




CHANDLER JONES INTERNATIONAL

UK | Middle East | North America | Australia

Dedicated international HR support
for the legal and healthcare industries

www.chandlerjones.com



An Exceptional HR Consultancy

Working with our clients in the UK and other major global economies within this changing market has highlighted a need for a new way of working; decisive action executed with care and imagination.

To help you thrive in these challenging times Chandler Jones International Limited offers a full service, seamless, integrated consultancy.

Chandler Jones

Chandler Jones International Limited is the HR consultancy and recruitment firm that invests more to get to know you, your business and what it is striving for.

Through this investment we find dynamic ways to support your business's recruitment objectives, improve your results and create more value from the campaigns we undertake.

Our unique business model means we deliver exceptional value for money. The simplicity of three global offices working together as `one firm`, and consistently high quality placements blended with a lower cost base than traditional rivals is unparalleled.

Built on a culture that is forward looking and supportive, commercial and straightforward, working with us is great fun. We love people, different cultures and approaches. We thrive on the variety of our clients' businesses and we do things your way, not ours.

We field quality professionals where and when needed for a wide range of clients including numerous international corporations, FTSE 350 and comparable organisations, public sector bodies, the NHS, 'Magic Circle' law firms and private healthcare providers.

To counter uncertainties surrounding the global economy, our strategy is geared for the long term. With a global reach and growing brand, highly qualified, trained and motivated consultants and a comprehensive candidate database, the future has never looked better

We believe we are well on the way to achieving our ambition: to be `identifiably different`.

International Expertise

Chandler Jones International currently has offices in the UK, the USA and the Middle East.

When a role is particularly difficult to fill in your local market or when you aim for a more international talent mix within your organisation, international sourcing can provide a valuable solution.

We are regularly instructed by our clients to work on International campaigns. Our approach places quality of advice and a long-standing, in-depth knowledge of the relevant jurisdiction at the heart of our international strategy.

We work in seamless integrated teams with the best recruiters around the world. This is often referred to as our 'Best Friends' approach.

None of our relationships are exclusive. This flexibility enables us to work with our clients' choice and always select the recruiters most appropriate for the matter in hand. We constantly review our cross-border relationships to ensure that they meet our clients' needs.

We understand that no business relationship should remain static and so we are continually investing in our cross-border relationships through practice and training initiatives and secondments.

Health & Social Care Recruitment

Chandler Jones's Healthcare team delivers global recruitment and talent management solutions to a wide range of organisations involved in the healthcare industry from small care homes firms to large international clinics and public sector bodies.

We understand that sourcing talented individuals is a major challenge for our clients and critical to their success.

We help overcome these challenges using our tailored approach to recruitment, which depends on your specific needs at the time; needs which are ever evolving. Whether you require a team of professionals for a specific project, or are looking for a specific level hire, we can work with you to find and secure the right people.

We understand that your next hire is key to achieving your objectives and working with professionals dedicated to your requirements offers a real advantage. Our areas of expertise include the NHS, Social Services, Independent Health, Research, Pharmaceutical Industry Private Hospitals, Clinics, Care Homes, Nursing Homes and Prisons

Our Health & Social Care Team sources high calibre candidates across all levels of experience, from social care and care homes through to allied health, scientific and pharmacy.

Our Doctors & Nursing Team is a bespoke unit recruitment practice, providing professional recruitment services to both private and public sector bodies. Our team source professionals including:

- ▶ Nurse Practitioners and Nurses across all practice areas including, Public Health, Midwives, Theatre, Home Health, Occupational Health, and Mental Health.
- ▶ Consultants, Registrars (senior & junior), Physicians, House Officers (senior & junior), Medical Officers (and SMOs), Research Surgical Officers and GPs.

Our Executive & Management Team are specialists in healthcare management recruitment. Focusing on senior executive and management positions we recruit across marketing, IT, finance, risk, HR, legal, clerical, foreign interpreters and other general management categories.





“ *Most of the recruitment consultants that I have worked with spend most of their time telling you what cannot be done or pushing inappropriate candidates forward for roles and handing it back to you. What Chandler Jones did was make things happen.* ”

HR Director, Humana Inc.

Legal Recruitment

Chandler Jones International is fast becoming one of the leading global providers of recruitment and talent management solutions to the legal profession. All of our legal recruitment consultants are qualified lawyers with a minimum of three years post qualification experience. Chandler Jones International therefore has extensive knowledge of the legal recruitment market to understand your recruitment needs.

Our Private Practice Team sources high calibre candidates across all levels of experience, from partners and senior associates through to paralegals and newly qualified solicitors; for ‘Magic Circle’, international, US, UK, boutique and regional law firms.

Our In-House Team is a bespoke unit recruitment practice, providing professional recruitment services to corporations and public sector bodies. We source qualified lawyers, General Counsel, company secretaries, patent and trademark attorneys, commercial and contract managers, paralegals and legal executives in both the private and public sectors

Our Legal Management Team are specialists in law firm management recruitment. Focusing on senior non fee earning positions we recruit across business development, IT, finance, risk, HR and other general management categories.

Chandler Jones International recruits legal professionals offering flexibility to recruitment solutions.



Making The Right Choice

Chandler Jones Culture

We have strong set of values that empower our people.

In 2010, the firm undertook a project to identify the values of the new business and to establish the behaviours that make the firm successful.

This project has very much been seen as an internal programme, despite the fact that the starting place for forming the firm's values was a number of meetings with our clients. These meetings asked what our clients enjoy about working with Chandler Jones International Limited and from these conversations a common language emerged that began to determine the way forward.

An external management consultancy, took this feedback and worked with a series of focus groups made up of people from all levels of the business, to consider what this meant to the firm. It was only when the output from these conversations had been analysed, that the directors of the firm were consulted with. The approach was very much to build from outside-in and the bottom-up, than top down.

The conclusion? The firm now has a set of five values, that are the foundations of our culture. These are:

- ▶ Business focused - we provide practical and commercial recruitment solutions
- ▶ Team players - we enjoy working together for our clients yet respect individuality
- ▶ Determined to succeed - we achieve success through the best of everyone
- ▶ Open and honest - we build relationships by being fair and straightforward
- ▶ Dynamic - we are driven to find innovative approaches

The firm has people across the three continents communicating new initiatives which fall out of this project and aim to keep the behaviours at the heart of everything that we do.

Globally working with one set of values we are truly identifiably different yet remarkable together.



“ *The nature of our business is complex and to have recruiters who understand the situation and are able to 'sort the wood from the trees' takes quite a lot. I have worked with Chandler Jones International on a number of occasions and every time they have come through extremely well.* ”

Partner, Addleshaw Goddard LLP



An Exceptional HR Consultancy

The HRC works with senior HR to maximise the contribution of the HR team and report that contribution to the business. It does so by bringing together under 'one roof' HR/ legal training, conferences and a range of innovative products and services which have been developed in partnership with clients.

The position of the in-house HR function is often misunderstood. This can influence the recruitment, retention and development of top talent looking for professional career development as well as recognition of their contribution.

The HRC provides a range of discrete services to help address these challenges. Each service is tailored to the needs of specific individuals, teams and organisations.

Your HR managers enhance their credibility as valued strategic players. Your HR team is perceived as a high performing, commercially astute business function. And your business is seen as innovative and a fulfilling place to work.

Chandler Jones International currently operates within numerous Preferred Supplier Agreements and the key benefits that clients derive can be summarised as follows:

- ▶ Preferential rates and a lower average cost per hire
- ▶ Bespoke process's and procedures
- ▶ Dedicated Account Team with Account Manager as single point of contact
- ▶ Process bottlenecks eradicated
- ▶ Dedicated resource focused on time to offer and cost management
- ▶ Flexibility on service offering
- ▶ Innovative candidate attraction methods combining traditional and on-line media
- ▶ Additional recruitment expertise where required
- ▶ An open insight to the market from a consultative partner
- ▶ Key competency interviewing - based on competencies outlined by client
- ▶ Dedicated team of consultants to service all requirements
- ▶ Pre-defined delivery KPI's for all recruitment
- ▶ Preferential access to candidates
- ▶ Understanding and application of diversity and equal opportunities practices
- ▶ Access to our Client Feedback Centre; and
- ▶ Chandler Jones International's unique video CV service

If you would like to discuss our HRC programmes and preferred supplier services in further detail, please contact one of our offices.

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