



SmartHR launches recruitment services

Following the launch of SmartHR last year to provide outsourced HR management and training solutions to businesses, it has now extended its services to include recruitment consultancy for executive, permanent and interim positions.



Gail Yeowell, Founder and Managing Director of SmartHR commented "Having almost 20 years HR management experience, based on the Island, covering the full spectrum of people management areas – from recruitment and selection through to development and transition – and operating in different industries such as banking and

"We want to provide high quality, professional recruitment services to complement the existing HR consultancy and training services"

financial services, captive insurance, reinsurance, retail, sales and manufacturing, this brings a wealth of practical experience. It is a natural progression for SmartHR to extend its services to include recruitment."

Gail added "We want to provide high quality, professional recruitment services to complement the existing HR consultancy and training services currently offered. Whether you are an employer looking to fill a specific job vacancy, or a candidate seeking a new opportunity, we will work in partnership with you to understand your needs and provide you with a professional, confidential and dedicated personal service."

SmartHR is dedicated to operating with integrity at all times. Gail has recently become a Fellow of the REC's Institute of

Recruitment Professionals, showing her commitment to operating in an honest, transparent and fair manner and adhering to the IRP's Code of Ethics and Professional Conduct. Commenting on this, Gail said "I am proud to be a Fellow of the IRP and demonstrate my commitment to operating with the highest levels of professional standards in the recruitment area. As with my other professional memberships (Chartered Fellow of the CIPD, Fellow of the IAM, and Fellow of the CMI), this demonstrates the importance I place on professionalism and continuous development."

If you are an employer with a vacancy to fill – contact us on **619619** to discuss your vacancy needs, or upload details of your vacancy online at www.SmartHR.co.im/recruitment We will work in partnership with you to understand your exact requirements and only provide candidates who we feel meet your criteria. **We want to be your trusted and preferred recruitment partner.**

With almost 20 years recruitment experience covering a wide range of industries, you can be sure that we will use our passionate commitment to source the best candidates and provide cost effective solutions to meet your resourcing objectives.

Looking for a new opportunity or a change of direction?

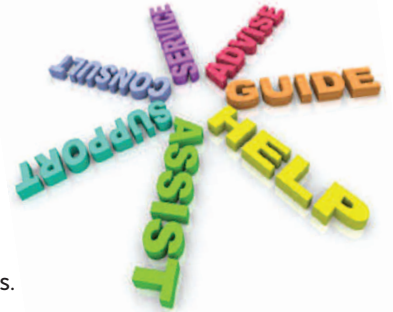
It's easy to register with SmartHR. Call us on **619619** or complete an online candidate registration at www.SmartHR.co.im/recruitment and we will arrange to meet with you confidentially to gain a good understanding of your career aspirations, remuneration requirements, and preferred industries. We will contact you when potentially suitable positions arise, and keep in touch with you regularly.

You can be assured that we will not put your details forward to clients without your express permission.

SmartHR's services now cover 3 distinct areas: Recruitment, HR Consultancy and Training

Recruitment

- **Executive Appointments:** from Senior Managers through to Executive and Board appointments, we will search for candidates who we believe are suitable, have demonstrated a proven track record of success, and can add value to your business.
- **General Recruitment:** we will search for candidates who we believe meet the job and person requirements for your permanent position, and will be a good 'fit' for your business.
- **Interim Positions:** if you are looking to fill a position on an interim / fixed term basis e.g. 6 or 12 months (rather than using a temp), we will search to identify suitable candidates that can work directly for you on a flexible basis.



HR Consultancy

- **HR Consultancy, Advice and Support:** no matter what size your business is, you can benefit from almost 20 years HR knowledge covering all aspects of people management - from recruitment and selection through to managing performance and supporting transition processes e.g. redundancy or restructuring programmes.
- **Retained HR Services:** we can create a business support package tailored to your needs to include offsite and/or onsite HR support and guidance on day-to-day people management areas. Knowing that you have expert HR support and guidance will reassure you that you are complying with employment legislation and allow you to focus your time on other activities such as growing your business, developing new products or services, or identifying cost savings. **A cost effective way of benefitting from senior, qualified HR expertise on a flexible basis.**
- **HR Audits and Planning:** we can conduct an audit of your HR activities, identify your priorities, recommend appropriate solutions and deliver these in an efficient and cost effective way.
- **HR Projects and Interim Solutions:** we can assist you by completing HR projects such as: reviewing and updating employment contracts, staff handbooks, and HR policies and procedures, in order that these comply with employment legislation and HR best practice. We can also review and streamline your HR processes; and create tailored induction, succession planning and performance management processes.
- **E-HR Shop:** our online 'E-HR Shop' provides you with the opportunity to purchase c250 template employment documents including HR policies and procedures, employment contracts, offer letters, forms, checklists and other supporting documents – in a range of areas from absence management through to whistle-blowing. These are suitable for IOM or UK employers. You can choose to purchase the template documents and make any required changes to suit your business needs, or we can tailor the documents for you. Further details can be found at: www.SmarthR.co.im/prod_cat



Training

- **Learning and Development:** we deliver a range of 'skills workshops' – all designed to improve people management performance. These include:

Managing Performance	Managing Stress
Managing Discipline & Grievances	Effective Time Management
Essential HR for Line Managers	Effective Appraisals & Objective Setting
Managing Performance Problems	Effective Team Meetings
Managing Absence	Coaching & Feedback Skills
Delegation Skills	Effective Recruitment & Selection
Negotiating & Influencing	Effective Time Management
- If you have 4 or more employees who would benefit from any of these courses, these can be delivered onsite as a cost effective alternative. **Helping you get the most from your training budget.**
- Details of workshop content and learning objectives can be found at: www.SmarthR.co.im/events.shtml
- **Bespoke Training Solutions:** we can also create training workshops tailored to your needs e.g. a half day UK and/or IOM employment law overview session – **useful for providing refresher training** to your HR staff, Team Leaders, Supervisors, Managers and Executives; deliver 'lunch 'n' learn' sessions, or work with you to create and facilitate fun teambuilding events.
 - **Coaching Services:** we can provide 1-to-1 coaching sessions on specific people management areas such as managing performance, managing discipline and grievances, and managing absence.

To find out more about SmartHR and how you could benefit from our wide range of services, call Gail on **01624 619619**, email: gail@SmarthR.co.im or visit our website at www.SmarthR.co.im

SmartHR... delivering effective Recruitment, HR Consultancy & Training solutions