

SEARCH and RECRUITMENT OUR CAPABILITIES

Rail Operations Recruitment Ltd

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Rail Operations Recruitment Ltd the sister company to Rail Operations Development Ltd with a wealth and depth of experience which already extends across and beyond the UK Rail Network.

Our recent acquisition of **Interlink HR Consultants** (March 2008) adds significant value and expertise to our wide experience in the Passenger, Freight and Light Railway Sectors and we are very proud of our Industry background which extends back many years.

Let us share the benefit of this experience by helping to support your specific search and recruitment needs.



Introducing Rail Operations Recruitment Ltd

Rail Operations Recruitment Ltd (RORL) is a Search and Recruitment Consultancy which supports leading Rail Industry employers to attract and retain talented staff on an **Interim** and **Permanent** basis. We pride ourselves on providing an excellent value for money service which is tailored to meet the specific needs of each client.

RORL takes great pride in the fact that its origins and roots are firmly established within the railway transport sector. We are unique in that we are able to provide exceptional levels of service to large-scale corporate and multinational organisations. We do this whilst retaining our personal touch which serves us equally well when dealing with individual client assignments.

Our expertise is built around an extensive network which is based on the development of lasting relationships and associations. These have grown and been developed through many years experience in the Industry.

Our Background and Our Focus

RORL are already able to build on a wealth and depth of experience which is rapidly extending across and beyond the UK Rail Network.

Building on the expertise of **Rail Operations Development Ltd**, RORL are able to offer a unique and expert approach to your **Search** and **Recruitment** needs.

Our key focus is on Executive and Senior Management Appointments within the Passenger, Freight and Light Rail sectors.

We pride ourselves on ensuring complete client satisfaction through both **Permanent** and **Interim** solutions.



Our extensive network and well developed contacts have been further enhanced through our recent acquisition of **Interlink HR Consultants** who have been operating in this field for over 13 years. They have a well deserved and established reputation for providing a first class service and we are very proud to continue and build on this excellent foundation.

Our Specialist Capabilities

We make no apologies for the fact that our capabilities lie predominantly within the Rail Transport sector. After all, it makes perfect sense that we should build upon the extensive expertise and experience, which has been acquired over many years and in a wide range of **Executive** and **Management** roles within the industry.

We aim to provide clients with the benefit of this experience and are able to utilise our knowledge and networks to help you find and retain the most talented **Individuals**. Specifically we are in touch with key individuals operating in the following areas:

- Director and Senior Manager level appointments
- Operations
- Engineering
- Commercial
- Projects
- Technical Experts
- Business Development
- Technologies and Solutions
- Safety
- HR Services
- Strategy and Planning
- Fleet

How we Operate

We prefer to take a more personal approach and we provide a bespoke service to match each client's individual and specific requirements. There is no one size fits all and we are always prepared to review our approach to help ensure total client **satisfaction**.

Our strength is in our ability to carry out a discreet search, and prepare candidate shortlists ready for your consideration. We remain focussed on desired outcomes and we will **never compromise** on quality of service or the quality of candidates we present to each client.

We seek to build and maintain long term relationships with existing and new clients, just as we do with our **candidates** who also deserve the best. We believe that our success should be measured on our ability to maintain and develop these relationships, building and ensuring a lasting trust and respect with all parties.

Candidate Profiles



Recognise this guy?

Don't worry, neither do we!
However, we know the type and they do not exactly set our world alight either. Not really what you are looking for? That's good because you will not find him here.

Our typical candidates are generally at the top of their profession and they are looking to make a positive impact and impression within each and every aspect of their work.

You are not likely to find the people we meet sitting behind a desk. We prefer to get out and about and we like to walk and talk just as good managers do. Strangely enough we meet a lot of very good people this way and it really helps keep our finger on the pulse.

Our interest is in what's happening tomorrow and it is this approach which helps us to identify the best match for your next opportunity.

Just some of our candidates qualities

- Proven track record and ideally with more than 10 years experience
- Directors and Senior Managers who are inspirational leaders
- Technically expert
- Focussed on results and people orientated
- Strategic and innovative thinkers
- Change managers
- Graduate calibre and high achievers
- Ability to manage and ensure continuous performance improvement
- Inspired by improving the overall customer experience

Just some of the reasons why you should choose RORL

Our Knowledge and Expertise

RORL supports clients by identifying the best and most able candidates to match your specific needs. We achieve the best possible results by utilising our extensive networks and keeping ourselves up to speed with what is happening and what is relevant within the industry. We like to think that our exclusive focus within the industry gives us a bit of an edge over many of our competitors. We also retain sufficient flexibility to ensure that our approach and support reflects our client needs and aspirations at all times.

Operational Savvy

Where do you go when you have accumulated more than 100 years knowledge and expertise working within the rail industry? Our experience tells us that you should put it to good use. Our partners and directors have held a variety of senior management positions within the industry and they have worked in the **Passenger, Freight and Light Rail Sectors**. We have direct experience in Operational, Commercial, Safety, HR and General Management roles. We have now set out to utilise this acquired knowledge and expertise in such a manner that it enables us to provide clients with invaluable support and assistance.

Our Relationships

We are here for the long run and we certainly do not intend to burn any of those well established bridges which have been built up over the years. We are simply moving in a new and exciting direction and it just makes good sense to build on the many lasting relationships and friendships which have developed along the way. Our recent acquisition of **Interlink HR Consultants** supports and compliments this approach and we shall look to build on the excellent work which they have carried out over the past 13 years.

Our Ethics and Integrity

RORL respects all individuals and their right to privacy and equality. We believe in being completely honest and transparent in our dealings with both clients and candidates. Our standards are high and we will not allow them to be compromised.

Our Commitment

We shall ensure that our resource and our effort are tailored to meet the individual and specific needs of each customer. We respect and are bound by the confidentiality which is necessary to ensure an open and trusting relationship. We recognise the increasing constraints within the Industry and are clear that our contribution and effort must ensure a measured return on your investment. **Our customer's** needs and aspirations remain paramount at all times and our efforts will be directed towards ensuring your best interests at all times.

Keeping in Touch

Our Clients

We like to think that we will catch up with you when we are out and about on the patch but recognise that it will not always be possible or convenient.

So just in case we don't see you over the next couple of weeks here are a couple of simple ways where you can contact us directly. Just click on the following link if you want to send us an **e-mail** enquiries@rorl.co.uk leave a message or your contact details and we will get straight back in touch. Or if you prefer you can contact John Mc Guinness direct either by sending an **e-mail** to: john.mcguinness@rorl.co.uk or why not call him on **+44(0)7943 846963**. He will be only too happy to discuss how we can help you **fill those empty seats**.



We are always on the lookout for new and emerging talent and we believe that we have an excellent platform to help showcase such talents and skills. Are you of graduate calibre or a high achiever? If so then **why not contact us** to discuss how we can assist you with your continued career development.

Drop us a line and send us your **CV** and we will get back in touch to discuss how we can help.

Candidate Profiles

Everyone is special but it is just that some are more special than others! Our typical candidates are normally operating at the top of their tree and they are probably looking to make that **exceptional career move** which will help lead them towards their ultimate goal. We like to be open and honest with our **candidates** and we certainly do not promise a long list of current opportunities.

Remember the top jobs for top people are seldom advertised or around for too long and your career needs to be managed on a more structured basis than **on a wing and a prayer**.

Give yourself that head start and contact us with your current career details. Let us look out for you and help you to identify that unique opportunity. We like to keep an eye on what's happening tomorrow and are always interested in talented individuals who are looking to the future. **e-mail** enquiries@rorl.co.uk