



new recruit

the newsletter of the Jonathan Lee Group

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30 YEARS LOYAL SERVICE

When Jenny Oakes joined Jonathan Lee Recruitment the Company comprised of three staff based in a small office in Stourbridge with nothing more than an upmarket typewriter, a filing cabinet and a telephone. Now, 30 years later and still with the Company, Jenny marvels at how things have changed and the Company has grown.

Jenny was officially Jonathan Lee Recruitment's first recruit with the business being run before her arrival by Jonathan Lee and his wife Lindi. She began as Jonathan's PA and was soon recruited to the position of Recruitment Assistant. She saw the Company grow from strength to strength expanding to take in other regions including Wakefield, Leicester, Basildon and St Albans.

The Company now employs over 120 people delivering professional level recruitment to over 20 manufacturing and engineering industries with particular focus on aerospace and defence, automotive and construction.

"I'm very proud to work for Jonathan Lee Recruitment," says Jenny. "It was very exciting to join the business during its early days and watch it become what it is today. It's been great fun and finding people a job that really suits them is hugely satisfying. I have been particularly pleased to see so many of them become valued clients coming back to us for their own company recruitment needs."

One of Jenny's key memories was during the recession of the 1980s and 1990s when Jonathan Lee Recruitment won a major assignment to recruit 175 specialist staff and managers for Toyota's Burnaston and Deeside manufacturing plants, *"This was a major landmark in Jonathan Lee Recruitment's history and was the start of our real growth"* said Jenny.

Now working for Fatura, Jonathan Lee Recruitment's



● Jenny with David Hale, Jonathan Lee and Mike South

executive search company in Belbroughton, Jenny was presented with a gold watch as part of her 30th year anniversary celebrations with the Company, and whilst she is not committing to another 30 years, she is not thinking of retiring any time soon.

Jonathan Lee said: *"Jenny has been an outstanding employee who has shown great loyalty to the Company. She has worked alongside us from our very humble beginnings and has played a key supporting role in our growth. I cannot thank her enough for her immense contribution."*

Solutions Through Understanding
Wakefield Leicester Stourbridge St Albans Basildon

Outplacement Demystified

The current economic climate is forcing many businesses to downsize and make redundancies. Whilst in most cases this is necessary, unavoidable and unpleasant, it is in the best interest of affected companies to ensure their employees are well looked after during the process, particularly in specialist industries where the talent pool is small and bad news travels quickly.



To manage the process sensitively, many companies are turning to outplacement because it offers invaluable support and advice to help employees get back on their feet. It is also appealing to employers as it ensures their reputations are not damaged, whilst making sure that surviving staff remain as motivated and engaged as possible.

Integrated HR provides a wealth of experience on the process of outplacement. Henry Noteman, Operations Manager for the consultancy, explains its importance:

"In recent years many companies have made redundancies without considering the effects on staff or the long-term prospects of the organisation. Technical industries such as construction, automotive and aerospace require specialist skills and just because a company is not in the position to keep staff in

the present that does not mean they will not be seeking their skills again in the future. It is for this reason, coupled with the importance of maintaining a good company reputation, that outplacement makes economic sense, but it has to be cost effective."

Outplacement involves a number of stages, from coaching and counselling when candidates initially hear the news, to education on the current market and economy. The process enables candidates to clarify their objectives and expectations before creating their CV, job applications and attending interviews.

Henry concludes: *"Gone are the days when companies stopped caring about staff the minute they left the building. Today there is a need and expectation for onward career assistance to ensure employees aren't left out in the cold. Outplacement enables employers to offer support to their employees in a way that is sensitive and objective, helping them to work through their options and come to considered and sensible decisions about their future."*

Engineering a Great Working Relationship

Jonathan Lee Recruitment has completed another successful year of working with the IMechE, having sponsored a number of events and projects across the country which encourage ongoing professional development.

Paul Branton, from Jonathan Lee Recruitment's Basildon branch, was proud to be one of three judges for a competition linked to the Formula Student Event earlier this year. He explains the importance of the relationship:

"Working with the IMechE is a natural extension of what we do. The organisation plays an important role in supporting young engineers; something that is also immensely important to Jonathan Lee Recruitment. We aim to assist the IMechE by providing continuous learning for those already

working in the industry and also those looking to join it."

Jonathan Lee Recruitment is a co-sponsor for all the Essex Centre Automotive Division's events, whilst elsewhere in the country it backs other similar schemes and programmes such as the annual IMechE Scrapheap Challenge in the West Midlands.

With young engineers flocking to take part in this interactive event, Jonathan Lee himself noted the importance of encouraging youngsters to become involved in the



engineering sector:

"The IMechE's Scrapheap Challenge is a great way of inspiring young people to take up engineering. It is fun and requires teamwork and ingenuity; much like a career in the industry. Our relationship with the IMechE has been extremely rewarding and we hope to continue developing this in 2009."

Credit crunch yet to hit the Medical Technology Sector

On 21 October, Jonathan Lee Recruitment attended the Medical Innovation Forum, held in Harrogate, for the medical device and in vitro diagnostics industry. With hundreds of professionals in attendance, the event proved a good barometer on the state of the industry and it seems that the credit crunch has yet to hit this area, at least for the time being.



"From talking to those in the medical technology sector compared to those in industries such as automotive, it seems that the effects of the economic situation have remained at bay for the moment," explains Andy Tierney, Regional Manager - Northern Operations. *"It is business as usual for many companies but time will tell how long this will last."*

The market would appear to be holding up because most companies ultimately sell into the NHS and the government

currently has no plans to reduce funding in this area. In addition, the NHS has less spending constraints than in recent years due to the current budget surplus.

But with the government currently ploughing funding into the stricken financial industry, this situation may not be sustainable, as Andy explains: *"As with many industries, medical suppliers should make the most of any buoyancy in the market as there is a lot of trepidation about what the next couple of years might bring."*

Seeing Jonathan Lee Recruitment from both sides

All recruitment companies aspire to having an excellent relationship with a person as both candidate and client and that's exactly the case with Tim Snaith and Jonathan Lee Recruitment.

Managing Consultant at Jonathan Lee Recruitment, had of me and of Aircelle that they were able to make such a good match and they had confidence in me and my skills despite the fact that I didn't come from an aerospace background."

Tim is now using Jonathan Lee again in recruiting for positions within Aircelle.

"We're undergoing a large change programme brought about by an increase in volume and so we're looking to recruit into our manufacturing engineering department. We are deliberately not restricting our search to candidates with an aerospace background; it's more about the type of individual and the core manufacturing skills. We're searching for candidates with basic lean manufacturing skills who are adaptable, flexible and original thinkers" he said.

"I have every confidence that Jonathan Lee Recruitment will help us to find the right people for Aircelle because they take the time to understand client's needs and also what candidates are looking for so you don't get unsuitable people put forward for the sake of making up the numbers" he concluded.



It was around 17 years ago that Tim first came into contact with Jonathan Lee Recruitment when he was looking for a position as a Manufacturing Engineer. He was impressed by the company's approach which involved taking time to understand candidates to ensure a good job fit. *"They were keen to ensure quality of candidates and not just quantity to put in front of clients."*

It was little wonder then when Tim found himself at the £1bn turnover bedrooms, bathrooms and kitchen company, MFI, that he turned to Jonathan Lee Recruitment to help with his recruitment needs. *"Jonathan Lee was a natural choice,"* he says. *"They worked with me on everything from the advertising to telephone and face-to-face interviews. We agreed on the characteristics we were looking for and they put together a one day off-site assessment centre. Having them run the centre meant that the senior managers and I were able to observe without the distraction of having to partake. I was really impressed as all the candidates were good."*

This in-depth knowledge of both candidates and clients meant that when Tim was again looking to move on he went to Jonathan Lee Recruitment and was recruited to Aircelle, one of the leading players in the global aircraft nacelle market, as Manufacturing/Engineering Manager. *"It was ultimately the intimate knowledge that Ian Bryson,*

Secrets to contracting success

Mark Waldron, a Contract Logistics Manager, has worked with Jonathan Lee Recruitment for 8 years. He feels that contracting is the best option for him because of the higher rates, the flexibility and he even believes it is the more secure option given the current economic climate.

There are a number of benefits to contracting both for the company and contractor. For companies it can enable them to cover an absent employee or to use the time as a probationary period with the prospect of a permanent job. Some companies have a contract workforce as part of their ongoing recruitment strategy as it allows them to source the expert skills needed for specific projects. From the candidate's perspective, it can mean a higher income and increased flexibility and Mark believes that contracting can actually be more secure in the current climate:

"I feel more secure in a contract role, particularly at the moment when permanent employees are at risk of redundancy. It seems

as though there is still a lot of work for contractors as it is easier and more flexible for employers. It feels like the safer option."

Mark keeps returning to Jonathan Lee Recruitment because he feels that they are always able to find him the kind of role he is looking for:

"Jonathan Lee Recruitment has the personal touch, which you don't find in many companies" he explains. "They build a rapport with you; treat you like one of the family and nothing is ever too much trouble. I also feel confident that they have unrivalled knowledge of the industry and will find me the right job in a tight timescale. I never have the need to go anywhere else."

NEW APPOINTMENTS



TANIA MCMANUS

PAYROLL ADMINISTRATOR

Based in Stourbridge

Previous experience: Prior to joining Jonathan Lee, Tania worked as a payroll co-ordinator at a manufacturing company as well as having accounts experience in the automotive industry. Tania is currently studying a Payroll and HR Supervisory qualification with HRD and Payroll Solutions.

ELAINE FULLWOOD

PAYROLL ADMINISTRATOR

Based in Stourbridge

Previous experience: Elaine joins Jonathan Lee with previous experience as an account administrator at a furniture manufacturing company. Elaine has a multitude of accounts experience including within the pharmaceutical sector.



Carbon emissions, recycling, and wind farms are now all familiar terms as we continue to come to terms with the effects of global warming. Government, industry and individuals are focussed on reducing waste, increasing efficiency and generating power more cleanly. Jonathan Lee Recruitment is able to advise both industry and candidates on how they can cope with this green shift.

The 'green' technology industry is growing very quickly in the UK as projects in wind, wave and tidal energy progress. Skilled engineers are required at the development, manufacturing and construction phases of these projects and as ever, skills are not in abundant supply, at least not at first look. Jonathan Lee's broad experience in other industries, especially in automotive and aerospace, has given it a unique ability to identify skilled engineers in other sectors who could work in green energy manufacturing. "Many of the skills found in engineering sectors are transferable into wind, wave and tidal power generation" says Mike Rowles, Managing Consultant Manufacturing and Supply Chain, "especially when you consider how similar precision components and processes are. Candidates can get advice from us on how they might be able to transfer their skills while manufacturers in the green sector can use us to help identify which other areas they can recruit talent from."

Jonathan Lee Recruitment has seen a greater demand for engineers into energy management positions in existing manufacturing and process industries as the drive for energy efficiency goes on.

In the Pink!



Jonathan Lee went pink on 31st October all in aid of Breast Cancer Care. Not content with dressing in pink, the lads and lasses in Stourbridge and Basildon baked pink cakes for colleagues to purchase and took part in a sponsored silence. Despite, or perhaps because of this unfamiliar quiet, a total of £224 was raised for charity.

Jonathan Lee Recruitment has also produced it's first online newsletter which will go hand-in-hand with our printed version. We would welcome your comments and feedback, especially concerning whether you would prefer the printed or online version - or both!