



www.clark.ie

Leading Business Solutions Through People

-  Recruitment & Selection
-  Coaching
-  Outsourced Solutions

'CLARK HAVE EXCELLED IN THE
CALIBRE OF TALENTED CANDIDATES
PRESENTED TO US FOR CONSIDERATION
RESULTING IN A 100% SUCCESS RATE'



Leading Business Solutions Through



OUR STORY

In 1998 we started Clark with a vision to provide innovative recruitment solutions. Over the years our business has evolved and diversified not only to provide Recruitment and Selection services but also to provide out-sourced Managed Services and Executive Coaching and Development.

Our people are important to us. Our success is a combination of our ambitious, strategic vision and our passionate team who work tirelessly to provide an award winning service daily.

Throughout our journey we have expanded, providing a nationwide service and we are now recognised as a national multi award winning business.

Our business is underpinned by three core values: professionalism, integrity and a focus on people. It's why we're #1.

'AS A TALENT SOURCING PARTNER
I CANNOT THINK OF ANY TEAM
THAT I WOULD PLACE HIGHER
THAN CLARK IN TERMS OF QUALITY
OF SERVICE, COMMITMENT,
INTEGRITY AND DELIVERY'



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SEE HOW WE DO THINGS DIFFERENTLY

PARTNERSHIP MODEL

We partner exclusively with you to project manage your recruitment. We spend time getting to know your business, your people and your culture. This allows us to personalise our service which gives you a tailor made solution.

REPUTATION AND EXPERIENCE

Our unrivalled industry insight gained over 24 years in business has enabled us to build and maintain strong relationships based on trust and delivering results.

OUR EXPERT RECRUITERS

Our services are delivered by talented and experienced consultants, who are passionate about delivering a quality service thorough an in-depth understanding of their specialist markets.

PERSON CENTRED APPROACH

We deliver a consistent, positive candidate experience. Our personalised approach attracts and engages high quality candidates who are properly briefed and prepared resulting in successful outcomes.



ETHICS AND VALUES

We are honest, ethical and loyal. We set the highest standards. That's why so many clients and candidates return to us time and time again.

WE ARE THOROUGH- A ROBUST SCREENING PROCESS

We complete specific, tailored competency based interviews relative to the skills and talents you require. Using SHL assessments allows you to hire with Confidence. We can accurately assess individuals to predict fit and performance through our accreditation to provide the world renowned Innermetrix suite of psychometric profiling tools.

EXTENSIVE CANDIDATE DATABASE

We have over 40,000 job seekers on our database.

ISO QUALITY STANDARD

At Clark we take quality seriously. Our full portfolio of services are underpinned by the ISO 9001:2015 Quality Management System which forms an integral part of the day-to-day operations at Clark. As an ISO 9001:2015 registered business we have demonstrated our ability to consistently provide products and services that meet and exceed customer and regulatory requirements.



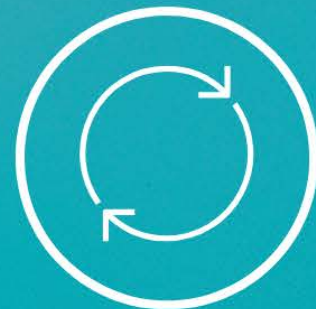
'CLARK GO TO GREAT LENGTHS TO ASCERTAIN AND UNDERSTAND THE PARTICULAR REQUIREMENTS OF THE POSITION WE'RE FILLING, SEND GOOD CANDIDATES AND FOLLOW UP REGULARLY'



10 Reasons to choose Clark as your recruitment partner



96% of our customers would recommend us



88% of our customers are repeat users



Average days from taking a brief to job offer



Our temp job fill rate is 95% (industry average 60%)



Our retained job fill rate is 82%



Our longest standing customer has been with us since 1998



We are ISO 9001:2015 Quality Certified



75% of our team have been with us over 5 years



93% of clients said our candidates matched the job criteria



We have 40,000 job seekers on our database



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IT'S WHY WE'RE #1!

REPUTATION

Rigorously interviewed **DETAILED SHORTLIST**

Highest level of service Flexibility

UNDERSTAND **CULTURE & VALUES**

YOUR BRAND **PARTNERSHIP**

EXCLUSIVE RETAINED PROCESS

Knowledge & Understanding

CO-ORDINATE **Relationships**
ALL INTERVIEWS

One point of contact **REFERENCE CHECKS**

BEST FIT



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OUR AWARDS



2018
NRF Recruitment Industry Awards
WINNER RECRUITMENT AGENCY OF THE YEAR

2017
NRF Recruitment Industry Awards
WINNER RECRUITMENT AGENCY OF THE YEAR

2016
NRF Recruitment Industry Awards
SHORTLISTED BEST AGENCY ONLINE

2015
County Kildare Chamber Business Awards
WINNER SME BUSINESS OF THE YEAR

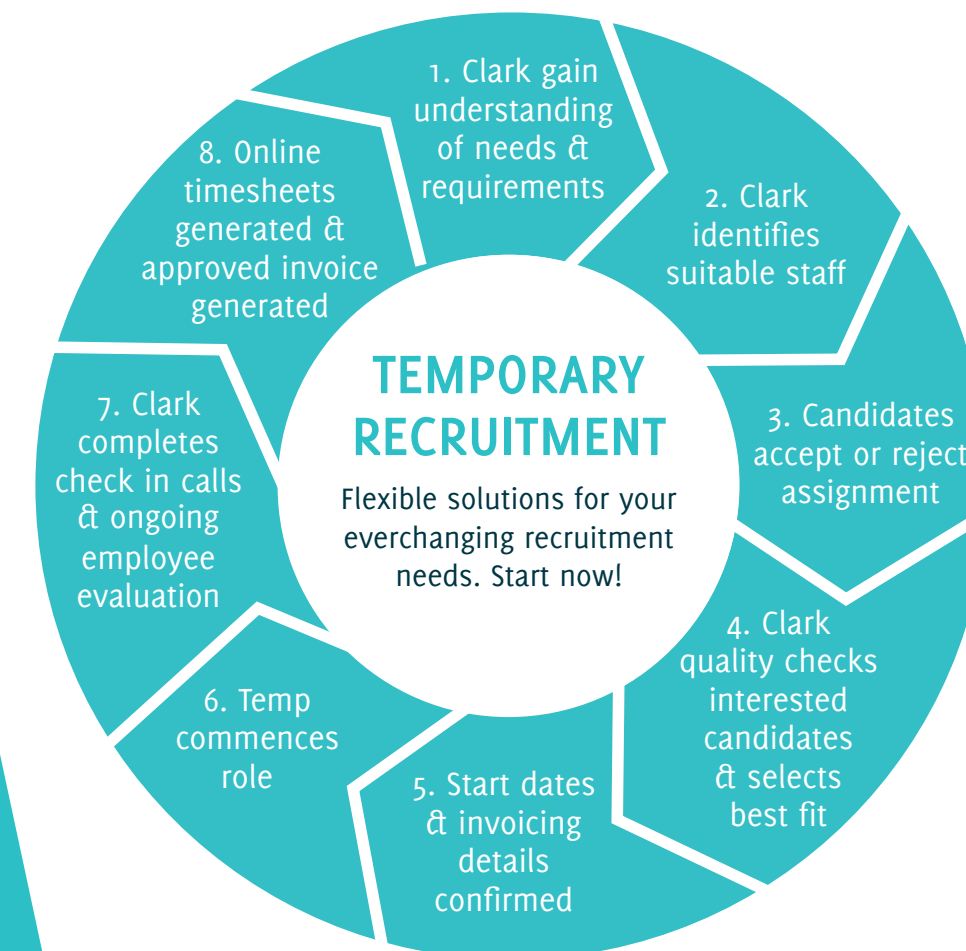
2010
FBD/South Dublin Chamber Business Awards
WINNER BEST CUSTOMER SERVICE CATEGORY

‘THE CLARK TEAM HAVE BEEN EXTREMELY PROFESSIONAL, HAVE DEMONSTRATED AN IN-DEPTH UNDERSTANDING OF THE NEEDS AND EXPECTATIONS OF THE ORGANISATION AND HAVE WORKED IN PARTNERSHIP WITH OUR HIRING MANAGERS’



HOW WE WORK

‘CLARK HAVE BECOME A VITAL PARTNER FOR OUR BUSINESS’



‘CLARK’S STYLE IS WARM, ENGAGING AND HIGHLY PROFESSIONAL. CLARK HAVE A TALENT FOR HELPING INDIVIDUALS TO CLEARLY IDENTIFY THEIR GOALS, UNDERSTAND WHAT IS HOLDING THEM BACK FROM ACHIEVING THOSE GOALS AND TO WORK OUT PRACTICAL WAYS TOWARDS REALISING THEIR OWN POTENTIAL AND THAT OF THEIR TEAMS.’

UNCOVER TRUE POTENTIAL

We believe that the potential of people is maximised by understanding the whole person. Imagine the potential you can unleash in your people if you know:

- **HOW** they prefer to use their talents based on their behavioural style?
- **WHY** are they motivated to use their talents based on their values?
- **WHAT** natural talents they have based on how they think and make decisions?

Clark is the only accredited company in Ireland to provide the world renowned Innermetrix suite of psychometric profiling tools including the DISC Index, Values Index, Attribute Index and Organisational Healthcheck.



‘DEIRDRE HAS A RARE AND VERY VALUABLE TALENT AROUND COACHING AND MENTORING PEOPLE. I WOULD HIGHLY RECOMMEND HER TO OTHER MANAGERS OR ORGANISATIONS WHO NEED SUPPORT IN DEALING WITH CHANGE OR IN HELPING INDIVIDUALS TO PERFORM TO THE VERY BEST OF THEIR ABILITY. ’



‘CLARK FOLLOW A RIGOROUS RECRUITMENT & SELECTION PROCESS INCLUDING THE USE OF SOPHISTICATED MATCHING TECHNOLOGY ENSURING FASTER FILL RATES THROUGH SIMPLIFIED, STREAMLINED WORKFLOWS AND COMPETENCY BASED MEASURING TOOLS. CLARK ARE MOST PROFESSIONAL IN THEIR FOLLOW-UP AND ‘AFTER-SALES SERVICE’.’



.SHL. APTITUDE & SKILLS ASSESSMENT

Clark offer an expansive portfolio of validated assessments that assess problem solving, technical skills and job fit. The SHL exams are not just difficult cognitive ability tests with tight time constraints, they are also a tough screening tool used by the potential employer to shortlist the candidates who got into the 80th percentile.

Skills Assessments:

Validated assessments for clerical, software, call centre, financial, industrial, healthcare, legal and technical job classifications to help your company identify and select the most talented and skilled candidates.

Assessments are completed as part of the screening process. “We provide deep people insights to predict and drive workforce performance.”



‘THE ADDITIONAL SERVICES OFFERED IN TERMS OF STRUCTURED CANDIDATE ASSESSMENTS AND PROFILING TOOLS HAS SERVED TO BRING ONLY THE VERY BEST CANDIDATES TO THE TABLE.’



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OUR CLIENTS



MEET OUR PEOPLE



Deirdre Coghlan Murray
Managing Director



Stephen Farrell-O'Callaghan
Director



Sarah Mortimer
Director Temporary Division



Edel Smyth
Recruitment Project Manager



Niamh Flynn
Senior Recruitment Partner



Maire Griffith
Senior Recruitment Partner



Niamh Gaffney
Recruitment Partner



Noreen Sweeney
Project Manager



Beatrice Travers
Communications Manager



Bernie Devaney
Finance Manager



Jacinta Crosby Wilson
Finance & Accounts Executive

“THE TEAM AT CLARK WORK EXTREMELY HARD TO ENSURE THAT THEY HAVE AN INTIMATE UNDERSTANDING OF OUR BUSINESS AND OUR HIRING NEEDS TO THE EXTENT THAT THEY EFFECTIVELY ACT AS AN EXTENSION OF OUR HR FUNCTION.”



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