

The Digital & Social Recruitment Specialists

Introducing employers to the best talent in the market

The logo for Reuben Sinclair is centered within a white circular background. The word "reuben" is written in a dark blue, lowercase, sans-serif font. Below it, the word "sinclair" is written in a red, lowercase, sans-serif font, with the "i" and "n" being slightly more prominent.

**reuben
sinclair**

Reuben Sinclair is an **award-winning specialist recruitment** agency based in the City of London.

Our team of consultants are **experts** in **Digital Marketing and Social Media** recruitment.

The Reuben Sinclair approach **will** introduce you to the **best** candidates, in the shortest amount of time, for the least amount of money.*

*96% of the candidates we place remain in their role for over one year

A Selection of our Clients

**we
are.
social**



metia



**MEDIA
BOUNTY**



THE **BIG
SHOT**



COTY



MOO



WE'RE EXPERTS IN...

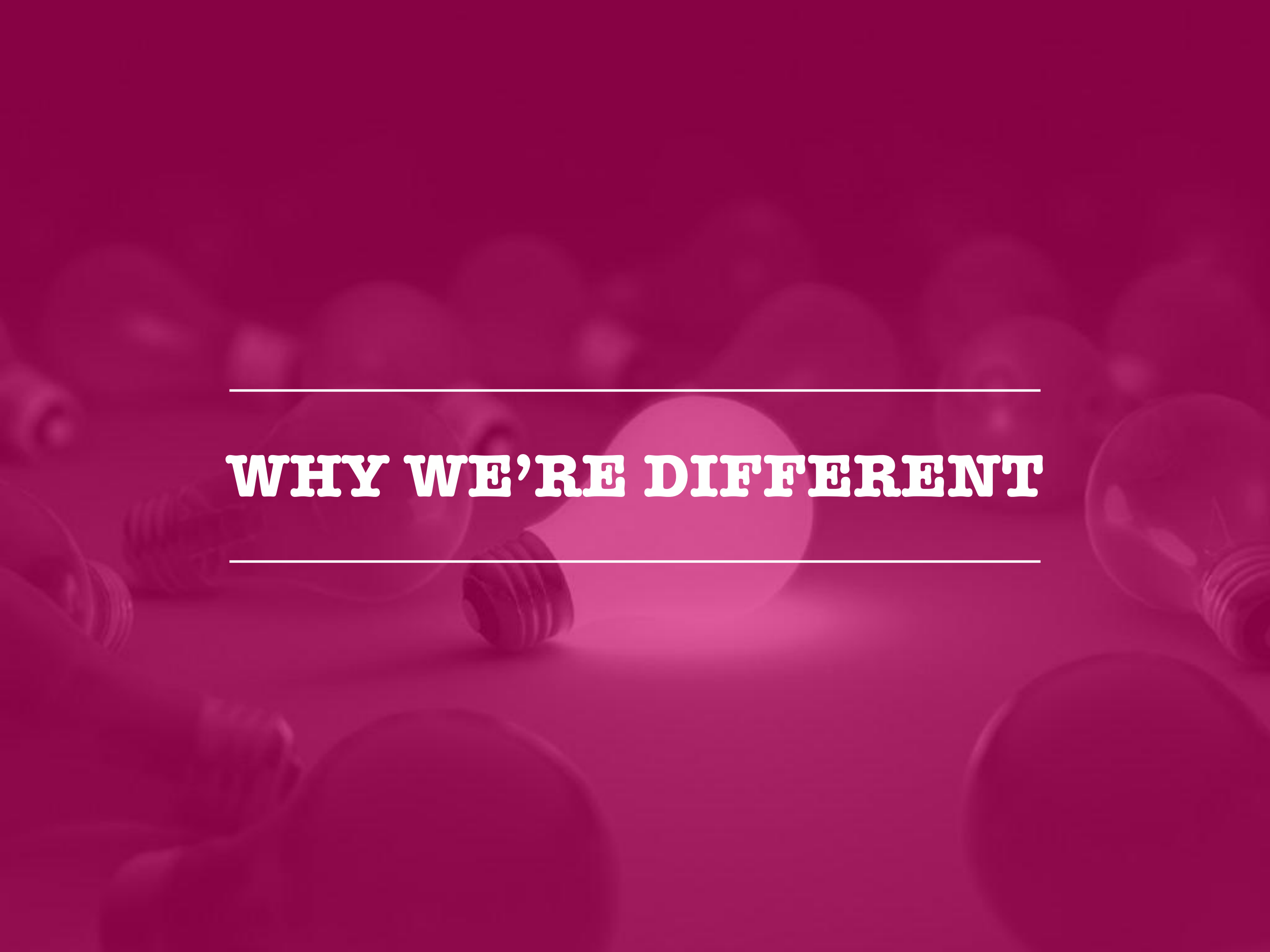
Digital & Social Media

Client Services | Strategy & Planning | Research & Insights | SEO | PPC | Community Management | Content Marketing | Project Management | Design | Web Development | Copywriters

Permanent & Contract

Arts and Culture | Automotive | Beauty | Not for Profit | Food & Drink | Energy & Industrial | Leisure & Entertainment | Fashion | FMCG | Financial Services | Healthcare | Property | Professional Services | Public Sector | Sport | Tech Media Telecoms | Travel

Executive to C-Level Appointments

The background of the slide is a solid magenta color. Overlaid on this background is a faint, out-of-focus image of several incandescent light bulbs. One bulb in the center is slightly more in focus than the others, which are blurred in the foreground and background.

WHY WE'RE DIFFERENT

Unique Recruitment Offerings

Build your world class team with the help of our unique offerings

Flexi - Rec

Reuben Sinclair is one of the few recruitment agencies who offer flexible payment options that allow you to spread your recruitment costs over time instead of paying in one hit.



RS-Engage

RS-Engage is our award winning online platform that is proven to take the guess work out of recruitment through cutting edge technology which includes psychometric tests, competency frameworks and video CVs of candidates.

Employer Branding

Leverage your own brand to attract the best talent, Reuben Sinclair offers a range of services to develop your employer brand including a free credentials deck and branded advertising on roles for retained clients.

Award Winning



Alexandra Lewington,
Client Services Manager
Winner of '
**Best Permanent Recruitment
Consultant**'
Global Recruiter Awards 2016



Highly Commended
**'Best Agency Side
Recruitment Team'**
*Marketing & Digital
Recruitment Awards 2015*



Winner
**'UK's Most Innovative
Recruitment Company'**
Hypergrowth Awards 2014



Winner
**'Best UK Recruitment
Consultant'**
MARA Awards 2013



Winner
**'Best Overall Recruitment
Company'**
MARA Awards 2013



Winner
**'Best Agency Side
Recruitment Team'**
MARA Awards 2013

1st Class Service Delivery

No more drowning in irrelevant CVs and waiting weeks to be introduced to your next employees

2:1

For every two CVs we send to you, you will interview one of them

4:1

For every four interviews arranged, you will offer the job to one of them

96%

96% of our permanent placements remain in their role for at least one year

100%

100% of our contractors have completed their contract duration

Our Recruitment Process

Headhunting

Our consultants promise is to proactively reach out to 100 relevant candidates within one week of receiving your brief

Branded Advertising

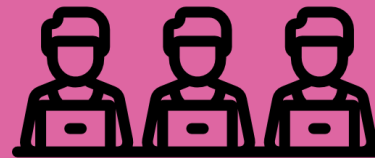
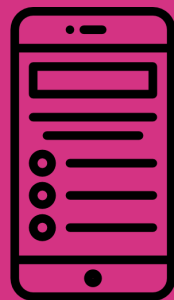
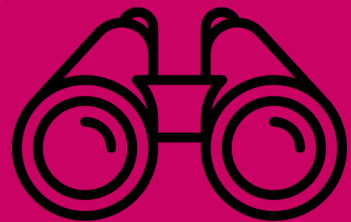
Stand out through our branded advertising packages that not only attract the best candidates but also raises the profile of your employer brand

Referrals

Reuben Sinclair has developed a Talent Referral Network over the past years

Proactive

Reactive



Job Board Advertising

Your opportunity will reach the right candidates through the best specialist job boards.

Social Media

Your ad will be promoted to the masses through Reuben Sinclair's network of over 10,000 people.

Database Search

Reuben Sinclair has built up a specialist database of 14,000 mid to C-level digital and social candidates

THE OPTIONS

	Access to Proactive Channels	Access to Reactive Channels	Paid Advertising on roles	Branded Advertising	Access to Candidate Database	Dedicated Senior Consultant / Director	Weekly vacancy report	Free Creds Deck	Free tools (e.g competency test tools)	Payment terms
Contingency Search (Standard Priority)	✓	✓			✓					Pay on start date
Exclusive Search (High Priority)	✓	✓			✓	✓		✓		Pay on start date
Retained Model (Highest Priority)	✓	✓	✓	✓	✓	✓	✓	✓	✓	1/3 paid upfront, 1/3 paid upon shortlist of candidates, 1/3 paid on candidate start date

Case Study: We Are Social

The logo for 'we are social' is located in the top right corner. It consists of the words 'we', 'are', and 'social' stacked vertically in a red, lowercase, sans-serif font. The text is contained within a white circular background.

The Brief

We Are Social, a market-leading global creative agency, briefed Reuben Sinclair with an urgent hiring requirement. The company required **two Research & Insight Directors** to join their London HQ as part of their continued growth. As recent winners of the 'Best Agency Side Recruitment Consultancy', Reuben Sinclair was seen as the ideal choice to work on the vacancies.

Challenges Faced

- Both hires needed completing before the festive break - within five weeks of initial briefing
- Very niche skill set required
- Many creative agencies do not have a similar R&I function therefore the number of candidates performing a similar role is limited
- Candidates with the necessary skills and experience profile are high in demand and therefore the talent pool typically had numerous career opportunities to choose from

Approach

Reuben Sinclair ran a multi-channel Search & Selection campaign to deliver on the project.

- Project brief: defining the mission for the roles, critical success factors, time-bound outcomes and core competencies expected from an 'A' player in the post.
- Cultural mapping: what does the DNA of We Are Social look like? Where do the competitive advantages lie and what constitutes a top-performer at We Are Social?
- Market mapping: understanding where the talent for this niche profile can be found.
- Confidential targeting: approaching researched profiles via our senior Referral Network and additional candidate channels.
- Candidate screening: full candidate screening in line with We Are Social's desired process. Tools available for clients include: video interviewing, psychometrics, competency based scoring, salary benchmarking, assessment day.
- Real-time reporting: hiring manager regularly updated on progress of search with our in-depth Search Reports which provide full transparency of progress across branded advertising, market mapping, referral networks, direct outreach etc.

The Results

- **Four** CVs were sent
- **Three** of these CVs progressed to interview stage
- **Two** of the shortlisted candidates progressed to final stage
- **Both** were offered the job and were accepted
- **Both** roles were filled within five weeks of receiving the brief, and just in time for the Christmas break

Contact the Digital & Social Team

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Connect



reubensinclair