

RECRUITING TALENT



Alexander Lloyd



**“An established
recruitment business
successfully delivering on
recruitment assignments
since 1999.”**

Our Specialisms:



**FINANCE &
ACCOUNTANCY**



**HUMAN
RESOURCES**



PROCUREMENT



**PENSIONS &
BENEFITS**



**COMPLIANCE
& LEGAL**



Why Alexander Lloyd?

"Alexander Lloyd provided us with a comprehensive range of candidates from which we were able to select the right person for the role. Their prompt and responsive approach to our recruitment needs helped make the entire process efficient and effective."

- Consultant, Optiva Securities

"Alexander Lloyd have a great track record in providing us with suitable candidates when we require them, good customer service and a solid understanding of our business needs. We would definitely recommend them!"

- HR Business Partner, Xafinity Group

"What sets Alexander Lloyd apart from the other recruitment companies is their understanding of the clients business and recruitment needs. Alexander Lloyd takes the time to learn about the client and operate a policy of sending only quality candidates that meet the brief. Alexander Lloyd put the relationship at the forefront of the services that they offer and as a result this differentiates them from the rest."

- Head of Financial Operations, University of Sussex

"Alexander Lloyd are truly excellent at partnering with their clients; listening carefully to the brief and only sending candidates who are a close fit. It made my job so much easier to know that – almost like working with an extension of my own team!"

- Head of HR, Mexx Ltd

"We have worked with Alexander Lloyd on a number of occasions and my consultant understood our requirements, was quick to react, and supplied an excellent selection of candidates that fitted our criteria."

- Human Resources, Formula One Management Ltd

"I would use Alexander Lloyd again because of the quality, their understanding of our requirements, and their management of expectation in relation to the role"

- Head of Recruitment Services, Capgemini

What makes us different?

Personal Service

For each specialism, we provide you with one dedicated manager to work with you and truly understand your recruitment needs.

We offer an on site interviewing option – ideal for ensuring complete confidentiality.

Quality

The quality of our candidates is what sets us apart from other consultancies and we carefully analyse our markets to ensure that our job roles gain maximum exposure.

Our relationships with some of the biggest industry advertisers enable us to reach the widest possible audience with a role.

In addition, we partner with industry bodies such as ACCA, ICAEW and CIPD, and run local business networking events that have resulted in the development of long lasting relationships with local industry leaders.

Exclusive Access to Top Talent

50% of our placements come from our extensive database of passive candidates; the top talent in the region over the last 15 years.

The key to our expertise is the development of long lasting relationships with our candidates, which often sees jobseekers return to us when they re-enter the job market.

Expertise

We pride ourselves on the expertise and knowledge of our consultants.

The success of our business is built on our staff's unparalleled longevity of service, and can be proven by some of our consultants, who have celebrated their 10 year working anniversary with us.

Proactive Service

We employ a variety of proactive methodologies, including extensive new media research, career tracking and executive search where appropriate.

We do not only rely on advertising, we headhunt, recruit proactively, and use our relationships with professional bodies to provide you with the level of service that your organisation requires.

Finance & Accountancy



Who we are

Alexander Lloyd's Finance and Accountancy division have a wealth of expertise in recruiting finance talent across the South East since 1999.

Our experienced consultants are knowledgeable about their local markets, trends, salary data and are particularly adept at sourcing those 'hard to find' and unique candidates who are not easily accessible.

We have dedicated interim and permanent teams, who are able to cater for the ever changing requirements of a busy finance department, ranging from transactional teams through to Finance Director / CFO level.



"Alexander Lloyd made the effort to come and see me in person, and talked me through each CV to give a clear picture of candidates.

I also felt there was an attention to detail in understanding our role that meant the quality of candidates identified was good.

I wouldn't hesitate to give them a call next time a role comes up"

- Senior Tax Manager, Rentokil Initial



**“...exceptional
business
expertise...”**

Interim Managers

When you employ an interim manager, you are not just filling a resource gap, you are gaining the business insight and professional expertise that comes from people who have already worked at the top of leading organisations.

The financial benefits of an interim manager are often gauged solely in terms of the recruitment process: there is no search fee, a simple daily rate, no addition to the fixed payroll and no termination costs.

But whilst these benefits are undoubtedly attractive in themselves, they overlook the significant impact on results that an experienced and successful senior interim executive can bring to any major project, whether through investments in organisations, people or physical assets.

The way we work

Alexander Lloyd's Finance and Accountancy specialists excel at providing you with people who not only speak the language, but add immeasurable value to your business.

Our Finance and Accountancy teams each focus on a specific specialism, and we work in partnership with you to understand the needs of your business.

Our specialist areas:

- Finance Director
- Financial Controller
- Finance Manager
- Financial Planning & Analysis
- Finance Business Partners
- Management & Financial Accounting
- Finance Analyst

Transactional

- Part Qualified Accountants
- Accounts Payable & Receivable
- Credit Control
- Accounts Assistant
- Assistant Accountant

Practice Accountants

- Audit
- Tax
- Corporate Finance

Human Resources



Who we are

The experts in Alexander Lloyd's HR team have made it their business to build strong and lasting relationships with HR leaders since 2002.

We work with HR professionals across the South East within all sectors and all sizes of organisation.

We offer permanent and interim solutions; ranging from roles that comprise of the Operations element of the HR function through to HR Director and Business Partner Level.



"I've worked with Alexander Lloyd for a number of years, both when hiring HR team members and also as a candidate.

They get to know both parties really well so that when sourcing, they instinctively know if both parties will meet the other's expectations.

Alexander Lloyd are open and honest, which works for me, as I know exactly what to expect and it also gives me an indication of the compromises I might need to make."

- HR Change Manager, Gatwick Airport



**“...lasting
relationships
with HR Leaders
since 2002.”**

Understanding your business goals

We understand that it's not just a question of whether an HR professional has the technical skills to do the job.

You need your future HR Leader to engage with the business and support or create an HR strategy that compliments your overall business goal and mission.

Our specialist areas:

- Head of HR
- HR Director / Manager / Business Partner
- HR Generalist
- Learning & Development
- Compensation & Reward
- Internal Recruitment
- Talent Management
- Employee Relations
- Organisational Development

The way we work

We believe that HR is a truly transferrable skill, and attribute our success and longevity in the HR recruitment market to our reassuringly traditional approach to resourcing.

We take the time to consult face to face with your business leaders to understand the HR challenges you are facing, and use our extensive network and market intelligence to attract HR talent to fit your brief and criteria.

Procurement & Supply Chain



Who we are

Alexander Lloyd understands the unique and often complex balance of ensuring company savings and providing a bespoke and quality service across an organisation.

As a market leading recruitment specialist, we offer a tailored partnership that matches your business requirements.

Our expertise and knowledge, coupled with our specialist team, ensures our success.



"I have used the services of Alexander Lloyd on numerous occasions over the past 10 years.

Their knowledge, experience and their professional nature produced a good, honest and productive working relationship that ensured that we only received candidates that were suitable for our roles."

- Consultant, MIRI HR Solutions LTD



***"...trusted
procurement
recruitment
experience..."***

The way we work

Our focus is within the "indirect" and "direct" procurement areas; providing exceptional best in class professionals for both permanent and interim requirements, across all industries.

Alexander Lloyd recognise the valuable function that procurement and supply chain professionals play in today's economic climate.

Our excellent reputation is built upon high service levels and advice, our trusted procurement recruitment experience, technical knowledge, and long standing relationships; giving us a distinct advantage in a competitive market place.

Our specialist areas:

- Head of Procurement
- Category Manager
- Sourcing Manager
- Procurement Manager / Business Partner / Analyst / Director
- Procurement Analyst
- Supplier Relationship Manager
- Vendor Manager
- Supply Chain Manager
- Demand Planner
- Senior Buyers

Pensions & Benefits



Who we are

Established as one of the leading specialists in the Pensions & Benefits recruitment market, the team at Alexander Lloyd offer both permanent and interim solutions covering the whole of the UK.

Our focus and proactive approach over the last fifteen years has enabled us to build a network of quality Pensions candidates and maintain strong relationships with our clients.

Within a candidate short market, our consultants are consistently able to meet your businesses needs; covering Pensions, Group Risk, Healthcare, Flexible Benefits and much more.



"Out of the many recruitment agencies I have registered with, there are probably no more than three or four that I would consider attentive, friendly and professional in helping me to find a new position.

I was referred to Alexander Lloyd, and I would place them at the head of that list and would have no hesitation in recommending them.

- Employee Benefits Director



"...highly qualified professionals..."

The way we work

Pensions and Benefits is a specialised niche market comprised of highly qualified professionals. Historically, this is a market where candidates are in high demand, but short supply.

Alexander Lloyd's specialist team combine a pro-active approach with exceptional market knowledge to achieve successful appointments. We work nationwide with all sizes of businesses and are able to offer a solution tailored to your specific recruitment campaigns.

Our specialist areas:

- Pensions
- Group Risk
- Employee Benefits
- Flexible Benefits
- Wealth Management
- Healthcare
- Consultancies, Insurers & In-House

Compliance & Legal



Who we are

Firmly established in the market place for the last eight years, Alexander Lloyd's Compliance & Legal division is recognised as one of the leading market specialists, with a combined total of 40 years experience in financial services Compliance & Legal recruitment.



"We have been working with Alexander Lloyd for two years now, and the level of service that we receive has consistently been of the highest calibre.

They take the time out to understand our company culture and core values.

The level of professionalism is outstanding, but always delivered with a very personal touch.

Alexander Lloyd want a good deal, for their clients and candidates.

It is for these reasons that we have built a lasting business relationship, and long may it continue"

- Talent Manager, Global Reach Partners



The way we work

The Compliance & Legal division provide interim and permanent solutions to the Financial Services sector, predominantly covering London, Surrey, Sussex and Kent. We work with an envied client base, covering SME's to FTSE 100 companies.

We also have a dedicated Legal team focusing on recruitment for Legal Practice and Non-Financial Services In-House roles across the South of England.

Our specialist areas:

- Head of Compliance / Compliance Director
- Head of Legal / General Counsel
- Compliance Manager / Monitoring / Policy
- In-House Legal / Legal Counsel
- Commercial Contract Manager
- Compliance Analyst
- Financial Crime
- Training & Competency
- Regulatory Risk
- Legal & Compliance Assistant



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