



Perfect connections  
in recruitment

ABOUT  
CDS

[www.cdsrecruitment.co.uk](http://www.cdsrecruitment.co.uk)

CDS Recruitment provides specialist  
Engineering, Technical and Scientific  
recruitment services.





Founded in 2009, CDS Recruitment provides specialist Engineering, Technical and Scientific recruitment services. We offer Executive Search, Retained Search and Selection, Recruitment Process Outsourcing, Contingent Contract and Permanent Recruitment and Training Services.

Acting as a trusted recruitment partner, we offer tailored talent management solutions to support our clients at every stage of their recruitment journey. This includes recruitment guidance, role definition, specialist search, candidate sourcing, interview co-ordination and offer management.

Our Senior Recruitment Specialists have a wealth of Technical Recruitment experience, and work in partnership with clients to help them respond effectively to resource and workforce changes and requirements.

We understand the challenges facing our clients in finding the right candidate with the right skillset. From start-ups and SMEs to national corporate and international blue-chip organisation, we pride ourselves on building long-standing relationships with our clients, fully understanding their business requirements, to ensure only the most suitable candidates are selected.

Our services are accredited to ISO9001 quality standards and as members of the REC (Recruitment Employment Confederation) we work to a world recognised code of practice.

**To make CDS your recruitment partner of choice, get in touch now**

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SOLUTIONS  
PROVISION

JOB SEARCH

#### INDUSTRIES

Oil and Gas  
Renewable Energy  
Chemicals & Pharmaceuticals  
Automotive, Aerospace & Rail  
Electronics & Technology  
Power & Utilities  
Food & FMCG  
Precision Engineering

#### DISCIPLINES

Technical  
Engineering  
Scientific  
Manufacturing  
Commercial  
Executive

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At CDS we provide the full range of recruitment solutions that we be tailored to each individual basis to ensure the highest level of service possible.





CDS Recruitment provides recruitment solutions that are tailored to each individual client to ensure we meet their requirements.

### **Permanent Recruitment**

Our no success, no fee service allows clients to utilise our services at no financial risk to themselves. We conduct database and social media resourcing along with job board advertising to attract the best candidates.

### **Contract and Temporary**

We help our clients meet increases in workloads or staff absences by providing a pool of candidates who prefer flexibility and variety and as a result engage with clients via CDS on a contract or temporary basis for specific projects. A competitive and transparent pricing structure is provided for each assignment along with HMRC and legislation compliant contracts.

### **Training**

Our training division utilises qualified subject matter experts to deliver a wide range of training courses dependent on your training and development needs.

### **Executive Search**

The Senior Management Team is vital to the success of any business and our Executive Search service utilises Contingent and Retained Search and Selection techniques to deliver the right candidates to you.

### **Search and Selection**

Our Search and Selection solution is a more in-depth service that starts at the early stages of manpower planning, providing a detailed proposal and project document. It covers all search and advertising activities, a 3-stage vetting process including telephone contact of applicants, face to face interviewing of shortlisted candidates, tailored questionnaires and video transcripts, psychometric testing and interview co-ordination. We also offer management and on-boarding assistance through regular post-placement contact within the first 3 months.

### **Recruitment Process Outsourcing (RPO)**

This solution is ideal for companies who want to work with a recruitment partner but require the freedom to access a wider pool of candidate sources. We work with our clients to define each individual vacancy then engage and manage suitable suppliers as well as our own team's core services to supply the staff you need as swiftly as possible.

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ENERGY  
& UTILITIES

[www.cdsrecruitment.co.uk](http://www.cdsrecruitment.co.uk)

Energy, Power and Utilities are areas that are seeing a range of changes through innovation, regulation and environmental changes





The Energy, Power and Utilities sectors are experiencing a range of challenges due to innovation, regulatory and environmental pressures and they remain fundamental to the success of the UK economy. These industries employ thousands of personnel in various disciplines and contribute billions of pounds in revenue and economic activity.

Central to this are the Engineering, Technical and Scientific processes and equipment that enable the successful utilisation of resources to generate and transmit the power, fuel and water that we depend on everyday.

As innovation increases the demand for more STEM qualified candidates is exceeding supply and high levels of private and government investment is only going to see this demand rise further.

We specialise in the supply of Technical, Engineering, Scientific, Trades and Commercial candidates who are skilled in the design, build, maintenance and operation of Energy and Utilities assets as well as the specification, design and manufacturing of key components and equipment needed within a variety of industry functions.

We work with companies involved in Oil and Gas Extraction, Renewable Energy, Nuclear, Electricity Transmission, Gas Distribution, Pipeline Management and Maintenance, Water Treatment and Waste Management among others providing staff across all disciplines and levels within our clients' businesses.

Our trained Recruitment Specialists identify and attract the best talent to undertake permanent and contract assignments across the UK and Europe. We work closely with sector specific organisations to keep abreast of industry needs and standards so that we can make the perfect connections for our clients.

**Get in touch with our team of experienced consultants**

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SCIENTIFIC  
& PROCESS

Scientists work tirelessly to develop  
Chemical, Pharmaceuticals and  
Materials to improve and extend  
our lives.



[www.cdsrecruitment.co.uk](http://www.cdsrecruitment.co.uk)



Scientists work tirelessly to develop chemicals, pharmaceuticals and materials that improve our lives, with companies heavily investing in Scientific R&D and building facilities that house large-scale manufacturing processes and require complex engineering solutions. At CDS Recruitment we supply R&D, Laboratory and Engineering staff to help companies turn these concepts into reality.

We deliver an efficient and professional service to our clients and ensure they have access to the best talent. This includes high calibre Scientists and Engineers at all levels covering the myriad of disciplines needed to develop and manufacture these speciality products.

## **CDS Recruitment operates in the following industries:**

- Pharmaceuticals
- Chemicals
- Specialty Materials
- Cleanroom Design and Build
- Flavours and Fragrances
- Medical Devices
- Biotechnology
- Clinical Research

CDS Recruitment is a member of key sector organisations. This enables us to build our industry knowledge and network with professionals that will enhance the ability of our clients to meet the regulatory and technical challenges they face.

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# SPECIALIST MANUFACTURING

A graphic with the word 'AUTOMATION' in a bold, white, sans-serif font, centered within a white rounded rectangle. The background is a dark blue gradient with various faint, light blue icons and lines, including a computer monitor with a line graph, a document with a checkmark, a bar chart with an upward arrow, and a gear with a checkmark.

**AUTOMATION**

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To remain at the forefront of global innovation it is vital that they can attract the best people to their business.



To remain at the forefront of global innovation it is critical that manufacturing companies can attract the best people to their business and cultivate an environment in which they are valued and can achieve their career goals.

At CDS Recruitment we utilise our extensive manufacturing insight to identify high quality candidates who meet our client's job specifications, ensuring a bespoke and efficient recruitment process.

We supply Technical, Engineering, Scientific, Procurement and Commercial staff within the following specialist sectors:

## **Automotive, Aerospace & Rail**

We work with Technical, Engineering and Manufacturing Professionals who through key innovations are changing the personal, commercial and mass transportation sectors through developing ever more complex products and equipment. We work with OEMs and suppliers within the Rail Infrastructure, Rolling Stock, Aerospace and Automotive manufacturing sectors.

## **FMCG**

We supply Design, Product Development, Quality and Manufacturing Engineers within product design and manufacturing to help inventors and entrepreneurs perform to their potential and produce globally recognised and market leading consumer goods.

## **Food**

CDS Recruitment works with NPD, Technical, Quality and Procurement professionals who ensure that innovation and compliance are present at all levels of the supply chain as diet and food trends are constantly changing and evolving and are subject to ever increasing regulation.

## **Precision & Subcontract Engineering**

Skilled personnel are a key part of the manufacturing supply chain whether they are producing finely machined components, fabricated equipment or plastics, the UK has a highly skilled in-demand workforce. At CDS Recruitment we are constantly building talent pools through advertising, networking and active resourcing to ensure that our clients have access to the right people at the right time.

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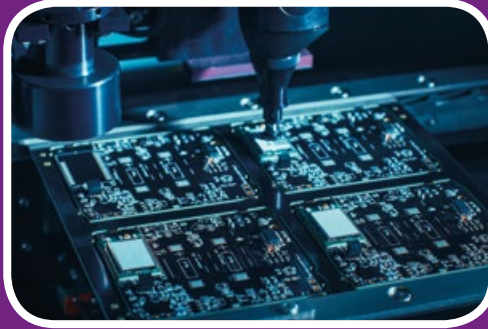
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# ELECTRONICS & TECHNOLOGY

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As our world becomes more and more connected we are increasingly reliant on new electronic devices and technology.





We are increasingly reliant on new electronic devices and technologies and as a result technology companies are seeing remarkable advances in research and development.

Innovation is at the heart of Engineering and Consumer Technology. Complex software, hardware and circuits are being designed and developed with product roadmaps constantly evolving as the applications for electronics and software become increasingly varied.

At CDS Recruitment we understand that the Electronics and Technology marketplace is extremely competitive, and it is critical that companies have the ability to identify, attract and retain talent. This helps companies to stay competitive as well as giving them an edge in a sector that is constantly evolving and where candidates are at a premium.

## Key Disciplines that we recruit for include:

- Electronics Design and Development
- Software and Firmware Engineering
- PCB Design
- Test Engineers
- Project Managers
- Electronics, Instrumentation and Component Manufacturing
- Procurement and Supply Chain
- Technical Sales and Applications Engineers

Our experienced consultants work closely with candidates and clients to help them find the perfect connection that will meet their ambitions and aspirations for the future.

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COMMERCIAL

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Strategic Commercial Services sit at the heart of the day to day operations of any company.



Strategic commercial services are at the heart of the day to day operations of a company, ensuring that materials, orders, supplier and distribution networks are correctly in place to facilitate the success of the business.

At CDS Recruitment, we recognise the importance of these strategic services and constantly identify and network with talented individuals who demonstrate the key qualities that will drive forward business growth.

## Technical Sales & Business Development

A successful sales and business development team is vital to any business if it is to ensure steady and profitable revenue streams. We source sales professionals at all levels including Director, Manager and Sales Engineer positions enabling our clients to recruit the right people for their teams. Roles include Business Development, Estimating, Proposals and Bids, Field Sales, Contracts Management and Internal Sales.

## Purchasing and Supply Chain Management

We understand the importance of Purchasing and SCM roles in a business to ensure that costs are managed, and contracts are commercially viable, as this can have a real impact on a businesses' profitability. Our team place Purchasing and Supply Chain professionals at every level within this vital function covering strategic, materials, indirect and direct procurement, category management, materials control, logistics management, supply chain management, analysis, development and planning, costing and supplier quality.

## Technical Administration

Engineering, Manufacturing, Technical and Scientific businesses rely on key administration functions to support their teams in day to day administrative duties. From Technical Clerks, Document Controllers, Project Controls, Purchasing or Sales Administration, we understand the importance of the support staff to their respective teams and work hard to ensure that we have a good pool of candidates in each area available.

Providing a personalised and flexible service underpins everything that we do to benefit our clients. We can help you make the strategic connections that your commercial functions need to continue to play an integral part in your success.

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# EXECUTIVE & INTERNATIONAL SEARCH

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Our Executive Search service  
has successfully sourced board  
level candidates for client based  
throughout Europe



# EXECUTIVE & INTERNATIONAL SEARCH



CDS Recruitment is a leading Technical, Engineering and Scientific Recruitment Specialist with a global Executive Search and Leadership Solutions division.

Our Executive Search service has sourced board level candidates for clients based throughout Europe, the Middle East, and Australia, covering a range of roles at Director level including Technical, Manufacturing, R&D, Scientific, Business Development, Operations, Procurement, Supply Chain and Marketing. From start-ups and SMEs to national corporate and international blue-chip organisation, we pride ourselves on building long-standing relationships with our clients, fully understanding their business requirements, to ensure only the most suitable candidates are selected.

## Our clients are leaders in:

- Transportation (Automotive, Aerospace and Rail)
- Electronics and High Technology Manufacturing
- Oil and Gas
- Power Generation and Renewable Energy
- Chemicals
- Pharmaceuticals and Life Sciences
- Food Manufacturing and FMCG

We help our clients succeed in a highly competitive sector. At CDS Recruitment, we build client and candidate relationships based on mutual trust, transparency, discretion and confidentiality. We respect their values, culture and our clients' commitments to corporate and social responsibility.

We support clients at every stage of their business journey, providing close customer support, expert advice and assessing talented candidates to help build successful leadership teams.

The CDS Executive Search team have extensive experience in senior level recruitment, providing professional and flexible solutions that are tailored to your recruitment needs.

**To make CDS your recruitment partner of choice, get in touch now**

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# SPECIALIST TRAINING DIVISION

TRAINING

[www.cdsrecruitment.co.uk](http://www.cdsrecruitment.co.uk)

CDS' Specialist Training Division delivers key training programmes within the engineering, manufacturing, warehousing and renewable energies sectors





Our Specialist Training division delivers key training programmes within the Engineering, Manufacturing, Warehousing and Renewable Energy sectors that have been designed by industry experts.

The training programmes were initially devised for our recruitment clients and covered subjects such as COSHH, Health and Safety, Abrasive Wheels, Banksmen, Fire Safety, Risk Assessments and Asbestos Awareness. In 2018, we were awarded centre approval with NCFE and CACHE and have extended the accredited courses that we can offer include Lean Management, Business Improvement Techniques, IAG (Information, Advice or Guidance) and Team Leading/Management.

We are passionate about supporting individuals and employers and are committed to ensuring that everyone receives the best learning, career and development opportunities. Our team members are all experts in their respective fields, highly qualified and sector experienced so that you can be assured of a quality and developmentally focused learning experience.

We can provide training on both a commercial and funded basis.

## Experienced Team

Our delivery staff are highly qualified in their fields of expertise and are constantly keeping up to date with industry best practices.

## Innovative Solutions

We design our courses to suit your business needs and can also identify, source, secure and develop key staff for your company.

## Quality at Heart

We constantly update, enhance and evaluate our courses to bring you a focused and memorable learning experience.

## Free Consultations

We are happy to meet with prospective clients to discuss continuous professional development needs for your staff and provide advice and guidance on how our range of qualifications and training can meet them.

## Focussed Outcomes

We offer a range of programmes from off-the-shelf e-learning programmes covering a wide range of topics to tailored programmes focussing on the specific requirements of the business.

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## THE CDS RECRUITMENT EXPERIENCE

We believe that every employment journey is unique. We work closely with companies and candidates to ensure we provide a service that is tailored to meet their individual needs, creating a perfect connection.

When you engage CDS Recruitment you are gaining an effective, flexible, and personal recruitment partner. We support clients at every stage of their business journey, providing close customer support, expert advice and guidance to help businesses' respond effectively to resource and workforce changes and requirements.

CDS Recruitment is proud to be a member of the Recruitment Employment Confederation (REC) and is accredited to ISO9001 standards, driving continuous improvement of our recruitment processes. We are also members of NOF Energy and NEPIC and work with other trade organisations that benefit our clients and candidates.

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## PARTNERSHIP

We believe in long term relationships with:

- Clients
- Candidates
- Colleagues

Respect and taking pride in delivering world class results

## INTEGRITY AND RESPECT

- Non-solicitation of candidates from our clients
- Respect competitor confidentiality and ownership
- Treating others how we want to be treated ourselves

## GOING THE EXTRA MILE

- Meeting our clients allows us to offer a personal and bespoke solution
- A clear and transparent fee structure
- Providing advice and feedback with up-to-date legislation

## RECRUIT THE BEST PEOPLE

- Named relationship managers
- Invest in highly skilled and experienced consultants
- Look to develop and reward excellent results

Get in touch with our team of experienced consultants

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