



crimson[®]

CANDIDATE CHARTER

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A career move represents one of the biggest and most important life changes you'll ever make.

Our promise to you:

We recognise that you need a recruitment partner that is committed to understanding you as a person as well as your skills and experience. That's why we adhere to a charter that is designed to give you the confidence that you are getting the one-to-one support and advice you need as well as access to the very best and most appropriate opportunities in the market.

- We never submit your CV for a position without your permission
- Your Crimson representative will liaise directly with clients on your behalf and offer wide-ranging advice on everything from market conditions to salary expectations
- We prefer your CV to be written in your own words but we will always help you improve it and provide you with expert guidance
- Once your application has been submitted, we'll keep you fully informed of its progress

Before every interview, you'll be given detail on:

- your role, responsibilities and the work involved
- remuneration rates

- the location and local environment
- the length of the contract
- the format of the interview
- any aspect we believe will give you an advantage
- We supply feedback to help you learn and grow after an interview

Once offered a position, we'll handle all your contractual paperwork to ensure it conforms to employment regulations.

On starting a new position:

- We'll be in touch to make sure you have everything you need on your first day and then after a few days to see how you're settling-in
- You can contact your Crimson representative 24 hours a day, 7 days a week if you have any question
- Before extending a contract, we will discuss alternative opportunities with you if they are suitable
- Our careful payment processing means pay is always on time
- If you email us with an enquiry, we will respond to you within one working day
- The CV we hold on file for you is always available for you to check or update



Having worked with other agencies and recruiters - as an employer and employee - Crimson's attention, open communication, proactive approach to their contractors is head and shoulders above their nearest competitors. Crimson's assistance, advice and guidance is second to none.

Feedback from Crimson's Candidate Survey 2015



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- **Experience:** You will receive a positive experience of the recruitment process from end-to-end. Crimson manage candidates throughout the recruitment lifecycle, sending email confirmations for vacancy submission, and salary / rate. We also meet with candidates 24 hours before an interview to fully brief them and call them afterwards for feedback.
- **Consultative:** We listen and advise you to ensure we have a detailed understanding of the your current situation, career aspirations, and where you require support.
- **Communication:** The Crimson team are transparent and straight-talking, empathetic yet constructive. We will provide you with honest feedback, and meet with you face-to-face as often as possible.
- **Deliver on promises:** We expect honesty in return from all our candidates. Please provide us with constructive feedback, attend all appointments, and respond to calls, emails and texts.
- **“Partner of choice”:** We strive to be a key partner to all our candidates and endeavour to receive recommendations.
- **“Career Tracking” / KIT:** You will be assigned a personal trusted consultant who will be your ‘go-to’ contact at Crimson. This highly-trained individual will act as your career advisor.
- **Candidate Events & Networking:** Crimson’s events open-up opportunities for our candidates and give our team a chance to get to know you socially.
- **Live Crimson Values:** All staff and candidates that work for Crimson are expected to uphold our core values.