

Alpha Recruitment Services

In addition to end-to-end provision of all steps required to set up and commission a production facility in Central Europe, Alpha Management can select and recruit a workforce with the necessary skill sets and experience for successful low-cost operations.

Alpha offers specialist industrial recruitment services targeted to the needs of the manufacturing industry. Many local recruitment agencies do not always understand our clients' culture and business requirements and often have processes and procedures which are mechanistic in approach and lacking the flexibility needed for the pace at which international companies need to work.

Alpha recruitment services fall into 2 categories:

1. Standard recruitment

1. Client requirements profile – to determine organisation structure, job descriptions and skill set needs
2. Advertising, using a range of media. Alpha has experience of a wide range of media, including the use of national and regional newspapers, specialist technical publications, cable television, billboards, radio advertising and the Internet
3. Special events – Open Days and Recruitment Events to attract high calibre candidates
4. Applicant processing – comprehensive recording and processing of applications, including initial screening based on client-driven criteria and PAPI personality profiling
5. Interviewing – 1st and subsequent (where required) interviews in Czech and English, with reporting in formats agreed with the client
6. Presenting of candidate lists and arranging interviews with client representatives
7. Advice on employment law and personnel issues, including salary levels and relocation problems.

2. Targeted search

The attractiveness of the Czech Republic as an investment location is largely due to the availability of well-educated and experienced technical professionals. Experience shows that the best of these often have to be identified directly in their current employment. For this purpose, Alpha offers targeted search to identify organisations and individuals in line with criteria established with the client.

Alpha is able to research companies and organisations in the chosen industry sector in order to determine the hierarchy and the potential of identified individuals. This is followed up with initial contact interviews and the compilation of a short list for each position identified.

Detailed work is undertaken to assess the relevance of Czech technical qualifications and experience to the client's needs, and screening interviews are performed with technically qualified consultants as part of the interviewing team.

Alpha Management recruitment specialists

Rodney Yeadon – Chairman of Alpha Management Consultants. B.Sc (Hons) Civil Engineering. Formerly project management consultant, then main board director with PA Consulting in the UK. Founded PA Consulting Prague in 1991. Advisor on senior management and senior engineer recruitment.

Renata Krausova - Educated in hotel and business management (including psychology). She has worked for recruitment agencies for several years, dealing with candidates for both temporary and permanent positions. Her experience covers the full range of recruitment activities from candidate search to interviewing and employment contract negotiation. Similarly, she has recruited for the full range of company positions, from production workers to senior management. She is able to provide consulting advice on HR and employment relations both to clients and candidates.

Wioletta Augustyn - A Polish national with a diploma in Public Administration from the University of Information Technology and Management in Rzeszow, Poland. She has experience in recruitment of production workers for a wide variety of industries and has specific responsibility for the Polish market. She is fluent in Polish, Czech and English languages

Examples of recent recruitment projects

RB Farquhar – New Production Facility (2003)

Management and 60 workers

Hillside Plastics – New Production Facility (2003)

Management and 20 workers

Tyco Fire and Security – Design Centre (2004)

45 Electronic, Mechanical & Software Engineers, Technicians

JJS Electronics – New Production Facility (2005)

Management and 47 workers

Bombardier Transportation – International Procurement Organisation (2005)

15 Procurement, Quality and Engineering Specialists

Jeyes Group – New Production Facility (2006)

Management and 60 workers

Commercial Vehicle Group – Procurement Organisation (2007)

SQA & Quality Engineers, Commodity Managers, Buyers

Swallowfield – Cosmetics production (2007)

Management and 50+ workers

Roscomac – Precision machining (2007)

Management, CNC Programmers, CNC Operators

Contact

For an initial review of your recruitment needs in the Czech Republic, Slovakia and Poland, please contact us by phone or email.

Tel: +420 224 826 086

Fax: +420 224 828 044

Email: renata.krausova@alpha.cz or rodney.yeadon@alpha.cz