

edenbrown

built environment

Recruitment built to deliver



Employee Value Proposition

Not your traditional recruitment company

With recruitment knowledge spanning over a quarter of a century, we are one of the longest established built environment businesses in the UK, upholding a reputation which has allowed us to build and develop long term relationships with our candidates and clients.

Working from a network of six offices throughout the UK, our consultants are niche sector experts in their respective disciplines which cover architecture, construction, building services, facilities management and maintenance, surveying, engineering, interior design, and building maintenance.

We are recognised as a market leader across many of the sectors in which we operate. Our teams combine many years of recruitment expertise with an in-depth knowledge of their markets. Whilst our consultants deliver a personalised, ruthlessly-focused service, they also take the time to listen and act upon candidates' job requirements. Put all this together and it enables consultants to match the right candidate to the right job first time, every time.

Eden Brown Built Environment is proud to be part of the nGAGE group

Eden Brown Built Environment is proud to be a part of nGAGE Specialist Recruitment, a UK-based recruitment group which supports, steers and brings together specialist recruitment businesses, enabling them to be market leaders within their respective sectors.

With a strong entrepreneurial culture and financial backing, Eden Brown Built Environment benefits from the security, shared services and comprehensive support you expect from a major recruiter, combined with the autonomy and agility of a specialist consultancy.

Focus, knowledge, expertise

Our company culture is based around three main pillars – empowerment, personal and company growth, and a commitment to excellence.

Employee empowerment

Eden Brown Built Environment has a long history of being shaped by its people, with a focus on building strong and successful teams rather than layers of management. Team members are encouraged to take ownership of their own desks, not only understanding their sales results but their entire P&L.

Rapid progression is a common occurrence amongst our driven consultants who can see how their efforts impact the business. Our clearly structured career paths identify what they need to achieve to take the next step in their career.

Personal and company growth

We believe happy teams are productive teams. If we give everyone the opportunity to grow and develop both personally and professionally, they will provide the very best level of service to our candidates and clients as well as delivering successful results for the company.

We invest in our team members and want them to succeed in their career at Eden Brown Built Environment, that's why we have clear and transparent progression paths. This is backed up by a dedicated Learning and Development department and a suite of over 100 courses which are available to all, ensuring everyone has the tools they need to achieve excellence.

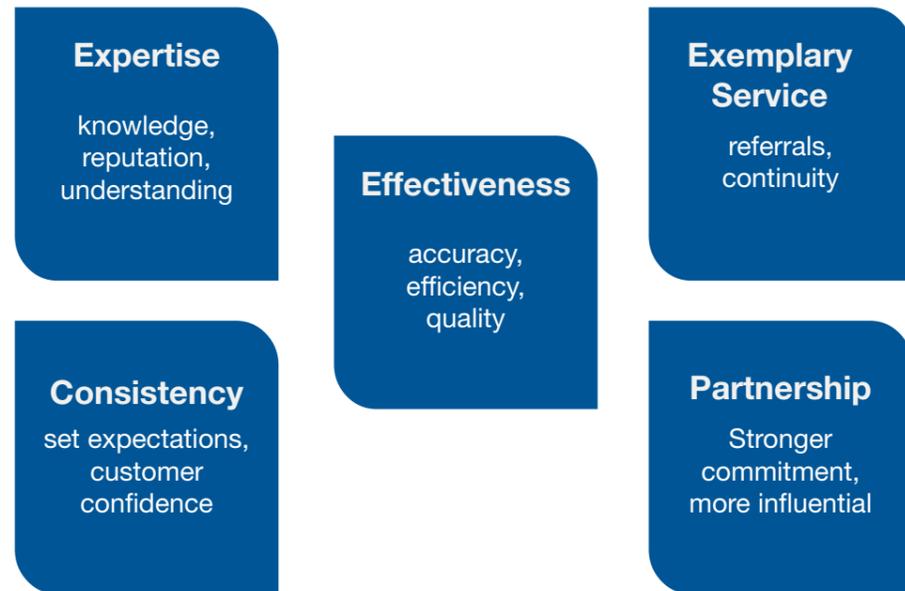
Commitment to excellence

Our commitment to excellence is not just something we talk about it's something we live and breathe. Our strong entrepreneurial culture puts a focus on achieving successful sales results but we also champion best practice. That's why in 1993 we became the first quality assured recruitment agency to achieve the ISO standard. We were also one of the first recruitment companies in the UK to be awarded the Investor in People accreditation, which we have proudly held since 1996.

Our focus and quest for unparalleled knowledge of the sectors in which we operate, allows us to focus on delivering the best level of customer service to both our candidates and clients.

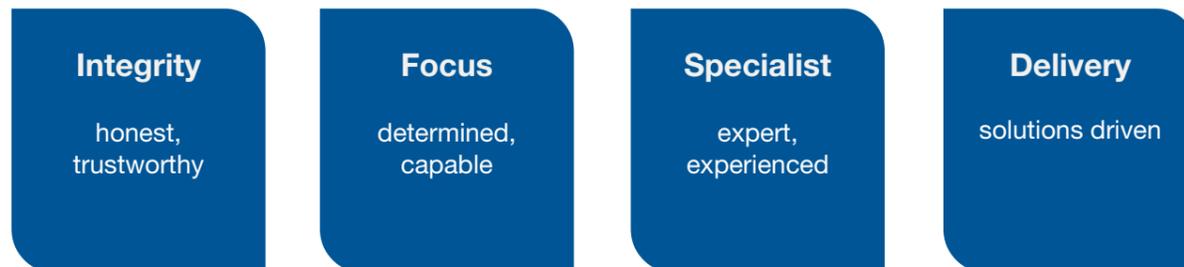


Our Values



Our values underpin everything that we do and are at the core of the Eden Brown Built Environment identity. Whether it is answering the phone or the way that you present yourself at a meeting, you should adopt these values in order to uphold the unique way we work with our candidates, our clients and each other.

As well as within Eden Brown Built Environment itself, we have a number of shared values at group level:



These values shape who we are and drive our behaviour on a daily basis to ensure the continuity of our brand.

The Brand

Our brand is important to us because it generates a more memorable and recognisable image for our organisation and as a result commands greater respect and a premium price point. Our brand is far more than just our logo; pervading our organisation at all levels, it underpins our values and aspirations.

At Eden Brown Built Environment we have carefully shaped our brand and considered how it engages with colleagues, clients and candidates; the three Cs that are vital to the success of the business.

What we expect

With an entrepreneurial culture and a focus on running an open and transparent business, we operate in a way where our team members are given the tools and freedom to take control of their desks and client relations.

Our team members are not the cogs in the massive staffing engines of a big generalist agency, nor are they in a small boutique business where they are unsupported. We offer the best of both - the support of a large business but with the agility of a smaller boutique organisation. This means that our consultants' behaviour is driven a little differently - they live and breathe our values on a daily basis, using their specialist expertise and partnerships to grow our business.

Planning and organisation

Effectively organise and plan weekly activity covering:

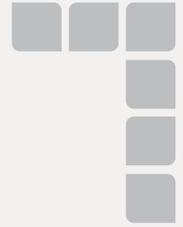
- **Working in partnership with clients** – to understand the clients you should commit to meet at least eight clients per month
- **Meeting candidates** – to understand the career aspirations of our candidates meeting them face-to-face is key. You should organise at least 15 candidate meetings per month
- **Identify business development opportunities** – a core daily activity encompassing everything from research to calls and visits
- **Developing relationships** – to build strong and long lasting relationships and realise their full potential

Quality and Compliance

As one of the first recruitment businesses in the UK to achieve the Investor in People and ISO accreditation, quality and compliance is an important part of our ethos. Consultants are expected to actively demonstrate a full understanding of company quality standards and procedures, including:

- Health and safety
- Equality and diversity
- Disability awareness
- Code of conduct

Additional details would be provided as part of our New Starter Induction Program.



What you can expect

Rewarding Success

We understand that people are our greatest asset and are genuinely dedicated to providing everyone with a positive working environment so that you can fulfil your full potential and achieve ambitions.

As a result various benefits and schemes have been engineered to assist you in your day to day life, help you maintain a healthy lifestyle and reward you for your contribution to the business.

General Benefits:

- Pension Scheme
- Holiday entitlement set in excess of statutory
- Car allowance
- Season ticket loans
- Child Care Vouchers (Salary Sacrifice Scheme)
- Competitive commission and bonus structure for sales employees
- Annual overseas trip for sales competition winners
- Equity Scheme (subject to qualifying)
- Bike to work scheme

Staying Healthy- Keep Fit @ Lunchtime Policy:

- A full hour to exercise with extra 15 minutes for lunch
- Subsidised gym membership and health insurance
- On-site massage facility
- Sight tests and vouchers for glasses

Additional benefits/services/activities:

- Discounted services
- Two days per year to volunteer for charity
- Remote access to allow working from home
- Blackberries for relevant managers

Your development

Your learning and development is fundamental to your achievement and the success of Eden Brown Built Environment. Through effective, personalised development we enable each of you to make your maximum contribution and fulfil your potential.

We deliver the bulk of our training in-house with the majority of sessions written, arranged and delivered by our group trainer. Learning options currently include:

- 1-2-1 coaching
- Dedicated in-house training workshops
- Career breaks/ sabbaticals
- Management training days/ external training days/ team building programmes
- Financial assistance to gain professional qualifications

For added effectiveness and credibility we engage 'experts' from around the business who can share knowledge, real experience and commercial success with participants. Whenever possible the learning and development team will travel to your local office to deliver training, minimising time away from the team and travel costs.