

REClifts

Levelling up the lift industry



ENGAGE

SUPPORT

GROW

WHO ARE REClifts?



Ben heads up REClifts, a leading and trusted recruitment partner for both independent and major lift and automation companies across the UK & Ireland. Ben has a proven track record for finding the best talent. He is a skilled career coach assisting a variety of engineering professionals achieve their career goals. REClifts provides permanent staffing solutions in a variety of skill sets including sales, design, technical, managerial, operations & projects.

“ *I've had a really positive experience working with Ben of REClifts. He aims to find the best solution and seems happy to be creative when needed. Most importantly he has found some really good people who have made a quick and positive impact at Cibes Lift U.K. I Look forward to keep the good working relationship going.*

Neil O'Shea Operations Manager - Cibes Lift UK Ltd ★★★★★

REClifts has become a partner of choice when it comes to all levels of staffing solutions across the lift, escalator and automations industries. Ben has worked within fast paced recruitment environments for the last 6 years and placed 100s of candidates in their ideal roles. He possesses the acute ability to handle the most challenging recruitment situations in today's market by building long lasting professional relationships with both clients and candidates.

FINDING THE RIGHT TALENT FOR YOUR BUSINESS IS CRUCIAL AND WILL ENABLE YOU TO BE SUCCESSFUL. THAT IS WHERE WE COME IN...

Initially, we build a pool of potential candidates that fit the brief. Our job is to accurately represent you in the marketplace by showcasing your vacancy above all others. We build trust and rapport with all candidates by assessing their career goals and life aspirations.

UNDERSTANDING THE BRIEF

You will set a complete picture for REClifts, including key responsibilities, necessary skills, required qualifications and cultural fit.

ATTRACT THE TALENT

REClifts has a proven methodology of identifying the most suitable candidates for your business and working environment.

PREPARE FOR INTERVIEW

REClifts ensure both parties are adequately prepared and engaged for the interview process. Time is invested by REClifts to guarantee complete alignment prior to a face to face meeting.

EXCLUSIVE NETWORK OF TALENT

REClifts has access to a unique talent pool of industry relevant candidates. Our clients are privileged to an extensive database of lift industry and automation professionals. This network has been built over the past six years, with a continued investment to grow this portfolio of talent.



ROLES & TESTIMONIALS

At REClifts we specialise in recruiting for the following roles:

- ◆ AUTOMATIC DOOR ENGINEER
- ◆ INDUSTRIAL DOOR ENGINEER
- ◆ LOADING BAY ENGINEER
- ◆ PLATFORM LIFT ENGINEER
- ◆ STAIRLIFT ENGINEER
- ◆ DOMESTIC ACCESS & MOBILITY ENGINEER
- ◆ LIFT ENGINEERS ASSISTANT
- ◆ LIFT ENGINEER
- ◆ LIFT SERVICE ENGINEER
- ◆ LIFT REPAIR ENGINEER
- ◆ LIFT INSTALLATION ENGINEER
- ◆ LIFT MODERNISATION ENGINEER
- ◆ LIFT BREAKDOWN ENGINEER
- ◆ LIFT TECHNICIAN
- ◆ LIFT TESTER
- ◆ ESCALATOR ENGINEER
- ◆ ESCALATOR TECHNICIAN
- ◆ ESCALATOR MANAGER
- ◆ SERVICE MANAGER
- ◆ REPAIR MANAGER
- ◆ INSTALLATION MANAGER
- ◆ MODERNISATION MANAGER
- ◆ PROJECT MANAGER
- ◆ PROJECT COORDINATOR
- ◆ OPERATIONS COORDINATOR
- ◆ BRANCH MANAGER
- ◆ HEAD OF SALES
- ◆ SALES DIRECTOR
- ◆ OPERATIONS MANAGER
- ◆ SALES COORDINATOR
- ◆ SALES EXECUTIVE
- ◆ SALES ESTIMATOR
- ◆ ACCOUNT MANAGER
- ◆ BUSINESS DEVELOPMENT MANAGER
- ◆ SALES MANAGERS
- ◆ DESIGN ENGINEER
- ◆ DESIGN MANAGER
- ◆ CAD DRAUGHTSMAN
- ◆ CAD TECHNICIAN
- ◆ FINANCE ASSISTANT
- ◆ CREDIT CONTROLLER

WHAT MY CANDIDATES HAVE TO SAY...

"Ben helped me find my new role with no hassle at a time I felt I needed a change but was unsure of whether a new employer was a good idea as I was quite comfortable in my existing role at the time.

He found me a good suitable employer in no time and was very straight forward and truthful about the process. He reassured me that I would be going for a good company who would help me develop my experience in a way I felt was suitable and would test me. And I found just that! Would highly recommend"

**KAB MACHINA, ELEVATOR & SERVICE ENGINEER
PICKERINGS**

"Thank you very much for finding me such a great role as a Design Engineer in Mitsubishi Electric. You were very professional, understanding and supportive through the whole recruitment process whilst keeping me updated throughout.

I highly recommend Ben!"

**NAVIN PARIYAR, LEAD DESIGN ENGINEER
MITSUBISHI ELECTRIC EUROPE BV.**

"Having been looking for a new challenge, I received a phone call for Ben. Once a role was identified, an interview was arranged. Ben was present every step of the way from the interview and past the first day of starting. Within the COVID-19 pandemic Ben did his utmost to ensure the transition was as smooth as possible, I would highly recommend anyone within the industry to contact Ben, whom with experience and knowledge of the industry can best place you in the role which suits your skills and aspirations."

**HARPREET DAHELE, PROJECT MANAGER
STANNAH GROUP.**

WHAT MY CLIENTS HAVE TO SAY...

"I cannot praise Ben enough for his proactive professionalism when we needed to appoint a Sales Estimator based out of our Chester offices.

Communication from Ben was excellent and it's clear that as a professional recruiter his knowledge within the Lift Industry was absolutely top drawer. He also engaged with us as to what we were specifically looking for within the skill sets of this role.

We were absolutely delighted to have Paul Priestley on board as our new Sales Estimator and he has been a real catch for us, courtesy of Ben, exceeding all expectations!

Would I recommend Ben? Absolutely and without hesitation. He's on top of his games and a thoroughly nice chap too! A+++"

LIONEL HUTT, SALES DIRECTOR
KOLLMORGEN UK LTD.

"Ben is a pleasure to work with, he sourced excellent candidates for a role as wants filled, ensured they were suitably qualified for role cutting down the time to find the right candidate for me. Ben is approachable and detail orientated and goes the extra mile to get the candidates identified and ready for interview. I have no hesitation in recommending Ben and look forward to continuing to utilise his skills in filling future roles."

FERGUS McARTHUR, REGIONAL OPERATIONS MANAGER
TK ELEVATOR UK.

"Ben is a highly effective recruiter, very professional and takes the time to understand the requirements of our business. Ben spends time preparing his candidates for interviews and takes a genuine interest in their careers. I can whole heartedly recommend him."

CHELSEA JOHNSON, HR BUSINESS MANAGER
SURESERVE GROUP PLC.

"I recently faced the daunting task of filling a number of positions in our business to support our growth. Ben is one of our two preferred partners and he provided an excellent service again in providing candidates and managing the process with us. Two new colleagues are now part of our team and were provided by Ben. I'd be happy to recommend Ben's services."

ROBERT SYKES, MANAGING DIRECTOR
SHORTS INDUSTRIES LTD.

At REClifts we have a choice of difference services which you can choose from. This is our clients preferred model. 'We have numerous client cases studies upon request.'

OUR RETAINED EXCLUSIVE SERVICE

Using our Retained Exclusive Service means that finding the right talent for your role will be our sole focus. We do ask for a small commitment at the start, this enables us to invest more time actively working on filling your position with the best candidate.

OUR INVESTMENT



TIME INVESTED
15-20 hours
DEDICATED TIME



TALENT SEARCH
10-15 hours
SPECIFIC PROCESS



TEAM ALLOCATED
x 3
TEAM + RECRUITER
+ MANAGER



ADVERTISING SPEND
100%
ON SPECIALIST
INDUSTRY BOARDS



REFERENCES
CHECKED
CANDIDATES CHECKED



QUALIFICATIONS GAINED
CHECKED
IF REQUIRED

OUR RESULTS

MARKET
RESEARCH

95%

CANDIDATE
SHORTLIST

9

CANDIDATE
INTERVIEWS

3

PARTNERSHIP

POWERED BY
RECwork

RECwork

the recruitment community

REClifts are passionate about providing the best service, whilst also building a strong relationship with clients and candidates. Which is why we have invested in RECwork, a proven recruitment focused infrastructure, providing leading technology and creative design to manage the operational running of our business.

From back office solutions to board representation, RECwork has it all covered. The multitude of support from the RECwork Community includes Strategic Planning, Website Hosting, Accounts, Admin, Marketing, HR and Legal Advice, IT, and back office management this means REClifts can dedicate more concentrated time to their clients which means filling their vacancies more effectively.



PEOPLE

The people make the business and the community, therefore at the heart of everything we do.



RESPECT

We treat our clients and candidates with respect and sensitivity. We embrace individual diversity.



EXCELLENCE

We promote best practice and industry excellence.



INNOVATION

Creative thinking creates innovation. We seek feedback from our network to continuously improve our group services.

“*RECwork provides me with the tools and infrastructure and integrated systems to support my business. This frees up my time so I can concentrate on innovative business development, but most importantly uncovering the highest calibre of candidate in my industry.*”

BEN MARMON, Director of REClifts

RECwork partners

RECfinancial RECengineering REC2rec

RECsearch RECfinance RECenergy



TERMS OF BUSINESS

CLIENT TERMS OF BUSINESS FOR THE INTRODUCTION OF PERMANENT STAFF TO BE DIRECTLY EMPLOYED BY THE CLIENT

1. DEFINITIONS

1.1. In these Terms of Business the following definitions apply:

"Applicant" means the person introduced by the agency to the client for an engagement including any members of the agency's own staff;

"Client" means the person, firm or corporate body together with any subsidiary or associated company as defined by the Companies Act 2006 to whom the applicant is introduced;

"Agency" means Ben Marmon Consultancy Ltd trading as REClifts - The Grove Community Hub, 12 Cort Crescent, Leicester, LE3 1QZ.

"Engagement" means the engagement, employment or use of the applicant by the client or any third party on a permanent or temporary basis, whether under a contract of service or for services; under an agency, license, franchise or partnership agreement; or any other engagement;

"Introduction" means (i) the client's interview of an applicant in person or by telephone, following the client's instruction to the agency to search for an applicant; or (ii) the passing to the client of a curriculum vitae or other information which identifies the applicant; and which leads to an engagement of that applicant by the client;

"Remuneration" includes base salary or fees, guaranteed and/or anticipated bonus and commission earnings, allowances, inducement payments, shift allowances, location weighting and call-out allowances, the benefit of a company car and all other payments or emoluments payable to or receivable by the applicant for services rendered to or on behalf of the client;

1.2. Unless the context requires otherwise, references to the singular include the plural and references to the masculine include the feminine and vice versa.

1.3. The headings contained in these Terms of Business are for convenience only and do not affect their interpretation.

2. THE CONTRACT

2.1. These Terms of Business are deemed to be accepted by the client by virtue of an introduction to, or the engagement of an applicant

2.2. Unless otherwise agreed in writing by a manager of the agency, these Terms of Business shall prevail over any other terms of business or purchase conditions put forward by the client.

2.3. No variation or alteration of these Terms of Business shall be valid unless approved in writing by a manager of the agency.

3. NOTIFICATION AND FEES

3.1. The client agrees:

- to notify the agency immediately of any offer of an engagement which it makes to the applicant;
- to notify the agency immediately that its offer of an engagement to the applicant has been accepted and to provide details of the remuneration to the agency; and
- to pay the agency's fee within 7 days of the date of invoice. Please note that in the event that it is not settled in full by that date there will be no guarantee, free replacement, credit on account or rebate facility.

3.2. Except in the circumstances set out in clause 5.1 below, no fee is incurred by the client until the applicant formally accepts the offer of employment in writing, and this has been confirmed to the client by the agency, upon this the agency will render an invoice to the client for its fees.

3.3. The agency reserves the right to charge interest on invoiced amounts unpaid for more than 14 days at the rate of 8% per annum above the base rate from time to time of Barclays Bank from the due date until the date of actual payment. Please note all accounts beyond our credit terms will be passed to our debt collection agency. All accounts, without exception, will be subject to a surcharge of 15% plus VAT to cover our costs in recovery. These accounts will also be subject to any legal costs incurred in obtaining settlement.

3.4. The introduction fee calculated in accordance with clause 3.5 below is payable if the client engages the candidate within the period of 12 calendar months from the date of (a) the introduction, (b) the client's withdrawal of an offer of engagement or (c) the candidate's rejection of an offer of an engagement, (whichever is the later).

3.5. The introduction fee is calculated in accordance with the below assignment schedule based on the remuneration applicable during the first 12 months of the engagement. The agency will charge VAT on the fee where applicable.

3.6. The agency non-discounted introduction fee is calculated as a percentage of the candidate's remuneration applicable during the first 12 months of the engagement. The agency will charge VAT on the fee where applicable.

Candidate's Remuneration	Percentage payable as the fee
£0 to £16,000	17.5%
£16,001 to £25,000	20%
£25,001 to £40,000	22.5%
£40,001+	25%

3.7. In such cases that a discount to the fee structure is agreed between the agency and the client, the agency reserves the right to revert to the full non-discounted fee, as set out in clause 3.6, should the client not pay the agency's fee within the time agreed from the date of invoice.

4. CREDIT ON ACCOUNT

4.1. In order to qualify for the following credit on account, the client must pay the agency's fee within the agreed time from the date of invoice and must notify the agency in writing of the termination of the engagement within 7 days of its termination.

4.2. If the engagement terminates before the expiry of 10 weeks from the commencement of the engagement (except where the applicant is made redundant) a credit on account of 10 will be allowed against the agency's fee for each complete week of the initial 10-week period not worked by the applicant.

Week number (week 1 starting from candidate's start date)	Rebate amount as credit on account
Weeks 1 to 4	70%
Weeks 5 to 7	50%
Weeks 8 to 10	20%

4.3. Should the client or any subsidiary or associated agency of the client subsequently engage or re-engage the applicant within the period of 12 calendar months from the date of termination of the engagement or withdrawal of the offer, a full fee calculated in accordance with clause 3.6 above becomes payable, with no entitlement to a credit on account.

5. CANCELLATION FEE

5.1. If, after an offer of engagement has been made to the applicant, the client decides for any reason to withdraw it, the client shall be liable to pay the agency a minimum fee of 5% of the annual remuneration.

6. INTRODUCTIONS

6.1. Introductions of applicants are confidential. The disclosure by the client to a third party of any details regarding an applicant introduced by the agency which results in an engagement with that third party within 12 months of the Introduction renders the client liable to payment of the agency's fee as set out in clause 3.6 with no entitlement to a credit on account.

6.2. An introduction fee calculated in accordance with clause 3.6 will be charged in relation to any applicant engaged as a consequence of or resulting from an introduction by or through the agency, whether direct or indirect, within 12 months from the date of the agency's Introduction.

6.3. Where the actual Remuneration is not known, the agency will charge an Introduction fee calculated in accordance with clause 3.6 based on its determination of the Remunerations taking into account the market rate level of remuneration applicable for the position in which the candidate has been Engaged and with regard to any information supplied by the agency by the Client and/or comparable positions in the market generally.

6.4. In the event that any employee of the agency with whom the client has had personal dealings accepts an engagement with the client within 3 months of leaving the agency's employment, the client shall be liable to pay an introduction fee to the agency in accordance with clause 3.6.

7. CLIENT OBLIGATIONS

7.1. To enable the employment agency to comply with its obligations under the Conduct Regulations the client undertakes to provide to the employment agency details of the position which the client seeks fit to fill, including the following;

7.2. The type of work that the person would be required to do;

7.3. The experience, training, qualifications and any authorisation which the client considers necessary or which are required by law or any professional body for the person to possess in order to work in the position.

7.4. Client shall satisfy itself as to the suitability of the candidate. Client is responsible for obtaining work permits and/or such other permission to work as may be required, for the arrangement of medical examinations and/or investigations into the medical history of any candidate, for criminal records and/or background checks and for satisfying other requirements, qualifications or permission required by the law and regulations of the country in which the candidate is engaged to work.

8. SUITABILITY AND REFERENCES

8.1. The agency endeavors to ensure the suitability of any applicant introduced to the client. Notwithstanding this the client shall satisfy itself as to the suitability of the applicant and the client shall take up any references provided by the applicant to it, or the agency before engaging such applicant. The client shall be responsible for obtaining work and other permits if required, for the arrangement of medical examinations and/or investigations into the medical history of any applicant, and satisfying any medical and other requirements or qualifications required by law of the country in which the applicant is engaged to work.

9. LIABILITY

9.1. The agency shall not be liable under any circumstances for any loss, expense, damage, delay, costs or compensation (whether direct, indirect or consequential) which may be suffered or incurred by the Client arising from or in any way connected with the agency seeking an applicant for the client or from the introduction to or engagement of any applicant by the client or from the failure of the agency to introduce any applicant. or the avoidance of doubt, the agency does not exclude liability for death or personal injury arising from its own negligence.

10. DATA PROTECTION

10.1. Both parties will comply with all applicable requirements of the data protection legislation. This clause is in addition to, and does not relieve, remove or replace, a party's obligations under the data protection legislation.

10.2. The parties acknowledge that for the purposes of the data protection legislation, the agency is a data controller and the client is a data controller.

11. LAW

11.1. These Terms are governed by the law of England & Wales and are subject to the exclusive jurisdiction of the Courts of England & Wales.

REClifts

BEN MARMON

07811 210 079

ben@REClifts.co.uk



www.REClifts.co.uk



Ben Marmon



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Rodney@REClifts



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