

# Early Talent

by 

## Today's potential, tomorrow's expertise

- + Industrial and student placements
- + Graduate programmes
- + Graduate entry recruitment
- + Internships
- + Consultancy services





We build strong long-term partnerships with our candidates through our Career for Life programme, supporting them during each step of their career.

“ 66% ”

of Generation Z agreed that the most important aspect of a job is interesting work ”

Early Talent survey, SRG (September 2016)

# EARLY TALENT IN SRG

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If you want the best people, you need to attract them early.

With Early Talent at SRG, that's exactly what we do. Helping to build a pipeline of talent for the future of science, Early Talent helps you acquire and cultivate the very best young people in the market at the early stages of their career.

We build strong long-term partnerships with our candidates through our Career for Life programme, supporting them during each step of their journey with outstanding career opportunities and exclusive benefits.

## WHY SRG?

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SRG, part of the Impellam Group, is a leading recruitment agency specialising in science, clinical and engineering. We're committed to providing outstanding temporary, contract and permanent career opportunities of all levels for our candidates and a comprehensive range of expert strategic recruitment services for our clients.

As scientists ourselves, our specialist knowledge and our passion are second to none. It's this combination that makes us different. At SRG we take a holistic approach to capturing early talent in order to drive your future business performance, ensuring you retain your competitive edge.

We offer **attraction, screening and programme management** services and apply techniques which help your future talent engage with your brand.

Young talent have an innate desire to be part of a brand that represents values and innovation. They want to be part of something and belong to a culture that makes a difference. In our recent survey of current Early Talent students, this was the second most important aspect when searching for a job.

*"You need to be authentic to what you are, otherwise Generation Z will see through the mirage. You are not Google so you cannot pretend to be Google by having beanbags around the office. Know your core purpose, know your values and above all, know how they make a difference in your business."*

**Russell Beck, Head of Consulting, Impellam**

With Career for Life, we consistently engage with our candidates to understand their skills, their needs and their career aspirations, placing them in new and exciting roles to keep their careers moving – which means we can put you in contact with the right talent at the right time. Career for Life means talent for life.

At each step of the talent acquisition process, we use every opportunity to engage and absorb them into your culture.

Early Talent at SRG aims to attract and develop the very best talent through initiatives such as:

- + Industrial and student placements
- + Graduate programmes
- + Graduate entry recruitment
- + Internships
- + Consultancy services

# OUR APPROACH

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We'll help you develop the most outstanding emerging talent, bringing real value to your people development strategy.

Our services are tailored to you and your specific needs – whether you need three placements per year or 300, whether you're a small bio spin-off or a multinational

Here are just some of the ways we can help you:

## UNDERSTANDING

- + A picture of your perfect candidate
- + Detailed benchmarking so you know how you compare within the market
- + 'Best Match' university courses
- + Expertly tailored job descriptions to attract the perfect candidates
- + Person specification so you get the right skills
- + Assessment of candidates' cultural fit with your business
- + Competency-based assessment of candidates' suitability
- + Engagement with your cultural values

## ATTRACTION

- + Targeted marketing campaigns pinpointing and attracting the best young people
- + Contact with established university and education networks, giving you access to the best talent
- + Social media campaigns
- + Your branded microsite hosted on our website

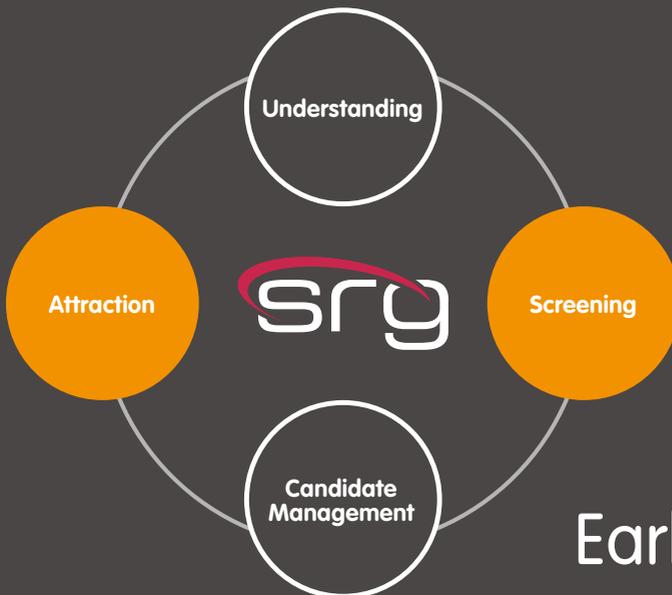


## SCREENING

- + Bespoke interactive screening questionnaires
- + Initial telephone screening to draw out the best candidates
- + In-depth telephone interviewing to bring young talent alive
- + Video interviewing
- + Aptitude testing
- + Psychometric testing
- + Competency scoring matrix
- + Design, management and support of assessment centres, taking the hassle out of your hands

## CANDIDATE MANAGEMENT

- + All aspects of candidate management before, during and post selection
- + Payroll support
- + A dedicated programme manager
- + Regular events to maintain engagement throughout the programme
- + 360 degree review system
- + Final competency and behaviour based candidate reports
- + Colleague recognition programme
- + Post programme 'High Flyer' pipeline tracking and engagement mechanisms
  - Business updates
  - Profile updates
  - Engagement
  - Alumni



Early Talent  
by SRG

# WHAT OUR CUSTOMERS SAY

“ SRG are an excellent team to work and collaborate with. I always look forward to this time of the year as they make the early talent assessment team very enjoyable and productive! ”

**Senior Hiring Manager**  
FMCG company

“ Assessment centres have run really, really smoothly. Both the managers and candidates have had a good experience and the candidates we’ve seen across the 5 days have been really strong. ”

**HR Manager**  
Global healthcare company

“ SRG has shown clear capability to handle a large workload whilst still maintaining strong relationships with all stakeholders including myself, the business and the candidates. SRG has also found impactful solutions that are easy to implement and right for all parties involved. ”

**Industrial Placement Manager**  
Pharmaceutical company

“ Thank you for everything that you have done for myself and the other students. The swiftness of your email replies and efficient remediation of queries I have had, has made the whole year one run smoothly and has been extremely enjoyable. ”

**Early Talent candidate**

“ SRG did a fantastic job in making the candidates feel comfortable and doing their best. Excellent experience! ”

**Early Talent candidate**



“ Generation Y and Generation Z are far more motivated by the learning component of work – having interesting, relevant, projects to work on that increase their knowledge. ”

**Russell Beck,**  
Head of Consulting,  
Impellam

For further information,  
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Additional services available from SRG:

- + Recruiting both temporary and permanent staff across science, clinical and engineering
- + Premium by SRG - our enhanced recruitment service which pro actively targets the best middle and senior managers
- + Synergy - our scientific in-sourcing partner
- + Seminars (CPD accredited) include:
  - Generation Game (multiple age diversification in the workplace)
  - Employee Engagement
  - Candidate Experience
  - Attrition and Motivation
  - Appraising the Appraisal Process
  - Future of work