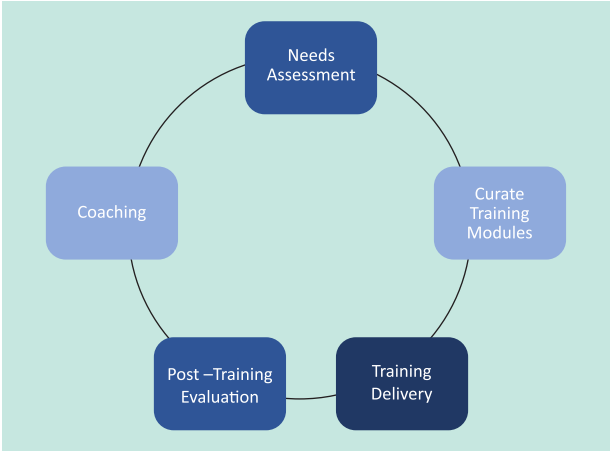
Our Training Programmes are blend between corporate emotional intelligence and technical implementation.

The Health and Social Care Sector is rapidly changing, and we work with our clients to ensure that their team is fully aware and trained on any new developments that may have a direct impact on their business.

The beauty of our training programmes, are the fact that they are bespoke; which means that every programme we run is designed specifically to cater to the needs of your organisation.

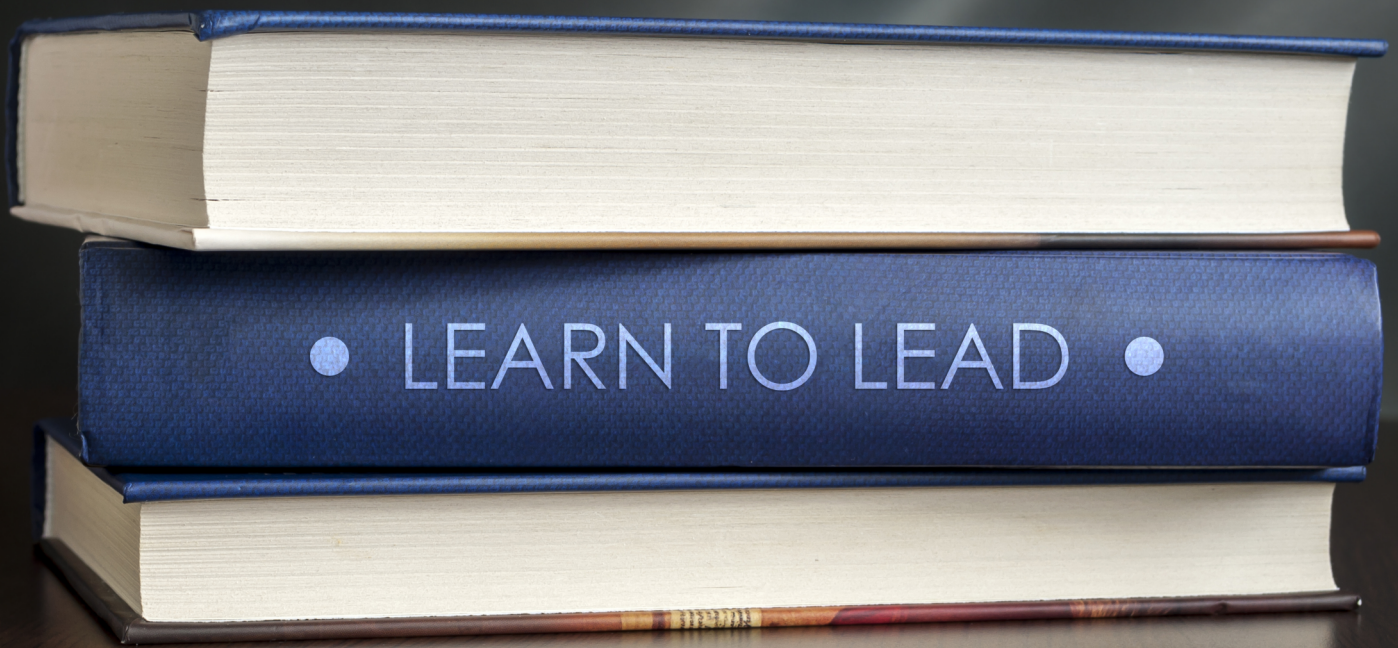
How are we able to achieve this?

We work with the best academia and curriculum developers to devise modules that reflect the pai



Needs Analysis: We will sit down with you to identify the pain points, your short- and long-term terms objectives and analyse them by exploring various scenarios and the timeline. At this point we would provide you with an Initial Solutions Proposal based on our meeting

Curate Training Modules: Based on an agreed implementation of the proposal, we develop the modules ensuring that the content is solution-led. Every module will provide in-depth insight into the problems, the solution, and its ripple effects on the Health and Social Care market.



TRAINING

Training Delivery: We understand that people learn differently, and as a result our training delivery encompasses a varied style of delivery. The objective of this is to ensure that our delegates are engaged in the training programme absorb its content.

Post Training Evaluation: We are our biggest critique! Our training programmes are just as important to us, as it is to you to ensure that the objectives of the training have been met. It's essential to us to review the programme, set post assessment indicators to ascertain its success and identify any gaps (if necessary) to focus on moving forward.

CANDIDATE SERVICES

At CastleMoore we are passionate about seeing you grow, and we endeavor to assist you on that journey. Whether you're an entry-level candidate or experience executive, we provide services that are tailored to assist you achieve your career objective in the short and long term.

As qualified consultants in the Health and Social Care sector, we understand the market and the needs of organisations. With this, we create tailored roadmaps that include small career milestones to help you achieve the bigger picture. We are not promising that you will get your dream job, however what we can guarantee you is that you're fully equipped with the right tools, skill set and market information to assist you on your career journey.

The candidate Services we provide covers:

- CV & Profile Writing Services
- Employability Training
- Professional Career Consultation`
- Healthcare Adaptability Training



TRAINING

CV & Profiling Writing Services

On average, A hiring manager takes uses an average of 5 – 7 seconds to scan the first page of your CV before they make up the mind whether to continue reading on or not. Your CV is your virtual marketing tool. It says a lot about you without your potential employer seeing you. Your CV must sell you and intrigue the reader enough to want to meet you. Even if you're a perfect match for the job, if your brand is not attractive, they won't buy into you.

Your CV should tell a story, By the end of reading the CV, the reader should know as much as they can about you on paper, to the point that they can read between the lines, picking up on attributes that you didn't necessarily mention and invite you for an interview to put a face to the CV and assess your competency and cultural fit.

CastleMoore Recruitment offers a CV & Cover Letter Writing Service where we will highlight your core strengths, attributes and professional experience as well as your academic achievements and professional affiliations/memberships. Using our unique methodologies, we emphasise and expatiate on your key deliverables, ready to engage potential employers for that next hire.

Employability Training

We work with you to be the best you can be utilising your natural attributes and also assist you in acquiring new skills to ensure you're employable in a competitive market. Our training programmes vary from Interview Preparation, Profile Building exercises, to Workplace Ethics. All our programmes are specifically designed to increase productivity and employability for the Health & Social Care sector.



PROFESSIONAL CAREER CONSULTATION

Within the Health and Social Care Sector, there are many areas to explore. As a generalist or as a professional with a technical specialism, the opportunities are limitless. However, because of the technicalities of the sector, you would need to have a definitive career plan to achieve your aspirations.

Our Psychometric Career Consultation Assessment helps you identify yourself as a professional and also gives you questions on what to ask an employer when in an interview based on the results of your report

With over 7,000 words this report prints to over 30 pages and goes into great detail about each individual.

Why so big? Well career development is one of the major pillars of our life and unfortunately most people are in the wrong job. The report can be used for all kinds of career development; from graduates through to senior executives. However, what you will not find included is a list of job titles.

The analysis looks exclusively at your personality type and takes no consideration of your work experience or qualifications.

And finally, you must remember that job titles are marketing devices to promote jobs, so they can be misleading. Job titles are very blunt instruments and insufficient when trying to decide your career direction. However, you will read about the kind of work environment you will thrive in.

There are too many topics to list that are included in this very detailed report but included are;

- Ideal Work Environment
- Key Strengths
- What Motivates You
- Areas of Challenge
- Your Line Manager
- Your Colleagues
- Handling Pressure
- Your Communication Style
- Dealing with the public
- Delegation
- Leadership
- You, as a Manager



FREQUENTLY ASKED QUESTIONS

What is your candidate attraction methodology?

Because no organisation is the same and may have a specific need tailored to their own organisation; we do not use the same candidate attraction methodology to identify talent. We assess your organisation, and your requirement and as a team, decide on the best methodology to use based on your needs and the urgency of your vacancy. Headhunting may work best for some vacancies, while referrals may work best for another. Some clients may prefer profile matching whilst other may prefer traditional recruitment methods so as a result, we implement our talent acquisition strategy on a case by case basis.

What screening and selection process do you use?

We understand the sensitivity of the Health and Social Care sector, so we have many layers of our screening process, we ensure that our screening procedures are:

- Clear and robust to ensure maximum protection to service our clients
- Non-discriminatory, reflecting equality and diversity principles, policies and legislation, and professional Codes of Practice
- Compliant with the Protection of Freedoms Act 2012 in respect of making and acting on the results of criminal records and barring lists checks
- Compliant with the laws relating to the employment of applicants from abroad, including European Community and non-European Community countries



FREQUENTLY ASKED QUESTIONS

Do you possess a clear equality and diversity policy?

Yes, we do! We are an equal opportunities employer and have an equity and diversity policy that is signed by every employee, and sub-contractor of CastleMoore Limited before they can engage in any form of employment through our consultancy. This policy is available at your request and is sent as part of our compliance documentation to all our clients.

Will your consultants visit our site and how many consultants are working on the roles?

Yes, we will visit you onsite to get a feel of the culture of your organisation, understand your structure and ensure that the candidates we present have the technical competency and ability to integrate into your culture.

Can you provide testimonials from your clients?

Yes, we can, they are available at your request

What is the average experience level of the business? What is the experience level of your key contacts and the people who will be working with you?

We have a combined experience of over 20 years collectively in recruiting Healthcare professionals including specialist doctors, nurses, general practitioners, healthcare assistants, Qualified and support professionals within Social Care.



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