



GEM Partnership

Attracting & Advancing Talent

Your recruitment journey starts here

Your Recruitment Partner

Our Accreditations

We are committed to delivering professional services at an exceptional standard and we are proud members of the REC and are accredited by numerous training and recruitment industry bodies so that you can be confident with us as your employment partner of choice.



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About Us



Connecting Talent to Opportunity

Our goal is to connect talent with those organisations best placed to realise their full potential.

GEM Partnership provides total employment solutions which deliver tangible results for your business. We will identify, recruit and train your personnel, allowing you to bolster your operations, retain talent and harness the potential of your workforce.

From permanent and temporary recruitment to fully outsourced solutions, our services can cater to all your employment needs. Whether you require volume-led flexible resourcing, employer of choice market benchmarking, executive search for a specialist appointment or to upskill your workforce via dynamic on-premises training solutions, we have the expertise, talent pipeline, track record and foresight to meet and even exceed your requirements.

Our Recruitment Delivery Model

As a talent specialist, we passionately believe that people are the key to the success of an organisation. At GEM Partnership, our goal is to help you unlock the potential of your most vital asset - your employees.

Our consultants work in close partnership with our customers to develop an intricate understanding of their business values and ambitions, as well as their recruitment and training requirements and timeframes. This is to ensure every customer receives a personalised service which fulfils all their employment needs.

Informed by market intelligence and powered by innovative technology, our solutions are designed to support and complement your manpower planning priorities whilst challenging assumptions and testing established methodologies.

Industry Expertise

As your partner, you can tap into the extensive of our team of specialists who are committed to meeting changing market conditions, staying apprised of industry developments and demands and translating this into best practice.

Our processes are robust and stringently audited, however, remain flexible to suit the needs of a diverse business community. Our partnership models can be applied to organisations of all sizes and specialities and we have proven success of delivering a high quality of cost effective service to a range of customers in the North of England and the wider UK. This allows you to benefit from our expertise, the highest standards of professionalism and personal integrity.

Industrial Recruitment



Volume Flexible Resourcing

GEM Partnership's volume flexible resourcing solutions can help you respond quickly to workforce demands.

We are adept in delivering large scale recruitment campaigns across the industrial, logistics, manufacturing and engineering markets. Our services can be tailored to suit the needs of your business, from short-term ad hoc cover to long term temporary contracts, supporting fluctuations in production demands, holiday, maternity and sickness cover as well as strategic outsourcing decisions and company growth.

A proactive recruitment partner, you can be confident with GEM Partnership as your provider of high-volume recruitment solutions. We have extensive experience delivering high quality candidates at all levels and for a range of disciplines. From labourers and entry level occupations to middle management and seasoned business leaders.

We will harness our industry expertise, robust talent pipeline and innovative technology to swiftly respond to your high-volume recruitment needs.

Informed & Intelligent Industrial Recruitment

Our support doesn't just end when you have recruited your workforce. To ensure your new employees can hit the ground running, we also provide pre-employment training tailored to specific environments or role types, helping you bolster productivity and save valuable time.

We can also help you develop performance metrics and measurements for your employees, manage the onboarding of your workforce and provide data driven insights to help you make informed business decisions next time you bolster your team.



Accountable



Value Driven



Innovative



Knowledgeable



Partnership

On Site Client Management



Fully Managed Recruitment & Resource Solutions

Our fully managed recruitment solutions are created bespoke to your business needs. Whether you need onsite recruitment and personnel management, performance monitoring, or talent sourcing - we can help you.

For high volume workforces, one of our recruitment experts can offer full, onsite management to alleviate your operational burdne. Acting as an extension of your team, we will embed ourselves in your business processes and culture to deliver a service which embodies your values and satisfies your business requirements. This can range from recruitment and training, through to HR functions such as performance monitoring and resource management.

We also deliver fully managed recruitment campaigns which can be tailored to your business circumstances and objectives, from high profile advertising to discreet search and selection.

You can be confident with GEM Partnership as your managed service provider, because our approach and methodologies have been proven succesful across a range of sectors and disciplines. This includes manufacturing and engineering, transport and logistics, commercial and professional services.

Search & Selection



Fully Managed Recruitment & Resource Solutions

Whatever the business, functional area, required experience of rung on the leadership ladder, GEM Partnership can provide talent search solutions to identify and acquire the ideal candidate for your specialist role.

At the heart of our executive search is our robust and proven recruitment model which we tailor to suit the specific search needs of your company and your brief. Whether you are looking to recruit an executive, operational or specialist talent, we apply the same principles to every assignment. This is a complete focus on identifying the highest potential talent available in the context of short term business objectives, whilst mindful of the longer term strategic fit and capability of positively shaping the direction of the business over time.

Permanent Recruitment



A Partnership Approach to Recruitment

We are dedicated to building long and fruitful partnerships with our clients to support them in recruiting the most talented people, helping them to remain ahead in a competitive market.

It is important that a recruitment partner truly understands the unique nature of a particular sector or business environment, this is something we take seriously. Our consultants will work closely with you to develop an intricate understanding of your business values and ambitions, as well as your workforce requirements, to ensure you receive a personalised service which fulfils all your recruitment needs.

We harness this knowledge, alongside our innovative technology and loyal talent pool, to provide you with candidates who not only reflect your business requirements and skills needs but will be a good cultural fit.

A Proven Track Record

Our consultants have an intricate understanding and comprehensive insight into the industries we operate in. This includes manufacturing and engineering, transport and logistics, commercial and professional services such as information technology, sales and marketing.

Our track record speaks for itself: we have supported some of the most high-profile organisations in the UK, from leading academic institutions, multinational chemical conglomerates and fast growth SMEs to regional development organisations, high street brands and entrepreneurial start-ups.



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Commercial Recruitment



Large Scale Campaigns

GEM Partnership can support large scale recruitment campaigns across the commercial sector. We recognise the importance of true partnerships within these highly demanding business environments, we are in fact an extension of your organisation and as such need to adapt to your unique circumstances and take full responsibility for your recruitment needs.

We can tailor any number of services to suit individual client needs ranging from short term ad hoc cover to long term temporary contracts, supporting fluctuations in demand, holiday, maternity and sickness cover as well as strategic outsourcing decisions.

Our staff will assess every candidate utilising a range of technology platforms prior to placing into any client business environment. This process will check their eligibility to work in the UK, suitability for the role and working environment and where required, testing can be adapted to ensure the competency levels of all our candidates prior to introduction.

We are a proactive partner and respond quickly and efficiently to your evolving requirements. With an extensive knowledge and understanding of the employment market, in the North East and beyond, at GEM Partnership we will ensure we place the right candidate in the right job, every time.

Your Volume Recruitment Partner

We pride ourselves on our ability to deliver complete employment solutions. This means that our support continues past the moment you have recruited your interim workforce.

To help you boost productivity and save valuable time, in often time critical situations, we can also deliver pre-employment training customised to meet the needs of your business environments or role types.



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Value Driven



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Assessment Centre



Candidate Testing & Evaluation

Assessment events are a valuable way of observing how individuals work under pressure, amongst and in direct comparison to their peers and provide comprehensive evidence upon which confident selections decisions can be made. Candidates get an opportunity to showcase their skills, knowledge and behaviours to potential employers.

At GEM Partnership, we have a strong track record of designing and delivering thought provoking and tailored assessment and development centres for a wide range of organisations, across a breadth of sectors and varying scales. We work closely and collaboratively with clients to design events that are bespoke and entirely tailored to the tone, context and culture of their organisation.

An Assessment Centre For Your Candidates

In line with research on the validity of assessment and development events, we used a combination of exercises which provide participants the opportunity to demonstrate their capability and strengths. Typical examples include structured and spot interviews, psychometric profiling and feedback, case study challenges, in tray and project exercises, group work and strategic tasks. By using multiple points of reference, we can showcase a candidate's full capabilities and get beneath the surface of their personality in the context of a particular culture.

Our Approach

It is always our aim to integrate and embed learning into the organisations we work with. We help clients identify ways to transfer learning back into the organisation and these events provide a unique insight into external perception of brand, values and assessment capability. As such, we encourage our clients to take as active a role as possible in the events, whether as assessors themselves, or as figureheads who can share their experiences and business philosophy with participants.

Our assessment processes are rigorous and robust and we conduct intensive feedback sessions following each programme. A dynamic learning experience for candidates, we shape our assessments so that each candidate leaves the programme with a suite of information to guide future engagement in similar events with clear objectives for self development.

Psychometric & Aptitude Testing

We utilise the latest technology and sophisticated algorithms, alongside the expertise of our team, to match the talents and personalities of our candidates to your requirements. This tailored approach and personalised attention provides the highest quality transition experience.

Your future employees will receive the best experience and most effective results, all at a significantly lower price than the competition.

Case Study

#1

Seasonal client (Food Sector)



This client is a large seasonal account of GEM's which we have held since 2009, within the food sector, with peak months between May and December and is operated on a sole supplier framework where we offer a fully managed service. With a high volume of temporary workers on site at peak, during their seasonal requirements we have also become an extension of their HR support function. This is realised through our partnership approach, enhanced service and commitment to the client.

We have enjoyed building a recruitment partnership with this client for over 14 years, which has seen both the service offered by GEM and the volume of labour grow. We manage the day-to-day transactional aspects of a volume account from candidate attraction through to final placement and all candidate management whilst on contract. We have specially designed a pre-employment programme that centres on ensuring that all temporary workers achieve Level 1 Food Safety Awareness, Level 2 Manufacturing based qualifications and Manual Handling qualifications.

The Account Manager is on-site on a full time daily basis to check all of the workforce in via GEM's recently installed T&A system, provide feedback to the various stakeholders and gain updates on performance from the previous day. The Account Manager regularly briefs the workforce in 1-2-1s in terms of individual issues and progress. Further to this, we also complete return to work interviews that ensure the worker has followed procedure and meets the requirements to return back to the food environment.

Case Study

#2

Temporary/Ad-hoc client (Warehousing)



Fully Managed Recruitment & Resource Solutions

We have a long standing relationship with a distribution business in Wynyard - client that in fact has dedicated departments, where shifts and skillsets are wide ranging. This operation functions on both a long term and daily booking system, which in turn comes with a "24-7 on-call" service provided by GEM account coordinators.

Daily bookings can vary from 4 to 5 members of staff, up to 80+ across a variety of onsite departments and shifts. Additionally, in peak periods, the client will entrust GEM to place candidates onto a set shift pattern where they operate in coordination with their core permanent staffing. In order to manage these requirements, GEM regularly update the availability pool and keep an ever evolving database of candidates that are inducted for site.

"Check in" calls are carried out by GEM at various points/shift changes throughout the day, both through the week and at weekends and agreements are in place to provide backfills at short notice where required.

Contact Us



Want More Information?

If you would like more information, or to discuss how we can help your business...

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