



**Work** «

» **FOR US**

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**BADENOCH & CLARK**

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# Our Story

Badenoch & Clark (B&C) is the professional services arm of The Adecco Group: the world's leading provider of HR solutions. With a dedicated team of over 250 specialist recruiters based throughout the UK, the Badenoch & Clark team spirit is thriving and the opportunities endless.

## SECTORS

- Private Sector
- Public Sector

## JOB TYPE

- Permanent
- Contract
- Interim
- Executive Search

## SPECIALISMS

- Accountancy & Finance
- Actuarial, Underwriting & Broking
- Business Transformation & Change Management
- Charities
- Compliance, Risk & Regulation
- Digital
- Housing
- Human Resources
- Insurance
- Legal
- Marketing & Communications
- Operations & General Management
- Procurement
- Programme & Project Management
- Social Care
- Strategy

Number of contractors

**+2,150**

Number of placements last year

**16,150**

Number of internal promotions last year

**84**

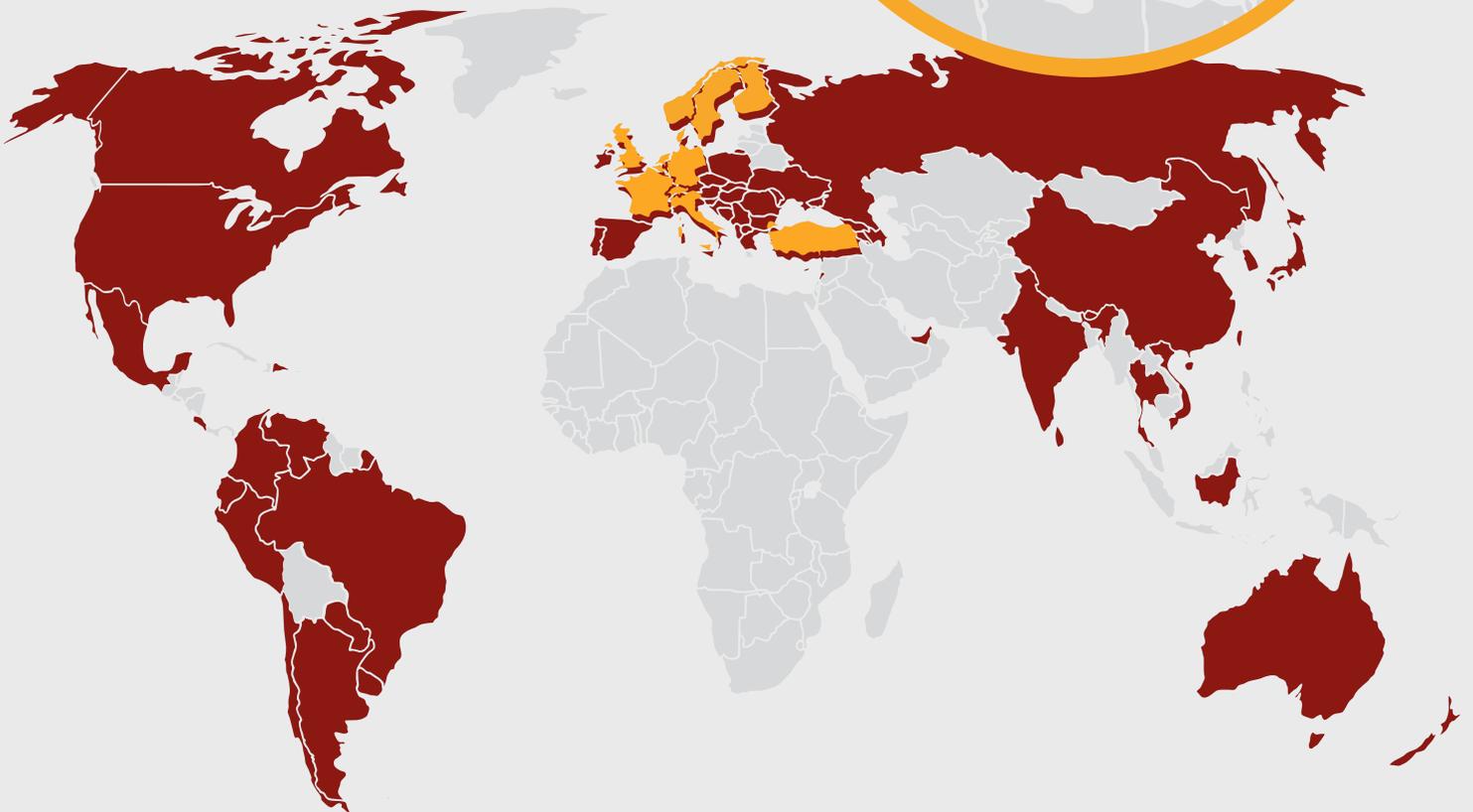
Annual sales last year

**£165 million**

# Our World

Badenoch & Clark's international footprint is expanding, which not only means a more diverse range of clientele, but also the opportunity to travel, to grow, and to broaden your horizons.

-  Adecco Group
-  Badenoch & Clark



# Talent Mobility: a case study



Fraser Turnbull  
Manager, Executive Legal

- Transitioned from Scotland to Luxembourg, and back again -

## ***Tell us how you came to live and work in Luxembourg?***

The market in Scotland was challenging for lawyers during the financial crisis, and as a direct result it was for the recruitment market too. But I loved working for B&C and didn't wish to leave. Fortunately I had done well enough in the preceding years within Badenoch & Clark's Edinburgh office to make it a viable option to at least investigate. At the time, it was the only European office that we had and I wanted to explore the opportunity if one existed within the Group. In essence, I then made contact with the Director in Luxembourg and convinced him and the Luxembourg colleagues I met that it would be a good idea to open a market they never had in a jurisdiction I had never worked in or knew anything about (which tied in nicely with their growth plans as it happened)!

## ***Would you recommend moving internationally for anyone interested?***

Absolutely, yes. It really was the single biggest and most positive impact to my B&C career, which has spread over a decade now. In short, it allowed me to learn, develop, and re-position myself and my skills in ways I would never have been able to if I had stayed in the UK.

## ***What made you return to your native Scotland?***

My wife and I wanted to start our own family close to our parents. At the same time, it was fortuitous the financial crisis was slowly coming to a close, while the legal market in Scotland was showing signs of recovery. So professionally and personally, it made sense to do it at that time.

## ***What is your career highlight?***

Achieving the 'biggest ever single fee' in both Luxembourg and Scotland. These are two records I still hold for offices which have been operating respectively for well over 15 years! Oh and being invited to represent B&C at the Queen's Garden Party in Scotland.

## ***What keeps you at B&C?***

The day-to-day ethos of the company: honesty, teamwork, clear encouragement to add value, and the active promotion of entrepreneurship.

# Our Vision

As individuals, to be exceptional recruiters; as a business, to be the long-term trusted advisor to all of our candidates and clients; as an employer, to foster a culture that supports, stimulates and develops talent.

OUR SIX CORE STRATEGIES TO SUPPORT THIS VISION ARE:



## Segmentation

Deliver distinct specialist business streams with coherent, compatible and complimentary, HR, finance and sales strategies (Wholesale, Retail, Solutions).



## Perm

Be the fastest growing in permanent placement within middle management and executive level supply by coordinating and driving performance of dedicated resources.



## Engagement

Inspire and attract talented people to grow with us by being a high performing Great Place to Work, with a more diverse, more productive and more self sufficient work force.



## Thought leadership

Become the acknowledged thought leader on recruitment and the labour market in the professional staffing arena.



## Productivity

Drive a business of high personal productivity by engaging and developing our talent, and through strong performance management.



## Digital

Be the brick and click leader of our industry driving growth and productivity through a continuous flow of core and new growth innovation initiatives.

91% of Badenoch & Clark's people said:  
“Management genuinely seeks and responds to suggestions and ideas”

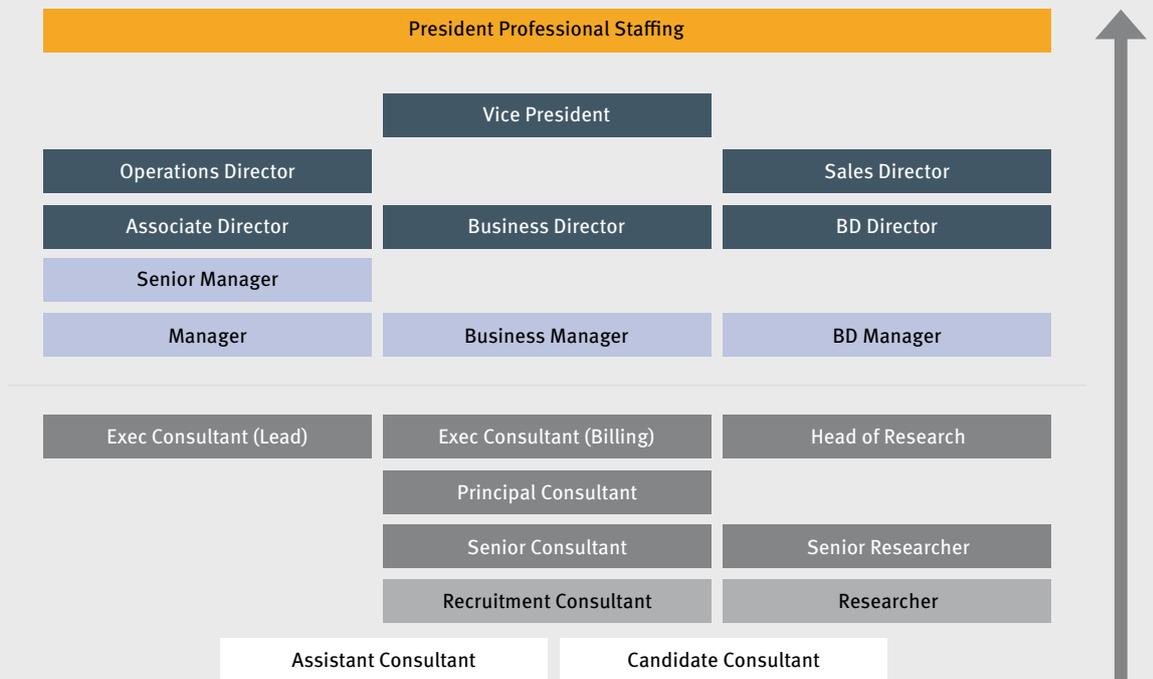
Great Place to Work Survey results

# Your Career Development

When you join our team, you will have access to:

- A bespoke Badenoch & Clark training and development programme, tailored to you and your level of experience
- A mentoring programme
- A residential training academy
- Global business schools based in Zurich and Fontainebleau

Our consultants are in the business of building careers, but while placing exceptional talent with leading employers, you'll also follow a varied and rewarding career path with Badenoch & Clark, supported by our highly regarded training and development programme.



*88% of Badenoch & Clark's people said:*  
**“Taking everything into account, I would say this is a great place to work”**

Great Place to Work Survey results

# Our Corporate Social Responsibility

We are committed to making a difference in our communities.

As part of The Adecco Group, Badenoch & Clark is passionate about improving the world of work. Every year, Adecco Group makes an impact on the lives of more than 3 million people and their families. Win4Youth is an amazing cause that we hold close to our hearts, with colleagues around the globe raising funds to help provide a better future for disadvantaged children.

Additionally, Badenoch & Clark support the School of Hard Knocks, who are a social inclusion charity that promote the use of sport to help get the unemployed back into work. View the School of Hard Knocks [“behind the scenes”](#) video with Badenoch & Clark.

Off the back of our [‘Inspiring inclusion in the workplace’](#) research, we have recently launched our own dedicated disability consultancy, with our focus on education, attraction and enablement in the pursuit of real change in this space. To learn more about our disability consultancy services please contact [disabilityservices@badenochandclark.com](mailto:disabilityservices@badenochandclark.com)



85% of Badenoch & Clark people said:

“ I feel good about the ways we contribute to the community ”

Great Place to Work Survey response

# *Our People: the inside track*

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## Alexandra Scott

Manager, Legal, London



### WHEN AND WHY DID YOU JOIN B&C?

I joined Badenoch & Clark's graduate scheme in August 2006. I initially applied to make my Dad happy as he told me I hadn't applied for enough jobs! I originally had my heart set on another position, but from the moment I walked into the assessment centre, everything changed and I knew I wanted to work at Badenoch & Clark!



### DESCRIBE YOUR B&C CAREER JOURNEY

I joined as a consultant with no prior experience, but have since worked across all three divisions at Badenoch & Clark: Professional Services (recruiting for in-house lawyers); the Public Sector (working for the local government team, recruiting revenues and benefits officers) and Commerce & Industry (recruiting interim finance professionals). I now manage a team of 10+ temporary and permanent consultants in the Legal division.



### BEST THING ABOUT B&C?

The people. After speaking to friends, both in and out of the recruitment industry, I've come to realise that the culture at B&C is definitely unique. Also, I must say that our training and development opportunities are excellent.



### CAREER HIGHLIGHT

Being named one of our Managers of the Year at our annual awards ceremony. It was great to be recognised by the senior leaders within the business, while the prize of a trip to Singapore was a once in a lifetime opportunity.



### CAREER BILLING

£1.8 million



### WHAT KEEPS YOU AT B&C?

Again, I'd have to say the people! They make B&C a fun place to work, even on those days when it feels like everything's going wrong.



### INTERESTING FACT

I'm half Mexican and half Scottish.



## Allan Madden

*Principal Consultant, Leeds*



### WHEN AND WHY DID YOU JOIN B&C?

April 2011, the day I moved my whole life from my home town of Liverpool to Leeds. This came just five days after my final interview, so to say it was a life changing move is a bit of an understatement!



### DESCRIBE YOUR B&C CAREER JOURNEY

I joined the business with no experience in recruitment or an office environment, having previously only worked within the restaurant industry. My career at B&C has been very interesting to say the least, having worked across three teams within two divisions, including Local Government MSP North, Local Government Executive and finally taking the lead on the renewed Property Services division for Yorkshire and the North East.



### BEST THING ABOUT B&C?

The people and the culture of support, which is unlike any other sales environment I have come across. People really care about the service they give to candidates and clients, and also really go the extra mile to support colleagues to be successful, which creates a positive environment to work in.



### CAREER HIGHLIGHT

There are two I am very proud of: winning two awards in the last three years, all while setting up the Property Services division from a standing start four years ago is

definitely one. However, signing my first national account is also up there, particularly as we were an unknown agency within this market and in under a year of being on the PSL we had billed more with this client than any other across the whole Housing division (which we repeated again in the following year).



### CAREER BILLING

£1.1 million



### WHAT KEEPS YOU AT B&C?

My team, the wider community and the general culture of the organisation. Being given the time to become a specialist in my field, develop a niche, and become a trusted advisor to clients and candidates has really allowed me to stand out from other agencies. I feel like I am able to offer more than just recruitment solutions - it's more true business solutions matched to their individual needs.



### INTERESTING FACT

I was a child star with one credit to my name – a diaper advert as a baby. Massive loss to the film industry in my opinion!



## *Gemma Parlor*

*Business Manager, Local Government,  
Nottingham*



### WHEN AND WHY DID YOU JOIN B&C?

I joined in 2010 as a graduate after six months working in a sales role selling software. I had no intention of staying in a call centre environment but it was easy money whilst I decided what I wanted to do and it gave me a taste for sales and earning commission. A friend mentioned recruitment as a good option for me and the rest is history.



### DESCRIBE YOUR B&C CAREER JOURNEY

I started as a candidate consultant as my manager saw this as the best option to learn the ins and outs of recruitment as well as the discipline I was recruiting to, which at that time was accountancy & finance within the Public Sector. Within seven months I took on a full 360 consultant role and quickly established my own client base. In the last six years my market has remained the same; however, my remit has significantly changed. I established myself as a specialist in change and transformation, as well as senior management roles within Local Government. Since joining I've had five promotions and now play a key role in leading our executive strategy for the Local Government interim market.



### BEST THING ABOUT B&C?

Again, the people. Whilst I work in a relatively small office I am fortunate enough to get exposure to a number of other teams across the business, enjoying the camaraderie and encouragement I get from peers and colleagues.

It's always good to celebrate a successful quarter or year and the annual conference is a brilliant forum to celebrate the previous year and hear about the plans for the coming year.



### CAREER HIGHLIGHT

Winning the Temp Sales Person of the Year Award and top biller prize in 2016 is definitely my career highlight to date.



### CAREER BILLING

£1.77 million



### WHAT KEEPS YOU AT B&C?

Some of my closest friends are the people I work with and knowing we're all in it together gets you through the ups and downs. I have also been given a lot of autonomy; management trusted me to go out and explore a new market and it paid off.



### INTERESTING FACT

I took an internship in Ohio which involved working with the public defenders office; helping a guy who had served 18 years on death row to appeal his case. His appeal was granted.



## *Rachael Allport*

### *Executive Lead Consultant, Bristol*



#### WHEN AND WHY DID YOU JOIN B&C?

I joined in 2014 after having practiced as a family solicitor for a number of years. I was looking for a new challenge and wasn't really sure which direction to head in. However, after meeting the team and some senior figures within the business, I was immediately convinced that joining B&C was the right option for me. One thing that really stood out, apart from the opportunity on offer, was the professionalism of everyone within the business.



#### DESCRIBE YOUR B&C CAREER JOURNEY

As a consultant with no previous experience, I joined the Legal team and was responsible for recruiting permanent qualified legal professionals into the private practice market. As I had no experience whatsoever, save for a background in law, the training and development offered by B&C was invaluable and really helped me to develop my skills and become a successful consultant. I have achieved three promotions in my three years with the company and am now an Executive Lead Consultant, managing the permanent Legal team in the Bristol office.



#### BEST THING ABOUT B&C?

There are many things I love about working for B&C but above all it has to be the people I work with. There is a real sense of team spirit, not only within the Legal sector, but

B&C generally. Everyone is really friendly and supportive, and whilst it might sound cliché we have a great balance of work hard-play hard.



#### CAREER HIGHLIGHT

Winning the Gold Award at our annual ceremony for Sales Person of the Year two years running in 2015 and 2016.



#### CAREER BILLING

£750k



#### WHAT KEEPS YOU AT B&C?

The people, the career progression opportunities, and one of the best commission schemes in the market!



#### INTERESTING FACT

Before embarking on a career in law, I did a season as a PR rep for a large club in Malia – I haven't been able to touch a Sambuca shot since!

# Your Rewards & Benefits

As a valued member of The Adecco Group family, you'll be eligible for an expanse of rewards and benefits:

- Annual Adecco Group Superstars' Trip: destinations have included Rio de Janeiro in 2012, Marrakech in 2013, Iceland in 2014, Dubai in 2015, Miami in 2016 and Singapore in 2017. Cancun is the location for 2018!
- Quarterly Top Table: held at top locations across the country. Recent trips have included Henley Royal Regatta and 'A day in the country'
- Quarterly Summit Club night out: celebrates individual and team success each quarter across B&C
- Annual Adecco Group Conference and Awards: acknowledges excellence and achievement from the last financial year
- Global Adecco Group Sales Incentive Trips: quarterly competitions based on performance; our most recent trip saw us skiing in Davos
- A variety of events: team nights out, charity days and incentivised sales competitions.



**“ Our commission schemes and incentives genuinely differentiate us from the competition. The incentive trips are proof that if you work hard enough then you will be rewarded with fantastic experiences. I also love how well everybody gets on with one another – not just across B&C but the Adecco Group as a whole. ”**

Guy Emmerson, Senior Vice President

# Get in touch

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*Please get in touch with  
Chrissie Hagger,  
Internal Recruitment*

We would love to have a confidential, yet informal conversation with you.

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Or visit Badenoch & Clark's Work For Us page:  
**[www.badenochandclark.com/about-us/Work-for-us](http://www.badenochandclark.com/about-us/Work-for-us)**



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