



Experience growth
Experience potential
Experience expertise
Experience teamwork
Experience reward
Experience fulfilment



COMPASS
Recruitment Solutions

02392 384 555

Welcome

What you'll find in this pack

- Helpful information
- What to expect in your first week
- Our History
- Our Brands
- Your Benefits
- Your Commission
- CRS Impact

Your First Day

When you arrive, head to reception on the middle floor where you will be greeted by our receptionist **Mia Chappell**.



Divisional Manager, Elderly Care **Pete Griffiths** will give you a tour of the office, and introduce you to everyone. Don't worry, you won't need to remember their names! Next, you'll meet with our Head of Human Resources, Cassie Pay, to chat about all things HR.

Things to bring

- ☐ Passport
- ☐ P45

What to wear

Smart/casual clothing



Lunch

We have a microwave, toaster & fridge if you would like to bring lunch with you. If not, the high street has a variety of shops to grab something tasty.



TESCO

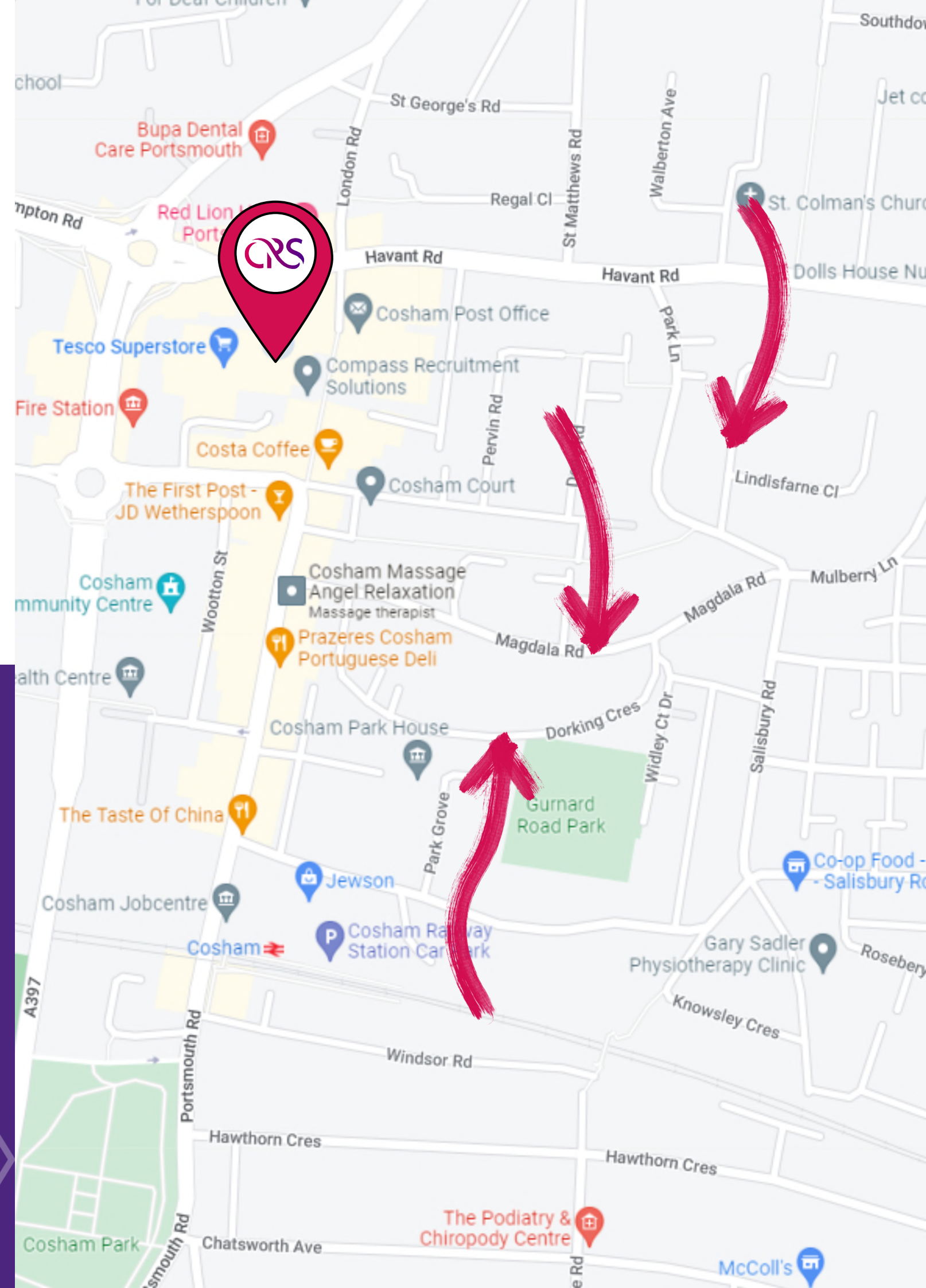
GREGGS

COSTA
COFFEE

SUBWAY

Parking

We have limited parking on site. However, there is non-permitted parking within walking distance of the office. Some residential roads that currently don't require a permit include, **Magdala Road, Dorking Crescent** and **Lindisfarne Close**.



What to expect in your first week

1



in
Tour
Pete Griffiths

2



in
HR Induction
Cassie Pay

3



in
HR System Training
Maisie Platt

5



in
Database Training
Jess Gower

4



in
Introduction to Healthcare
Chris Russell

6



in
Business Development
Luke Osborne

Our History



Sam Leighton-Smith Founding Director

"Recruitment is a very enriching industry if you do things correctly and to a high standard. Assisting people secure their dream jobs in a sector that looks after the vulnerable is hugely rewarding exercise and one we value tremendously. Running a business is fun, industrious and forever keeping one on their toes. The highlight for me is always when one of our "home grown" members of the team achieves a personal milestone that we have contributed to (first house, dream holiday etc), and one that they may not have reached if it weren't for working here at CRS."



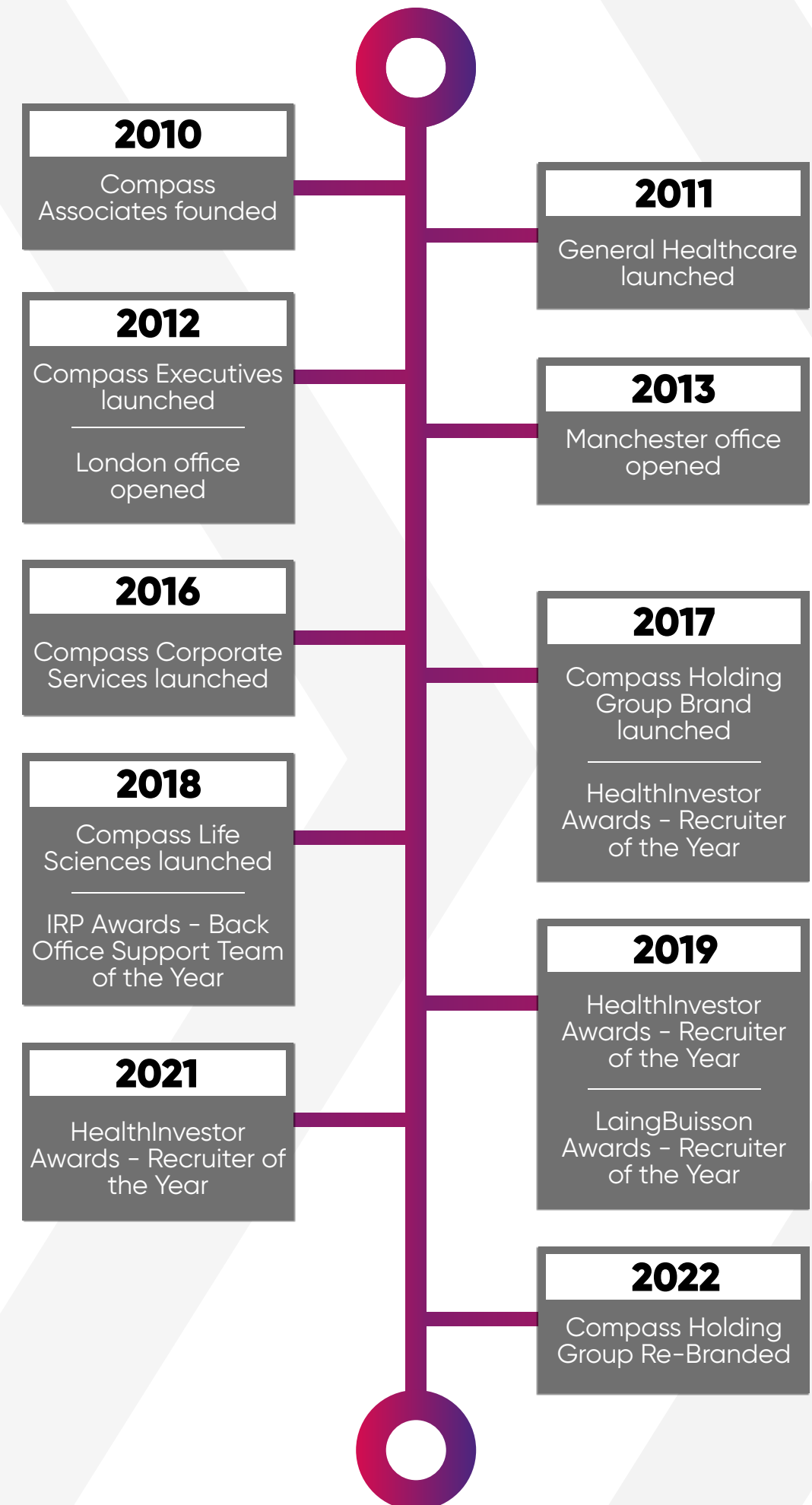
Mike Jeffreys Founding Director

"I "fell into" recruitment at the age of 21, and across the next 3 years successfully built a new specialist area within Automotive Engineering for a local corporate, prior to moving into Healthcare when the recession took hold in 2008. Compass Associates was born in 2010 and has always had an emphasis on employing trainee level Consultants, providing the opportunity to build successful and progressive careers in a really rewarding sector. Observing colleagues achieve both professional and personal goals at CRS is the most rewarding thing for me; whether an internal promotion, a record month / fee or a milestone event such as first house purchase, getting married or starting a family."



Chris Russell Founding Director

"I am family man with 3 young children who loves his sport and social life. I have worked in recruitment for 16 years fresh out of university and never looked back. I started Compass along with Sam and Mike in order to make money, provide a healthy living for my family and to grow a successful business where colleagues and staff can share the same experiences and build successful careers of their own. In 2009 there was a noticeable gap for a company to focus on market knowledge, delivery and quality customer service, and striving to be the best at these three elements of recruitment are at the heart of all our achievements over the last 12 years."



Our Brands



COMPASS
EXECUTIVES



COMPASS
ASSOCIATES



COMPASS
LIFE SCIENCES



COMPASS
Corporate Services



Compass Executives

Compass Executives are the executive search and advisory services brand within CRS. Working exclusively in the health, care, education and life sciences sectors, the team are dedicated to supporting the investment communities build senior leadership teams for their portfolio businesses.



David Sayers,
Managing Director (CE)



Example Clients

PRIORY
HEALTHCARE



MARS
Petcare



CareTech



Compass Associates

The **founding brand** of CRS, Compass Associates has developed into the UK's leading recruitment organisation for the independent health, social care, and children's services & education sectors.

With offices in Portsmouth and Manchester, Compass Associates has three dedicated divisions: **Elderly Care; Healthcare and Specialist Care;** with teams segmented into regions so as to ensure clients are only getting the most granular market knowledge when liaising with each Consultant.



Stuart Cousins
Director
HEALTHCARE & SPECIALIST



Carl Dutton
Director
ELDERLY CARE

Compass Associates' **Healthcare** division comprises of two dedicated teams – Management, and Clinical – operating exclusively across the private acute, consumer health, digital health, diagnostics, and community markets.

Example Clients



The **Specialist Care** division covers the most diverse range of sub-sectors at Compass Associates. Since its establishment, the Specialist Care team has grown considerably to encompass mental health, addiction, learning disabilities, neurorehabilitation, adult social care, AHP, GMC, children's services – residential, education and fostering, and nurseries

Example Clients



The **Elderly Care** division is our longest-serving, most established team at Compass Associates. The team have grown to become the largest division in the business, and are responsible for covering the entire length and breadth of the UK for all recruitment functions associated with Elderly Care. This includes residential care, homecare, retirement living, nursing and clinical services.

Example Clients





Compass Life Sciences

The most recently launched Compass brand, responsible for delivering life sciences recruitment services, globally.

The CLS team cover the pharmaceutical, biotech, devices and diagnostics, and CRO / CDMO industries through six dedicated areas of expertise: Research & Development (R&D); Clinical Research; Data & Biometrics; Regulatory Affairs; Medical Affairs; and Commercial Operations.



David Jolley

Development Director

Example Clients

illumina

AstraZeneca



Compass Corporate Services

CCS provides recruitment solutions for back office hires, predominantly across the independent health, social care and children's services & education sectors. Formerly an operating division within CA, CCS grew in line with increased client demands for talented recruiters with a strong understanding of the market, recruiting across HR, Finance, Marketing, and Property & Estates. Based in Portsmouth and Manchester, CCS mirror the sub-sectors covered by Compass Associates, to ensure full market coverage and comprehensive industry knowledge.



Adam Brenton

Director - CCS & Manchester

Example Clients

BMI Healthcare

active care group

CHEC
healthcare for local people

CLINICAL PARTNERS

Benefits

Wellbeing & Lifestyle



Healthcare Cashback Scheme
worth over £2000



Childcare Voucher Scheme



Retail Discount Scheme



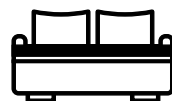
1st Child's 1st Day of School Off



23 Days Annual Leave
Increasing by 1 day for every full year of service



Free Breakfast & Fruit
tea, coffee, cereal and
A variety of fruit provided



Duvet Days
2.5 hours off each quarter
in addition to annual leave
& flexible hourly leave



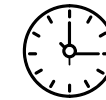
Employee Assistance Programme



Cycle To Work Scheme



Running Club



3pm Friday Finish



Enhanced Maternity Pay



Anniversary Gifts



Benefits

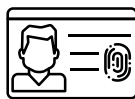
Development



Professional
Training



Accreditation
Opportunities



Paid REC
Subscription



Business Plan
Mentoring



Benefits

Social



EOQ Events
including black
tie at exclusive
venues



Peer Recognition
Award Scheme



Team Social
Events





Benefits

Financial

- Unlimited commission
- Consistency bonus – an additional 5% commission paid for consistent performance
- Mobile phone bill paid – up to the value of £30 for high achieving consultants
- Car Allowance – up to £450 car allowance paid for high achieving consultants
- Ongoing regular additional incentives
- £500 referral scheme
- Financial advisory service available
- Business loan facility available



Commission Scheme

Consultant

Commission

Monthly

| Billings | Commission |
|------------|------------|
| 0 - £2,000 | Threshold |
| £2,001 + | 15% - 20%* |

*Commission starts at 15% and will **increase** by 1% per annum for consultants who achieve annual billings of £100,001 +, with a cap at 20%

Annual

| Billings | Commission |
|------------|------------|
| £100,001 + | 25% |

Consultants who achieve billed revenue of £100,001 + in any given financial year will receive 25% commission on **all** future revenue (above threshold) thereafter during this period.

Commission is calculated on a month by month basis

Commission is paid monthly in arrears

Consistency Bonus

| Quarter Billings | Bonus |
|---------------------|-------|
| £10,000 + Per Month | 5% |

Consultants who achieve billed revenue of £10,001 + per month within any given quarter are entitled to a 5% Consistency Bonus of total billed revenue during this period - in **addition** to monthly commission.

Working Example

| | | | | |
|----------|---------|---|----------------------|-----------------|
| January | £10,500 | | | |
| February | £11,000 | → | Total Billed Revenue | → Bonus at 5% |
| March | £11,500 | | = £33,000 | = £1,650 |

Commission Scheme

Resourcer

Commission

Commission for resourcers is based on deal value as per the below:

| | |
|-----------------|--------------------|
| 0 - £3,999 | £50 per placement |
| £4,000 - £7,999 | £100 per placement |
| £8,000 + | £150 per placement |

Bonus

Resourcers who place 11 candidates in a financial quarter will receive a £300 bonus in their following month's pay.



Industry Awards

HealthInvestor
Awards 2022
Finalist

HealthInvestor
Awards 2021
WINNER
Recruiter of the year

LaingBuisson
Awards
2021
Recruiter
FINALIST

HealthInvestor
Awards 2017
WINNER
Recruiter of the year

LaingBuisson
Awards
2019
WINNER
Recruiter



HealthInvestor
Awards 2019
WINNER
Recruiter of the year

CRS in the Community

- Over £25,000 raised in Compass history
- 40+ initiatives supported since 2010
- Dedicated community days throughout the year

STOP
DOMESTIC
ABUSE



MACMILLAN
CANCER SUPPORT

Whizz-kidz
move a life forward



Rowans
Hospice





compassrs.co.uk



Admiral House
8A High Street
Cosham
PO6 3BZ

Northspring
70 Spring Gardens
Manchester
M2 2BQ

78 Pall Mall
St James's
London
SW1Y 5ES

