

#RECAwards22



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2022

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AWARDS
PROGRAMME

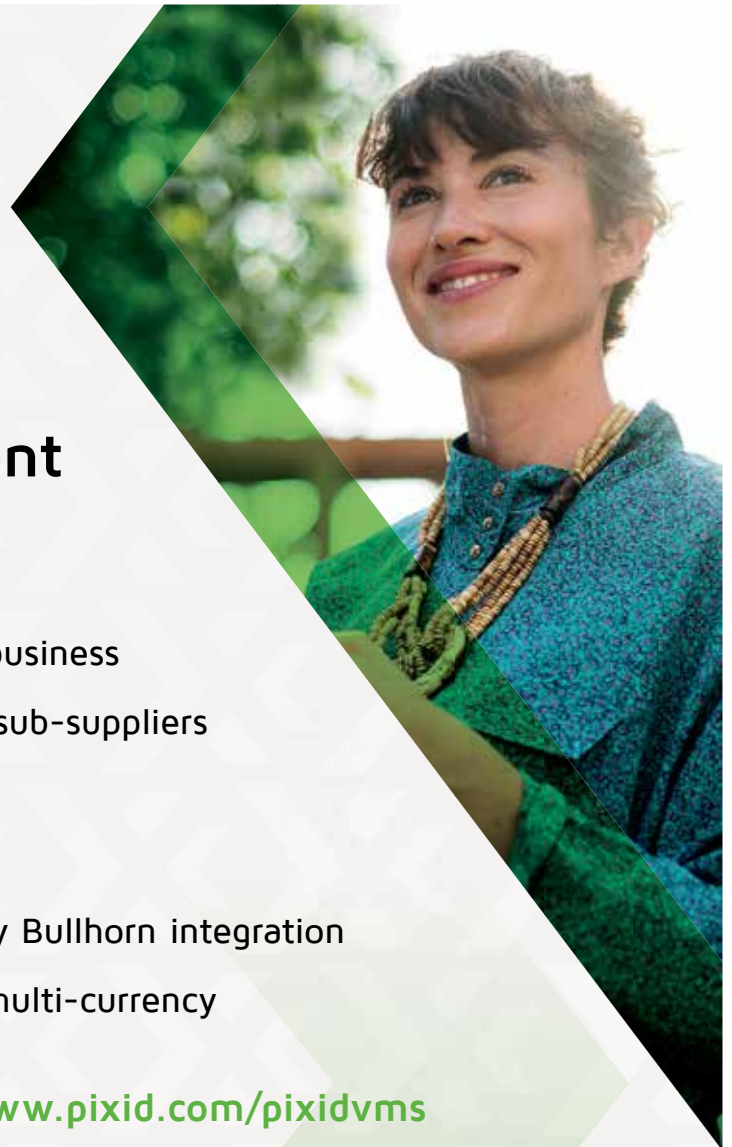
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REC Awards 2022

a note from our CEO



NEIL CARBERRY
Chief Executive, REC

At the REC Awards, the atmosphere is always electric. But in 2022, there was something else. A sense that this is recruitment's moment to shine.

After a strong year across the sector, celebrations were in order. And it was a fantastic night! My thanks go to Pixid, our headline sponsor, for helping make the event so special.

But it was more than celebrating stories of recruitment success – brilliant though they were. In this market, where clients are challenged and candidates are short, our profession has never been more critical to prosperity. And our winners really showed how we make a difference. Congratulations!



Insurance perfectly tailored for you

We've been arranging insurance solutions to REC members for over 10 years, so we understand the challenges and risks you face in the recruitment sector. For more information about Recruiters Choice, our specially designed insurance solution, please get in touch.

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The Judges



SCARLETT ALLEN-HORTON
Director, Global Engineering & Energy Leadership Search, Harper Fox Search Partners

Scarlett Allen-Horton is a top performing International Executive Search Recruiter, Equality, Diversity and Inclusion specialist and Founder of Harper Fox Search Partners, a top performing Executive Search Firm with a passion for placing Senior Female and Ethnic Minority talent across the Engineering & Energy sectors.

In addition, Scarlett is a finalist of the acclaimed BBC Apprentice Television Show, business partner to British business magnate Lord Sugar, Diversity and Inclusion ambassador for the Recruitment & Employment Confederation (REC) and proud ambassador for WE:ARE domestic abuse freedom empowerment charity.



LINDA ASAMOAH

Linda Asamoah is the former Executive Director of HR at the Royal College of Physicians. Linda is an HR generalist with over 25 years experience spanning several sectors. Leading change that transforms culture as well as promoting ethics and values, her commercial awareness and integrity whilst working at board level ensures people issues are integrated into organisational thinking and strategy.

Linda has extensive recruitment experience having recruited to all levels including CEO. A coach, mentor, trained mediator and facilitator, Linda uses her skills for maximum impact in all professional activities. Most recently, Linda was Executive Director of HR at the Royal College of Physicians where she spent 18 years leading the people function. She holds a BA Hons. in Business Studies, a Post graduate Diploma in Human Resources and is a member of Chartered institute of Personnel Development (CIPD).



JAMES ATKINS
Account Director, WilsonHCG

With over 20 years' talent acquisition experience, James is an experienced recruitment leader across multiple industry sectors, he is a chartered member of the CIPD.

As an Account Director with WilsonHCG, James leads complex and dynamic recruitment solutions, delivering world class talent acquisition outcomes. WilsonHCG is an award-winning, global leader in total talent solutions. With a global presence spanning more than 65 countries and six continents, WilsonHCG provides a full suite of configurable talent services including recruitment process outsourcing (RPO), executive search, contingent talent solutions and technology advisory.

James is passionate about the recruiting industry and is proud to be a judge on this year's award panel.



NEIL CARBERRY
Chief Executive, REC

Neil is chief executive of the Recruitment & Employment Confederation, having joined in June 2018.

He began his career in recruitment, working for a small search firm specialising in financial services. He went on to do a post-graduate degree in HR at the LSE and joined the CBI in 2004.

Neil was a managing director at the CBI, leading its work on the labour market, skills, energy and infrastructure. He was also integral to delivering a range of change programmes and improving member services.

Neil is a member of the council of the conciliation service ACAS and of the Low Pay Commission, which makes recommendations about the level of the National Minimum Wage. He is also the chair of a small academy trust.

Neil's first hand experience of recruitment and membership makes him ideally placed to lead the REC.



STEVE GUEST
 Director, Coach,
 Mentor & Author, SGCS

Steve Guest has spent the last 17 years as a recruitment specialist, opening & building new regions, brands & businesses in the UK whilst actively specializing in recruiting commercial permanent placements within the construction sector.

Steve effectively manages and mentors recruitment consultants into becoming Top Performing individuals in their specialist field. Championing the underdog, the quieter unassuming characters into achieving their targets, ambitions and goals. Steve now trains and mentors on a global scale via his 12 Week Recruitment Mastery Programme and continues to add value through webinars, strategy calls, articles and sharing value online.

Steve published his first book, "Top Biller – The Life of a Recruiter" (Nov 2019) where he maps out his journey from initial rejection to becoming a top performer. Steve has recently published his 2nd book, "A Personal Brand Story" which was published in Aug 21.

Steve launched his successful podcast entitled "The Guestlist with Steve Guest" and continues to explore business, wealth, health and management of the top performers.



PAUL HOLCROFT
 Managing Director,
 Croner Group Ltd.

As the Managing Director of Croner Group, Paul is involved with all senior level recruitment within a fast-growing business, whilst ensuring industry leading service to Croner's growing client base and Paul has worked closely with the Recruitment and Employment Confederation for a number of years.



CLIVE HUTCHINGS
 STR

Founded in 2000 STR continues to thrive, having held numerous roles in the business, I am immensely proud of the people in our company, the teams we have built and the great work we play in making change happen.

Today I'm responsible for significant projects, business plan acceleration with attention on client relationships and lead our EDI initiative. I remain eager and excited for the challenge that continues!



JANINE JENKINSON
 Head of People
 River Island

With over 20 years working in HR & Talent Acquisition, Janine has worked for River Island for the last 18 years, now Head of People across UK, ROI and International.

She has a strong background in Talent Acquisition and has worked with the Recruitment & Confederation team for many years.



BELINDA JOHNSON
Founder & Director,
Worklab Ltd

Belinda Johnson is the founder & director of Worklab - an employment research consultancy. Prior to forming the company in 2012, Belinda spent eight years within a large, global multi-brand recruitment group as business development director and, latterly, director of research.

The predominance of the assignments undertaken by Worklab entail sourcing, aggregating and distilling data and market intelligence through which organisations make informed decisions around workforce strategy. Clients include large domestic and international employers, recruitment intermediaries (Recruitment Process Outsourcers (RPOs), Managed Service Providers (MSPs) and large agency groups), HR & recruitment technology providers, trade associations, research houses, data aggregators and the investment community.



GERALDINE KING
Chief Executive,
Employment & Recruitment
Federation

Since joining the Federation in 2009 Geraldine is responsible for the running of the ERF Office and all divisions of the Federation. Her belief and vision that the recruitment industry should be viewed as a profession with an academic career path has been instrumental in the Irish government award of the first in the World graduate 3 year degree apprenticeship programme for recruiters. She also successfully led the ERF to obtain their own Skillnet which provides much needed reduced funded training for members. She is a regular adjudicator of business and recruiter awards, and a regular contributor to media and conference events.

Geraldine is a qualified trainer and business coach and she has an MA in HRM.



VIJAYA NATH
Director,
Contemplative Spaces

Vijaya brings over 31 years of experience in developing leaders in the private and not-for-profit sector. For the past 21 years she has worked with leaders in health and care, nationally and internationally. She has significant experience in the design and development of innovative leadership programmes and senior organisational development consultancy. Vijaya is an EMCC accredited executive coach with over 10,000 coaching hours' experience. She is an experienced board level facilitator and coach.

Vijaya was the recent past Director of Leadership Development at the Leadership Foundation and led a team who worked on Leadership Development and related interventions and projects for the UK Higher Education Sector. Previously as Director of Leadership Development at The King's Fund, London, Vijaya established a portfolio of interventions including networks, open programmes and thought leadership in medical/clinical leadership.

Contemplative Spaces was founded in April 2018 it provides Executive Level support across a number of sectors working extensively in health and care and higher education.



STEVE OTHEN
Associate Director of
Human Resources,
Rockstar Games

Steve is an award winning HR, OD and change professional currently working in the video games industry.

Currently employed at Rockstar Games, Steve's previous roles include People Director at Splash Damage, Director of People Experience and Operations at Product Madness and Head of HR at REC.



CLAIRE REES
Senior Talent
Acquisition Partner,
Oxford University Press

Highly experienced and commercial senior resourcing specialist with over 10 years of experience formed from both agency and in-house roles.

In-depth experience and proven track record of using LinkedIn and social media tools to recruit globally across different specialisms at all levels of seniority.



HEATHER-SALWAY
Jump Advisory

Heather is an experienced Non-Executive Director and Consultant, with expertise in people strategy and practice, leadership, learning & development, employee relations and employment law.

She is an ILM level 7 qualified and experienced Executive Coach with 30 years of experience working with large and small recruitment and talent solutions businesses across the UK, Europe and the USA.

Her focus is on the attraction, engagement and retention of talent. Heather is a Fellow of the Chartered Institute of Personnel and Development and of the Recruitment and Employment Confederation. She is currently a NED of the REC.



DAVID SCUTT
Senior Vice President,
Marsh Commercial

Over 20 years leading insurance broking businesses, David leads a number of Marsh Commercial's specialist SME businesses. David's passion is for building businesses to serve distinct customer groups through expertly trained colleagues who deliver a proposition and service which stands out in a crowded market place.

Developing a diverse and talented pool of colleagues into the future leaders of the industry is something which David takes extreme pride in.



KATE SHOESMITH
Deputy CEO, REC

Kate has been with the REC, the UK professional body for recruitment, since March 2013. Here, she is Deputy CEO, responsible for the marketing and campaigns departments. Kate regularly appears in the UK media and speaking on platforms to talk about the jobs market, employment policy and skills.

Prior to joining REC, Kate was Head of Policy & Corporate Affairs at City & Guilds. She has been a governor for two London further education colleges and an adviser to a number of external forums, including Business in the Community, UNESCO Education for All, Youth Employment UK and Women in Recruitment.



SARAH THEWLIS
Chair, REC

Sarah set up Thewlis Graham Associates in 2010 with Robert Graham.

She is a Fellow of the Chartered Institute of Personnel and Development and an Honorary Fellow of the Royal College of General Practitioners. She is a member of the Worshipful Company of Needlemakers. Sarah has a Masters in Medical Law and Ethics. She holds and has held a number of Non-Executive and Public Appointment positions including: Chair of a cancer support charity and Vice Chair of an Independent School. Also Vice Chair of Phoenix Futures; a national charity providing programmes to reduce the impact of drug and alcohol-related harm.

Since September 2020 she has chaired the Recruitment and Employment Confederation (REC).



SIMON THORPE
Expressions Partnership

As an experienced Performance Development specialist, Simon has made a significant contribution to individuals, teams and organisations in the business, sports, education and voluntary sectors. Formerly an accomplished athlete, Simon's speciality is inspiring his audience to improve performance by igniting the potential that lies within us all and has a passion for enabling others to further improve their performance.

Trained in Motivational Interviewing, Positive Psychology and Cognitive-Behaviour Coaching, Simon has designed and delivered workshops and programmes in a range of settings – government agency, recruitment, commerce, medical, educational, health and care, leisure, hospitality and manufacturing. Referred to as a 'Thought Leader' in the subjects of Leadership, Management and more recently Happiness and Wellbeing, Simon regularly contributes to articles and debates on such subject matter as well as organisation's strategy and implementation.

Working all over the world Expressions has enjoyed having unique solutions presented on the International stage.



ADRIAN WALCOTT
Managing Director,
Brands with Values

Adrian offers clarity on the issues businesses face managing the softer arts around managing reputation, culture, Inclusion, sustainability, purpose, and the science of driving commercial performance. Offering a solution which blends research, science & tech to CEOs, Chief Marketing Officers, Chief People Officers, Chief Human Resources Officers, Chief Diversity & Inclusion Officers of organisations around the world. Helping them to understand & track the fundamentals of their culture so they can drive performance.

His company partners with leading Publishers, Professional bodies & Associations including The Lawyer, Management Today, Campaign Magazine & The CBI to provide Benchmarks on Culture across multiple industries. Before creating Brands with Values in 2015 he worked on the client side for decades on brands including Barclays, Eurostar, Nestle & Unilever in Senior leadership roles in Marketing.

Adrian is also a Co-Founder of No Turning Back 2020 which focuses on encouraging more people from diverse ethnic backgrounds into the marketing, media and communications sector.



ADRIAN WIGHTMAN
Resourcing Lead, Severn Trent

Adrian has a number years operational recruitment experience across both in-house and agency and is currently the Resourcing Lead for Severn Trent Water, responsible for the recruitment of all experienced hires across the Severn Trent organisation

Previous recruitment roles include, the Head of Resourcing at Npower, Divisional Manager at Encore Senior Appointments and Michael Page. Adrian was also a senior manager in the retail and logistics industry.

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Businesses of Marsh McLennan



REC Awards Supports



Trussell Trust supports a nationwide network of food banks and together they provide emergency food and support to people locked in poverty, and campaign for change to end the need for food banks in the UK.

There are more than 1,200 food bank centres in their network, about two thirds of the food banks in the UK. They support these food banks to provide a minimum of three days' nutritionally-balanced emergency food to people who have been referred in crisis (for instance by advice agencies, GPs, social services and schools), as well as support to help people resolve the crises they face.

More than 14 million people in the UK live below the poverty line. Trussell Trust understands that every person's struggle with poverty is different and that it takes more than food to end hunger. So they bring together the experiences of food banks in their network, and their communities, to challenge the structural issues that lock people in poverty, and campaign for change to end the need for food banks in the UK.

www.trusselltrust.org



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Individual Award Winners

1 Temporary Worker of the Year



WINNER

Claire Harvey

placed by 4myschools

2

Best Newcomer in Temporary Recruitment



WINNER

Aaron Lumsdon

Enhance Catering

SHORTLISTED

Ryan Hamlett, Carrington West

Karen Kangley, CK Group

Holly Fitcher, Evolve Hospitality

Peter Spicer, Evolve Hospitality

Nathan Pepperall,
Hyper Recruitment Solutions

Jeffrey Barr, Yolk Recruitment

Individual Award Winners

3

Best Newcomer in Permanent Recruitment



WINNER

Sam Turnpenny

Multiverse

HIGHLY COMMENDED

John Curmi

Eurobase People

SHORTLISTED

Kelly Rowland, OA Group

Sadie Edwards, TR2 Recruitment

4

Recruitment Resourcer of the Year



WINNER

Devan Patel

ID Medical Group

SHORTLISTED

Emily May, ID Medical Group

Individual Award Winners

5 Temporary Recruiter of the Year



WINNER

Oliver Gooch

Carrington West

SHORTLISTED

Jade Stirk, CK Group

Jennifer Walklate, Evolve Hospitality

Fabio Roque, Hyper Recruitment Solutions

Bilal Oussellam, Search Consultancy

Jennifer Taylor, Search Consultancy

Katie Barnard, Select Recruitment Specialists

Samantha Neziri,
Worldwide Education Recruitment

6

Permanent Recruiter of the Year



WINNER

Esme Richardson

Inspired Search & Selection

HIGHLY COMMENDED

Georgia Walden

Hyper Recruitment Solutions

SHORTLISTED

Sue Eustace, ARV Solutions

Adam Butler, Carrington West

George Pierce, Domus Recruitment

Christina Giakou,
Hyper Recruitment Solutions

Eve Hegarty, Hyper Recruitment Solutions

Tom Woolhouse, ID Medical Group

Emma Baylis, Select Recruitment Specialists

Una Brennan, Staffline Ireland

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Individual Award Winners

7

In-House Recruiter of the Year



WINNER

Sarah Stewart

The Entertainer

SHORTLISTED

Steve Jenkins, OA Group

8

Candidate Experience of the Year



WINNER

Rhiannon Griffiths

Inspired Search & Selection

SHORTLISTED

Simone Payne, 4myschools

Ajay Nehra, AJACO

Individual Award Winners

9 Business Leader of the Year



WINNER

Richard Cooke

Seven Resourcing

SHORTLISTED

Paul Springall, Eurobase People

Suzy Astbury, Inspired Search & Selection

Aideen Duggan, Keenan Recruitment

Bev White, Nash Squared

Charles Draper, Sure Group

Nadeem Ahmad, Templeton & Partners

Samantha Samson Tudor Employment

Company Award Winners

1

Shared Services Team of the Year



carrington west

WINNER

Carrington West

SHORTLISTED

Meriden Media

OA Group

Search Consultancy

Worldwide Education Recruitment

Company Award Winners

2 Recruitment Team of the Year



WINNER

Gi Group Holding

SHORTLISTED

Carrington West

CK Group

Inclusive Boards

M/Y Crew Agency

Pertemps Network Group

Sanctuary Personnel

Worldwide Education Recruitment

3

Community Impact of the Year



WINNER

Amoria Bond

SHORTLISTED

ERA Employment

Gi Group Holding

Yolk Recruitment

Company Award Winners

4

Diversity Initiative of the Year



templeton
& PARTNERS

WINNER

Templeton & Partners

SHORTLISTED

Harvey Nash

The Graduate Project

5

People Development Business Award



WINNER

Pertemps Network Group

SHORTLISTED

Carrington West

ProMedical

QS Recruitment and QS Care

STR

Company Award Winners

6 Demonstrating High Standards in Recruitment Award



4myschools
Education Recruitment

WINNER

4myschools

SHORTLISTED

Moore Teachers

7

Business Excellence Through Transformation Award



iD Medical

WINNER

ID Medical Group

SHORTLISTED

Kenect Recruitment

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Company Award Winners

8 Start Up of the Year



**Recruitment
Made
Simple**

WINNER

TR2 Recruitment

SHORTLISTED

Driver Provider UK

The Talent Crowd

V-Recruit

9

Best Company to work for (up to 20 employees)



WINNER

Girling Jones

SHORTLISTED

4myschools

Harmony at Home

Inspired Search & Selection

People First

Red – Specialist Recruitment

Company Award Winners

10

Best Company to work for (up to 50 employees)



HRS[®]
HYPER RECRUITMENT SOLUTIONS

WINNER

Hyper Recruitment Solutions

SHORTLISTED

Ashdown Group

Domus Recruitment

Kenect Recruitment

ProMedical

TMM Recruitment

Unite People

Yolk Recruitment

11

Best Company to work for (up to 150 employees)



WINNER

Seven Resourcing

HIGHLY COMMENDED

Carrington West

SHORTLISTED

Jackson Hogg
Medical Staffing

The Evolve Group

The Recruitment Group
Venatu Recruitment Group

Company Award Winners

12 Best Company to work for (over 150 employees)



Harvey
Nash.

WINNER

Harvey Nash

SHORTLISTED

ID Medical Group

Pertemps Network Group

Search Consultancy

TeacherActive

Special Award Winners

Lifetime Achievement



WINNER

Mark Cahill

#RECAwards22

Special Award Winners

Recruiter of the Year



WINNER

Richard Cooke

REC Awards Champions 2022



#RECAwards22

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