

Focus on good relationships

ADVERTISING FEATURE

Recruitment specialists Aspen are seeking like-minded individuals to join their mission, says **Ken Mann**

TRUSTED partners. This is a recurring phrase in any conversation with the directors of Aspen People, the executive search firm formed in Glasgow two years ago from a spin out. Client feedback shows it to be more than convenient labelling.

With its first anniversary now behind it, an initial financial target of £1 million surpassed and with a robust client base, it is anticipating substantially increased turnover, new staff and the development of fresh services in a future that has been meticulously laid out on a platform endorsed by the key organisations it serves – relationship excellence.

The business, formed out of Munro Consulting by founding directors Ken Dalgleish, Donogh O'Brien and Catriona Mackie, is set to lever expansion from improving economic conditions and newly identified niche opportunities.

By its own admission, it has invested time in understanding the challenges faced in a wide variety of private and public-sector industries. It believes that to be a differentiator in itself.

In the 12 months ahead, areas such as specialist manufacturing, quality food and drink brands, government, charities, social enterprises and education will be core to its signature with candidate selection and placement not just in the UK, but globally.

O'Brien is candid about the way forward for Aspen and the people most likely to join them.

QWhat sort of people are you looking for, given that your business is widely known as both a pragmatic and an innovative enterprise?

Donogh O'Brien (DO): We're looking for a character fit. And so we are looking for bright, energetic people who can be focused on the core values of our organisation.

We would look across all levels. We have graduate entry positions. We shape our business to suit bright, young, dynamic and experienced individuals, too.

As long as there is a return on investment, then there is room for growth. We welcome people to come in and stay with our organisation. Our retention levels are exceptionally high. Some of our colleagues came with us from Munro and have worked together for up to 10 years, joining us in the Aspen spin out.

We have also seen people come in and develop their career, leave and then come back to us at a later date.

One colleague joined us at school level as a summer holiday help, developed it into a permanent career, then took a sabbatical to do an MSc in Human Resource Management before coming back at a higher level.

QWould you describe yourself as business people, approaching things as business people with a specialist knowledge in demand with other business people?

DO: We are relationship-focused. The whole rationale was not to be

'We are innovative and produce solutions to recruitment needs focused around customer service'



THE TEAM WORKS: Aspen people, from left: Donogh O'Brien, director; Sophia Stoddart, researcher; Kelsey Sinclair, project co-ordinator; and Nigel Fortnum, director. Picture: Phil Rider

transactional-focused. If the bottom line comes first then a relationship comes second.

As three out of the four directors are qualified accountants the bottom line must, of course, work but does so fundamentally because we put relationship first.

We are quite innovative and produce solutions to recruitment needs firmly focused around customer service. Our values – quality, the candidate journey and attention to detail – can leave us accused of 'mission creep', which is much the same as saying we over-serve. But going the extra

mile is part of our DNA. That's a much coined phrase but, if we take recessionary times over the past two or three years, with challenging trading conditions, that's one of the aspects of service that has kept us buoyant.

QHave you bought market share through price point or rather through reputation?

DO: We have made ourselves flexible and responsive and therefore we are happy to describe ourselves as a boutique management consultancy. Recruitment, as a sector, has many players. Not all offer the same service. We want

to add value. We believe through feedback that we are valued by the client and valuable to the candidates.

QHas client feedback informed the future direction of Aspen, creating a stronger signature, if you like?

DO: Yes. The experience with the search for a Chief Executive for University for the Highlands & Islands (UHI) comes to mind as an example.

In higher education the market has been cornered by the London players. We pitched against the usual suspects, with passion, and

delivered – winning the business. The client said they wanted to use us because 'we get it', but they didn't know if we had an international capability.

Three months later they had a field of 80 applicants from around the world and they said 'you delivered beyond our expectations'.

We purposefully branded ourselves so we could be relevant in Glasgow, London, New York – everywhere. Around 80 per cent of our relationships happen to be in Scotland, so you could say we search internationally and deliver locally.

QWhat is the vision for the next three to five years?

DO: Our three-year vision is for organic growth, without ruling out any other growth model for the future. We have put strong investment into the business to refine our business plan and growth plans. We have 10 people now, notionally we would be aiming to have 20 to 25 people with a turnover of circa £3m plus.

We are not looking for any ordinary recruitment person for the available roles, we're looking for like-minded people. Good fun, hard work.

Employment - General

VISION. STRATEGY. INSPIRATION.

Could you be the next Diabetes UK Trustee?
As part of the 12-member Board of Trustees you will shape the Diabetes UK strategic vision, provide leadership to the charity and help ensure we use our resources most effectively to achieve our exciting new five-year strategy.

DIABETES UK CARE. CONNECT. CAMPAIGN.
Diabetes UK is a charity registered in England and Wales (215199) and in Scotland (SC209136). *Calls may be recorded for training and quality purposes. © Diabetes UK 2014 0357A.

We are looking for exceptional candidates with the commitment, experience and networks to promote the vital work of Diabetes UK to key individuals and institutions. You will exhibit excellence in all you do, with a demonstrable personal interest in diabetes. In particular, we are looking for people from Black Asian Minority Ethnic communities and also someone living or working in Scotland.

We welcome applicants who are enthusiastic about our work, who think strategically and who can contribute to the development and oversight of the charity as part of a team. You will contribute to the charity's impact on the lives of people with diabetes.

As a Trustee you will be asked to attend six Board meetings a year (usually held in London), plus three committee meetings and an annual away day. This is a voluntary role but reasonable travel expenses will be reimbursed.

For an information pack, email governance@diabetes.org.uk or call 0345 123 2399*. The application deadline is 31 October 2014.

WELDING SYSTEM ENGINEER

East Kilbride based with national travel

This is an exciting and challenging technical support role that involves providing Fronius customers with application advice, technical service and troubleshooting. The role will involve welding/technical software commissioning and system integration, carrying out test welds and providing support for complex system configurations.

The successful candidate will operate and programme robot control units and automatic systems, whilst also providing support for the introduction of products/systems/processes into the market.

Experience should ideally include the following:
/ Technical experience in a metalworking field
/ Electrical engineering qualification
/ Electrical equipment servicing and repairing
/ Robotic programming experience
/ Basic knowledge of manual electrode, TIG and MIG/MAG welding processes



For full job details visit www.froniuscareers.co.uk
Applications close 3rd October. No agencies please.

STRATHALLAN TEACHER OF HISTORY

To cover maternity leave we are seeking a teacher of History to teach up to A level and SQA Higher between January and the end of June 2015.

Further details about the School and Position are available on the School Website www.strathallan.co.uk. Letters of application, with full CV and names and addresses of two referees, should be sent to the Headmaster by Wednesday, 1st October 2014.

THE HEADMASTER, STRATHALLAN SCHOOL, FORGANDENNY, PERTH, PH2 9EG
Tel: 01738 815000 email: headmaster@strathallan.co.uk
www.strathallan.co.uk Fax: 01738 815001
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WEST COLLEGE SCOTLAND

CAN YOU HELP MAKE A DIFFERENCE?

Appointment of Members for the Board of Management of West College Scotland

With 30,000 students, 1,200 staff and a turnover of over £50M West College Scotland is the third largest college in Scotland. Our vision for our Regional College is based on the central premise that vocational education and training can transform people's lives. Our ambitions extend to providing the highest standards of education and training across the Region. We serve the 1.2 million people of the West Region, through our presence in Paisley, Greenock and Clydebank and in many other communities across the Region.

We deliver education and vocational training, ensuring that our students have the skills and knowledge to compete in the jobs market and to contribute to the economic well-being of their communities and the country.

We work closely with our partners in our communities, including local authorities, businesses, employers and schools to enhance the educational provision and career opportunities for young people and adults returning to education.

The Board of Management is keen to recruit people who understand the value of education and training. You have to be enthusiastic and committed to helping the College achieve its ambitions for the future and willing to contribute to the strategic direction and the governance of the College. An induction and further development opportunities will be provided to successful applicants.

The Board is especially keen to hear from those groups who are currently under-represented on Boards of Scottish public bodies, such as women, disabled people and people aged under-50.

Membership is unpaid, although reasonable out-of-pocket expenses will be met. Individuals are normally required to attend Board meetings (currently 6 per year) and some committee meetings (normally 4 per year).

If you would like to informally discuss the role then please contact Keith McKellar, Chair of the Board of Management on 07983 542750 or Gwen McArthur, Secretary to the Board of Management on 07768 653759 or email at gwen.mcarthur@wcs.ac.uk

To receive an application pack please contact Charlene Clark on 0141 581 2201 or email Charlene.clark@wcs.ac.uk

The closing date for application is Wednesday, 1 October 2014.



Gloucestershire College
VICE PRINCIPAL CURRICULUM AND QUALITY
Attractive Salary Package including Generous Benefits
Relocation Package Available
Location: Gloucestershire, Cheltenham and the Forest of Dean

We're looking for an outstanding person to join us as we head into our next exciting phase. Currently rated 'good with outstanding features' from Ofsted, with your help we will become 'outstanding'.

This would be a great time to join us. You could really put your stamp on the way the College moves into the future and it's a chance to work with a new team of passionate and committed people.

Leading the continuous improvement, development and delivery of our curriculum, whilst ensuring we meet all of our targets, will call for someone with a sound understanding of the FE and HE sector and an innovative approach to developing a curriculum which has a student-centred approach and is focused firmly on employability.

We'll expect you to work closely with local stakeholders to ensure we provide a curriculum which meets the needs of learners and employers by addressing local and national skills shortages, whilst leading on all aspects of quality, strategy, improvement, assurance and performance monitoring with your focus firmly set on 'raising the standard'.

A strategic thinker with a passion for the highest possible standards of teaching, learning and assessment; you'll have the vision and high impact leadership skills it takes to get everyone on board.

For someone with the right blend of skills, passion and ambition, we can offer a significant salary, relocation package, and the opportunity to work for an employer who has Investors in People Gold.

For an informal conversation about the role, please call Matthew Burgess, Principal and Chief Executive on 01452 563451.

For further details and to apply for the role please visit www.gloscol.ac.uk/VP

Closing date: 5th October 2014.
Assessment dates: 3rd & 4th November 2014.

TORISHIMA SALES SUPPORT ENGINEER

£23K-25K (DOE) + company benefits, Glasgow

Torishima Energy Systems is a young business and is currently looking for an experienced Sales Support Engineer to join our expanding company. As part of a small team you'll play a key role in our future success, within a rapidly growing Renewable Energy company that is part of a large and successful International Group.

- Building client relationships to maximise growth opportunities.
- Organise technical and sales management skills.
- Prepare technical and commercial proposals.
- Previous experience in a similar sales position.
- Mechanical/Electrical Engineering background is desirable.

To apply email your CV & covering letter or for more details contact us at: uksales@torishima.co.uk
Closing Date: 3rd October 2014

Drivers

GLASGOW HACKNEY & Private Hire Drivers wanted. New cars supplied. Tel: 0141 429 1122 or 07813 877774

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Tel: 0141 302 6112/6116

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Source: NRS Jan-Dec 2009 & T3 Apr 08-Mar 09

Medical and Dental

GREENHILLS MEDICAL PRACTICE GP PARTNER (8 SESSIONS) WOULD CONSIDER 2 X 4 SESSION PARTNERS

We are looking for an enthusiastic GP to join our friendly and motivated team. Start date, December 2014.

- Patient list size 9500
- Clinical team will consist of 8 partners, 2 Nurses and a HCA.
- Vision practice with high achievements in QOF

Closing date for applications: - Friday 24th October 2014

Apply with covering letter and CV to: **Jacqueline Wright, Practice Manager, Greenhills Medical Practice, 20 Greenhills Square, East Kilbride G75 8TT - Email jacqueline.wright@lanarkshire.scot.nhs.uk**
For informal enquiries, please call Jacqueline or Christine on 01355 236331

Medical and Dental

Levenside Medical Practice, Dumbarton GP PARTNER

We are a 4 partner training practice looking for a 7 session partner to join our existing team. Desired start date Dec 2014 but this could be negotiable for a suitable candidate.

For further information, a practice profile and application form, please contact **Amanda Brooks, Practice Manager, at levensidejobs@aol.com**

Closing date 06/10/2014 at 6pm
Interviews likely to be week commencing 3rd Nov, 2014.
<http://www.levenside.co.uk>

Islay Medical Services SALARIED GPs

Two motivated and enthusiastic GPs are required to join our evolving practice (over three sites and local community hospital) providing 24/7 care to the population of Islay. The posts are salaried for daytime work with pro-rata remuneration for Out of Hours. Successful candidates can expect to earn £100,000 - £110,000pa.

Applications by submission of CV to **alan.beresford@nhs.net**. Further information about these posts is available on our website www.islaymedicalservices.com or by calling **Alan Beresford (Business Manager) on 01496 302103**.

14,000 Herald readers are planning on changing jobs in the next 6 months



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SOURCE: NRS OCT 08 - SEP 09

www.heraldscotland.com