



recruiting since 1988

frequently asked questions...

...all the reassurance you need

Q Tell me about AF Selection?

A Established in 1988 we are a specialist recruitment consultancy who assist candidates and companies in the very broad field of marketing communications. We recruit for marketing departments in all industry sectors as well as Advertising, Design, PR and Integrated Agencies.

Q What kind of service can I expect?

A Professional, honest, quick and accurate – speak to us, we're only human! Clients keep coming back to us, so we must be doing something right!! We work as a team, so there's no internal competition to place candidates with another client. We will handle all the negotiating if any needs to be done and chase up references if you need us to.

Q How much do you charge?

A Where we supply you with a shortlist of candidates already interviewed by ourselves we charge between 15% and 20% of the successful candidate's starting salary. We don't charge on cars, pensions, bonuses, just the basic salary. And you don't pay until the candidate starts. We also offer one of the strongest guarantees in the industry.

Q What happens if it doesn't work out?

A We appreciate that it is not a perfect world! If the person leaves in the first 8 weeks we will return 100% of your fee, and be working hard to find a replacement. If they leave you between weeks 8 and 12 we refund 25% of the fee and offer a further 25% off a replacement. It doesn't happen very often though, so you probably won't need to use it, but it gives you peace of mind.

Q How will you find our person?

A We will search our database of previously interviewed candidates, come up with a shortlist, speak to the candidates to make sure they're interested and get their permission to forward the CV. We will help you with interview technique if you need it and provide feedback from all applicants to let you know if they're interested.

Q What if there's no-one on the database?

A We advertise on our own website and associated sites and publications anonymously, and with fantastic rates with leading publications we could even advertise your job specifically if you need us to.

Q Who will I be dealing with?

A Two consultants will work with you all the way through. This is to ensure that you can talk to someone you know and who has the information at their finger tips with the minimum delay. All our consultants have more than five years experience, and are more than happy to speak to you.

Q Why should we use you?

A Because we know what we're talking about. We've been doing it for 20 years and we don't have a high turnover of staff so even if you only recruit once every year, you'll probably be speaking to the same person.

Q What about advertising our vacancy via AF Selection?

A No problem. We can do it confidentially in our borders, or create an advert using your own brand identity. We work with a design agency and we'll write the copy. We will handle all responses (saves you time), and get you a shortlist by interviewing applicants purely for your job.

No other company will see these applicants until you've decided you don't want them. Contact us for more info about this, as it works a bit differently – it's a bespoke service.

Q What help and advice do you offer clients and candidates?

A What comes around goes around. We advise both sides on what we think will best serve them, based on our experience. We never put pressure on to get another fee. We are dealing with people's businesses and lives – it's not something to mess around with.

Q Have you met all your candidates?

A We endeavour to meet all candidates face to face – we believe it is an essential part of the process. The only exception to this rule is if a candidate lives outside the region and is unable to make a face to face meet. We will however, check their identity, qualifications and recent work experience in line with REC professional standards and government legislation.

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