

arc | aesthetic
medicine
recruitment

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aestheticprofessionals.co.uk

About ARC

ARC's expert recruiters provide a refined recruitment service to experienced aesthetic medicine professionals. We establish prosperous partnerships between skilled employees and reputable, respectable employers.

- Our expertise and strong network means we can source candidates with rare/premium skills and solve industry-specific staffing problems.
- Our emphasis is on quality rather than quantity; we provide a thorough and intelligent service that helps save businesses from making costly hiring mistakes.
- We pride ourselves on our professional, honest, and personable approach. We seek to build long-term working relationships with our clients and candidates.
- We do the detail, solve problems, and influence positive outcomes.

The ARC Recruitment Process

➤ **DETAILED CONSULTATION WITH ARC**

We take information from you on the position, the person you are looking for, and your company.

➤ **JOB ADVERT CREATED AND ADVERTISED ON APPROPRIATE CHANNELS**

We create a job advert from your specification, which is advertised on the ARC website and advertised on other appropriate channels.

➤ **CANDIDATES HEADHUNTED, APPLICATIONS REVIEWED, CANDIDATES EVALUATED AND SHORTLISTED**

We don't just wait for applications; we headhunt candidates. We assess candidate experience and ability, and potential to fit within your business.

➤ **SHORTLISTED CVS SUBMITTED TO YOU**

We send you with a shortlist of talented professionals. We provide you with quality rather than quantity during this vital decision-making process.

➤ **INTERVIEWS ARRANGED ON YOUR BEHALF**

You review the shortlist and decide who to interview. We arrange the interviews and brief the candidates.

➤ **FEEDBACK COLLECTED; FINAL INTERVIEWS ARRANGED**

We collect post-interview feedback from you and your interviewees. You make an informed decision on who to invite back or make an offer to.

➤ **YOU PROVIDE DETAILS OF YOUR OFFER, WE PRESENT IT AND MANAGE NEGOTIATION**

You give us details of the package; we present the offer to the candidate. Once accepted, you provide a contract of employment. We manage the whole process, including handing in notice, and anticipating counter offers.

➤ **YOUR NEW EMPLOYEE STARTS, WE ISSUE AN INVOICE**

On the day the candidate starts with your company, our accounts team will raise an invoice for the recruitment fee.

FAQs

➤ ***How much do ARC's recruitment services cost?***

Our fees for full-time, permanent employees are calculated as a percentage of the candidate's starting salary. For part-time practitioners we charge a flat fee. Please contact us for a quotation.

➤ ***What happens if my new hire leaves during the probation period?***

Though this rarely happens, if your new employee does not work out within the first 10 weeks, we offer a free replacement or a rebate on a sliding scale. Please contact us if you'd like to see our full terms and conditions.

➤ ***Can I just advertise my vacancy on the ARC website?***

We only offer a full recruitment service, not a job board style advertising service. If you use our full recruitment services, we will create a job advert and advertise it, but we do not offer this as a stand-alone service.

➤ ***Can you help us find aesthetic practitioners and non-clinical staff?***

Absolutely, we cover all positions within the aesthetics industry, from aesthetic injectors to clinic managers, and sales and training teams.

➤ ***I need a new employee urgently, can you help?***

We will always do our best to fit with your hiring schedule. If you need to fill a vacancy urgently, our consultants will start making contact with aesthetic professionals in our network immediately. It is important to note that notice periods in the aesthetics industry can vary from one to three months.

➤ ***Do you supply temporary staff?***

No, we do not source or supply temporary staff. We only work with aesthetic professionals looking for a permanent position or long-term contract.

Get in Touch

Do you have more questions about hiring in the aesthetic medicine industry?

Are you keen to start recruiting for a talented aesthetic professional?

Contact **John Sellers** or one of the ARC team:

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arc

Expert Recruiters in Medical Aesthetics

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