

Probe Technical Recruitment
technical recruitment specialists

About Us

Since our formation in 1994, Probe has grown into a highly professional and diverse recruitment organisation. We understand how difficult it is to find and retain the right people, so by specialising and focusing our efforts, Probe has become a market leader and our portfolio includes many blue chip organisations which is a testament to the high quality of services we provide. We value our relationships and provide personalised care to clients and candidates throughout the entire recruitment process.

Probe is formed by a nucleus of industry specialised consultants who are experts in their active fields. An in-depth market knowledge of recruitment, outplacement and human resources ensures we are able to offer a prompt and dedicated service. Our success has been achieved by understanding our clients' needs and practices in order to resource the right candidates for their roles.

We have instant access to our own extensive database of both permanent and contract candidates together with specialist search & selection tools that cover all disciplines and industries meaning we are able to supply a superior, effective and cost efficient service.

We have developed a philosophy that focuses upon attention to detail, speed of response, added value and cost effectiveness. Our growth has been built on a solid foundation of understanding our clients' needs and practices and resourcing the right recruitment solution for their needs through our specialist Divisions.

Our Specialist Divisions

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Our Services We Offer

Permanent Recruitment
Retained Assignments
Master Vendor Agreements
Web Vacancy Advertising
Job Analysis / Benchmarking

Contract / Temporary / Interim Recruitment
Executive Search & Selection
Managed Advertising Campaigns
Psychometric Profiling
Competency Based Interviews

Our Sectors We Operate In

Automotive
Chemical Processing
Defence
Food & Drinks
Logistics
Pharmaceutical
Rail
Water & Utilities

Automation
Customers Goods
Distribution
FMCG
Marine
Production
Renewables

Aerospace
Controls
Electronics
Heavy Engineering
Manufacturing
Power & Nuclear
Special Purpose Machinery

Our Tools

Using state-of-the-art recruitment software and our extensive candidate database enables us to pinpoint the right candidates quickly and efficiently. All of our clients' vacancies are advertised on our own website together with specialist job boards free of charge.

Our Quality Commitment

Our commitment to quality is paramount in ensuring a professional level of service. Continuing reviews of our procedures and systems ensures that we maintain and continually improve our standards to ensure that we offer an un-paralleled level of service to our clients.

Our Benefits

- Designated Consultants to **focus** on a quality and timely service delivery, building long term, strong relationships to add on-going value to your organisation.
- A tailored approach to meet the needs of each client we are representing.
- Competitive rates for both Permanent & Interim placements. Our pricing is straight forward - **NO HIDDEN FEES & NO SURPRISES.**
- We promote the benefit of working for **YOUR** business and make sure we only match people who suit your company's culture.
- Consultation is offered on interview techniques, skills & psychometric testing / bench marking, remuneration packages and changes to employment law & legislation.

Controls & Automation

Our dedicated Controls and Automation Division provides a bespoke, consultative service to candidates and clients across multiple industry sectors including: Food, Power and Utilities, Pharmaceutical, Oil & Gas, Nuclear, Chemical, Automotive and Aerospace. Our experience within this sector also allows us to provide professional advice and information on market trends and current rates.

We work with experienced Control Systems Engineers who have delivered Engineering solutions on various projects from concept to detailed hardware and software design, through to testing and on site commissioning, validation and project management.

Our consultants appreciate the challenges faced by employers in a growing Automation sector where skilled Engineers are often in short supply and a real understanding of the market and the people within it are needed to identify what motivates and inspires talented individuals.

Some of the roles that we cover:

- Software Engineers (PLC, SCADA, DCS, MES)
- Commissioning Engineers
- Electrical Engineers (design and implementation)
- Panel Design Engineers
- Project Engineers and Managers
- Multi-skilled Automation Engineers
- Robotics Programmers/Engineers
- EC&I Engineers
- Validation Engineers (IQ/OQ/PQ)



Design, R&D, FEA

The Design / Research & Development Division is equipped and experienced in sourcing technical and engineering specialists at all levels for either permanent or temporary opportunities. The Consultants in the team each have over 10 years direct engineering recruitment experience and have built strong relationships with companies and individual engineers across the UK in a myriad of industry sectors during their time.

The team members have the expertise to identify and understand different types of Design and Manufacturing Processes, so if the need requires injection moulding, castings, machined parts or fabrication etc., and a need to either design, prototype, analysis, calculate, tolerance, project manage or to simply front end concept design, the team will just send you candidates with the requirements you need.

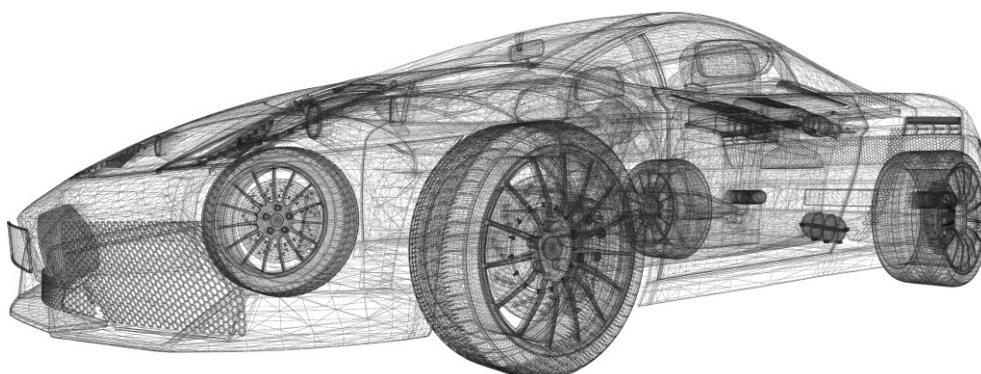
Our teams experience also allows a high level of authority to qualify an engineer's experience by the projects, software and organisations they have worked with or for, so another level of screening is put into the process before you ever receive a suitable CV,

From Blue-Sky Concept Design and Research and Development Programmes, right through to design for final release, the Division has the experience, tools and technology to find the best people for your roles, so if you are looking for a recent graduate or entry level engineer or if you require a more experienced individual right up to Senior Manager or Director, with an R&D or Product Launch background our databases, networks and recognised standing in the engineering sectors make our Consultants very well placed to assist you with your urgent needs in a fast and professional manner.

Key areas of specialism:-

3D & 2D Cad Design
Analysis & Simulation
CFD - Thermal, Fluid Flow & Dynamic
Detailing & Draughtspersons
Design for Manufacture
Electronics & Software
Heads of Departments / Directors
Industrial Design
New Product Development

Product Design
Product Launch
Prototyping
Project Management
Research & Development
Systems & Layouts
Test & Development
Value Engineering



Maintenance & Reliability

“Our Reputation within Maintenance Engineering Recruitment is your guarantee of an unparalleled service”

We have operated a dedicated maintenance recruitment division since 1998, which focuses on supporting Industries across the UK and our specialist team have worked in the sector for the past 20 years, combining in-depth experience with dedication and commitment. By working exclusively within the maintenance sector we understand the needs of the industry and are therefore able to meet your requirements to the final detail.

Our staff are technically astute and have a real understanding of modern maintenance practices, equipment and the sectors that utilise the skill set, they are simply not just “buzz words” to us. As a result, we have a clear focus on the technical expertise you require whilst still appreciating the importance of interpersonal skills.

You will be working with an industry specialist run by industry specialist consultants who are available to advise you on a wide variety of career opportunities. This not only includes job matching for the candidate, but also extends to advising clients and candidates alike, on salaries and market trends.

Our relationship with both candidates and clients gives us the ability to select the right candidate for the right job at the shortest of notice, allowing us to work across all sectors and levels in both contract and permanent assignments alike.

Through our experience, professionalism and reputation, we have secured preferred and sole supplier status with clients within a wide range of industries from single sited maintenance service providers through to major automotive manufacturers.

Some of the roles that we cover:

Maintenance Managers

TPM Consultants

Multi Skilled Technicians

Electrical Engineers

Robot Technicians

Maintenance Supervisors

Plant Installation Projects

Maintenance Electricians

Controls Engineers

Condition Monitoring

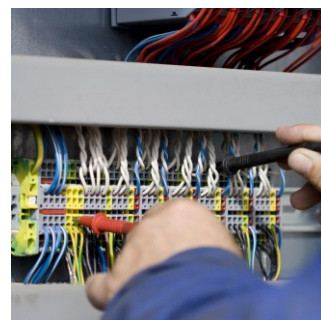
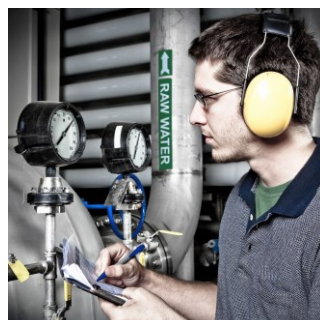
PM / CMMS Integration

Shutdown Projects

Maintenance Fitters

C&I Technicians

Plant Technicians



The Manufacturing & Production Division specialises in the provision of workers throughout all manufacturing & productions environments including manual, semi skilled operators, skilled engineers, up to senior management positions. We are proud to boast a comprehensive and unrivalled industry knowledge which is an essential tool when recruiting within the manufacturing sectors as it is essential that we have an in depth understanding and knowledge of how our clients manufacture their products and the sectors they in turn service.

To enable us to do this our qualified Consultants have over forty years' combined experience of recruiting within this sector and their knowledge of clients and candidates is second to none. This allows us to identify the most appropriate individual within the shortest timescales, often reducing the time a client has to wait before being introduced to exceptional candidates.

With our extensive knowledge and experience of recruitment solution methodologies, we can guarantee that Probe is able to meet all your engineering and skilled trades recruitment needs.

Key Areas of Specialism

Manufacturing Management
New Product Introduction
CAD/CAM Programming
Process Engineering
Machining
Project Management
Fabrications

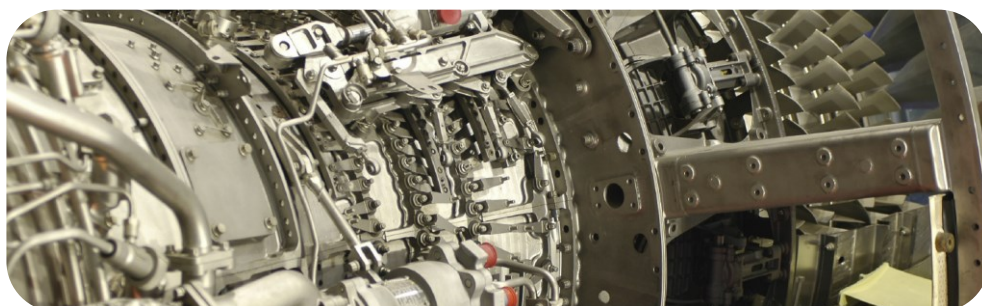
Tool Making
Operations Management
Precision Machining
Materials / Resource Planning
Supply Chain & Logistics
Health, Safety & Environmental
Purchasing

Some of the roles that we cover:

Manufacturing Engineer
Manufacturing Technician
Manufacturing Manager
Operations Manager
Tool Maker / Tooling Engineers
Resource Planner

CAD/CAM Programmer
Programme Manager
Production Manager
Engineering Manager
Purchasing / Supply Chain
Logistics

NPI Engineer
Project Engineer
Production Engineer
General Manager
Materials Planner



Projects Engineering

Our Projects and Programme Engineering Desk has been set up to supply the growing trend in many engineering sectors to recruit multi faceted individuals who can support project and programmes in the areas of Development, Feasibility, Commercial Aspects and New Product Induction and Delivery.

This Division covers vacancies in all areas from Sales and Application through to Design and Development, Production, Quality and Test, with engineers who, along with a strong engineering skilled background, are also very adept with dealing with external and internal customers demands.

Supporting a myriad of industry sectors the project engineering desk has developed a strong reputation for supporting engineers with their important choices when it comes down to career moves and progression.

Whatever the size of the company we can offer expert support in finding relevant skilled individuals to ensure projects and programmes run smoothly and meet required tough deadlines.

New Product Design & Introduction	Project Management (General)
Product Engineering (OEM's & Tier Suppliers)	Process Involvement
Feasibility (Cost, Manpower)	Change Management
People Management & Leadership	Scope Business Set-Ups (R&D, Manufacturing)
Planning (Software / Material / Programme)	Increasing Efficiencies / Saving Costs
Lean Manufacturing / Quality Control	Strategic Planning
Budgeting / Financial Controls	Prototype Build Management
Design For Manufacture	Application Engineering
Customer Liaison	

All database candidates are interviewed and screened to ensure that experience, qualification, processes / procedures and software skills are valid and relevant to modern project engineering practises.



Probe
engineering your future

Our team of industry qualified consultants can proudly boast more than 40 years' combined recruitment experience within the quality arena, having placed a broad range of candidates such as Quality Inspectors, Quality Engineers, Quality Managers and Directors to all sectors of the manufacturing and production world.

Standards, Systems & Skill Sets Include:

Continuous Improvements

AS9100

ISO:14000

Inspection

SQA / SQD / STA

Health & Safety Engineers

Lean Manufacturing

TS16949

QS-9000

CMM Programmer

Conformance Engineer

SHEQ / QUENSH

Six Sigma

ISO:9000

ISO:18001

Quality Engineer

Process Engineers

Quality Systems Engineer



Sales

Excellence in sales is essential to the success of every business. The UK's brightest sales talent is knowledgeable, ethical and professional in their approach and raise the profile and reputation of the organisations they work for.

Sales positions encompass a wide range of individuals, working in a host of different industries, requiring specialist skills in product knowledge and account management. Every successful appointment in a sales team is based upon thorough knowledge of the particular position, the company culture and the specialisms of an organisation.

At Probe we specialise in the recruitment of sales candidates across a wide range of industries, including but not limited to:

Automotive
Automation
Construction

Defence
Capital Equipment
FMCG

Industrial
Power Generation
Logistics

Aerospace
Packaging

Some of the roles that we cover:

Business Development Managers
Sales Managers
Export Sales Managers
Sales Directors
Sales Support

Key Account Managers
Commercial Managers
Commercial Directors
Sales Engineers

We will take the time to fully appreciate and understand the substance of your requirement and search to find the candidate with the success, drive, business acumen and knowledge to be successful in your organisation. Our specialist sales recruiters have the track record to handle your recruitment requirements and deliver results that exceed your expectations.



Our Services

Permanent Staff Recruitment

In order for any organisation to succeed, they need to ensure that their staff are the best available. We offer instant access to a wealth of suitable candidates via our bespoke recruitment database, whereby we match your requirements with theirs. Our success in fulfilling our clients' needs has been built upon the development of long term relationships, providing an individually tailored service to form a mutually beneficial recruitment partnership.

Contract / Temporary Recruitment

Using contract / temporary staff gives you a level of flexibility that would otherwise be unavailable through permanent staffing. They can be hired in a matter of days and can be released without fuss at the end of the project. They work directly under your control and supervision as a member of your team.

As contract staff are paid only for the time spent on the assignment, via a signed customer timesheet, with no charge being made for sickness or holiday (except where required by law), we only invoice for actual hours worked. Without the hidden employment costs your company can benefit from greater control on HR budgets.

Your requirements can be met immediately, or can be planned weeks in advance to ensure the minimum of disruption and thus maximise efficiency and profit. Our speed and reliability of service is second to none and we have a respected name in the market place, ensuring our clients turn to us time and time again.

Contingency Search

This is by far the most common form of recruitment on a no win - no fee basis. By its nature this approach is more passive than executive search in that it tends to rely more heavily on the candidate approaching us by means of application via an advert seen either in an industry specific media publication, newspaper or on a website job board.

Retained Search

This is when a client engages to exclusively work in partnership with us to manage a specific recruitment campaign within a designated period of time. It is particularly effective for niche targeted recruitment campaigns in order to bring to the business a specialist skill set or knowledge.

WEB Site Vacancy Advertisement

All vacancies within Probe are posted directly to our site together with the major UK Job Boards. These sites are visited by candidates daily, resulting in significantly high numbers of new applicants for each position. This ensures your vacancies are given the best possible opportunities for prospective candidates to review, whilst retaining your anonymity at the same time.

Advertised Search (Client Paid)

An approach that encompasses several medias including job board advertising, talent bank evaluation, radio and possibly television. As always, this solution is dependant upon the Client's brief and is managed by a Senior Consultant.

Utilising many relevant media publications and specific industry advertising websites on a daily basis, we can provide Clients with access to these mediums for the purpose of direct Client advertising of vacancies should you wish. Typically, advertising response would be filtered and dealt with by Probe Business Services on behalf of our Clients.

There are certainly benefits to conducting such an advertising campaign! - Our Clients enjoy the privilege of seeing their company, its products, services, and vacancies viewed by a global industry audience therefore strengthening their brand.

Executive Search

This is a consultative process for Senior Executive and Managerial positions. The demand for top talent has never been greater and organisations today, regardless of industry or location, seek experienced, credible leaders with the vision and skills to design winning strategies and motivate others.

We are uniquely positioned to assist you in an executive search. Our services are designed to be accessible, accurate, cost effective and tailored to your needs, as there is no prescriptive solution. We bespoke each assignment to reflect your particular requirements.

Candidate Profiling and Psychometric Testing

We can manage and facilitate both in house and external service for individual and team PPA's (Personality Profile Analysis) ensuring that all candidates interviewed are the correct cultural fit to enhance your business. We are also able to provide a full 360 degree analysis of a team or undertake personal analysis of individuals. By the thorough undertaking of this comprehensive service you can rest assured that all candidates are treated equally on your behalf.

Probe Technical Recruitment
6 Emmanuel Court
Mill Street
Sutton Coldfield
West Midlands
B72 1TJ



0121 321 4311



info@probejobs.co.uk



www.probejobs.co.uk

