



5 REASONS TO USE REACTIVE

Finding the right recruitment agency can be a challenging task. You want to be sure you find the right fit. You want to be sure you choose a company that can serve the unique needs of your business.

What good is an agency to its clients if there's no trust and reliability?
If the way they run their recruitment agency is indistinguishable from the next?
If they don't know why they do what they do? Or care about anything but the bottom line?

This guide can help you decide if Reactive are the right recruitment partner who can help you drive success for your business.

If you're a business owner or a hiring manager you're no doubt pretty busy most of the time. If not all the time. Choosing to outsource to a driver recruitment agency means they can do the hard graft of finding the quality drivers your business needs. Which allows you to focus on your people and your core business – delivering products to your customers.

Agency drivers are by far your most flexible resource in addition to your full-time driver pool. They can cover a number of different scenarios without long-term commitments giving you increased agility and competitive advantage. By using an agency, you will...

- Avoid the cost of an inflated permanent driver pool (excessive paid idle time in quiet periods)
- Make straight cost savings or prevent unforeseen costs (e.g. late delivery fees & penalties)
- Gain direct competitive advantage through additional flexibility & agility
- Gain strategic competitive advantage with an improved reputation & the capability to provide a superior service to your clients
- Mitigate risk - you'll have the flexibility to downsize at short notice and at zero cost

Ready to start looking for the right recruitment agency?

Here are the The 5 Reasons to use Reactive.

Does my agency understand this business?

Reactive will make sure we understand your business and your requirements.

When you're looking to hire drivers to deliver to your customers, you need the security of knowing the agency is a specialist in your field with exceptional knowledge of your sector and a proven track record.

- ✓ At Reactive all our consultants make sure they truly understand your business and your requirements,
- ✓ Being specialised in driving recruitment we understand the importance of getting the right driver to suit your nature of work.
- ✓ We are able to place drivers who will be good representatives of your organisation?
- ✓ From understanding your needs we will be able to place drivers who will be a good representation of your company.



We can get you quality drivers when you need them.

We are capable of delivering what you need



The bottom line is that you need an agency you can trust to deliver. To be able to provide the most responsive and best service you will want an agency that understands your requirements. We have the infrastructure to be able to adapt and be flexible?

- ✓ We have a pool of qualified drivers when you need them?
- ✓ We have multiple complementary recruitment channels to efficiently source suitable drivers?
- ✓ We have a robust & responsive multi-layered 24/7/365 support capability staffed by team members who understand your needs and know the drivers;
- ✓ We have the processes & systems to support compliant, accurate & efficient service delivery?
- ✓ We have a multi-branch network with the ability to share knowledge & move drivers between branches



How hot are your current agency supplier on there compliance?

At Reactive we are tightly regulated and have to comply with a series of statutory rules and professional code of ethics. Asking any potential recruitment partner about their compliance is basic due diligence.

But you can't just take the agency's word that they are compliant, they should have proved their credentials by passing audits to achieve relevant accreditations. There are three areas of compliance:

- ✓ Haulage sector specialist compliance (tachograph & working time regulations)
- ✓ Payroll and tax compliance
- ✓ Recruitment regulation compliance. (We are a proud REC Corporate Member)

Not all recruitment agencies are created equal. It's about making sure those standards are as high as possible. Look for the agency who has gone the extra mile to achieve gold-standard accreditations.

How will Reactive deliver exceptional value for my business?

How do you see Reactive partnering with yours?

An agency should always be willing to discuss how they will apply themselves to work with you, now and in the future.

- ✓ We will help you to improve how you work and how you deliver to your customers?
- ✓ We will add strategic value and partner with you to help you grow and develop your business.
- ✓ We are able to support you at the levels you require? Working closely with your Transport Team and your compliance team and more.
- ✓ We are available 24/7 365 days a year to work alongside your Transport Team, responding to your needs in “real-time”? We will work closely with your team, applying their experience to find solutions to tricky problems you may have.

Any partnership is built on trust. It takes courage to tell you the hard truth even when you may not want to hear it. Say, for example, we have a driver no show. We are the kind of partner who will tell you from the outset so you have time to find an alternative solution?



Choosing Reactive as your chosen recruitment supplier

Choosing Reactive as your recruitment partner we feel would be the best decision you could make. Our principles will always stay the same, We are a family run business with an ethos of making sure all our clients understand that we were founded on employee centric principles. Honesty , Respect and Integrity.

Of course, value for money is important. Getting it right can give you increased agility as well as a competitive advantage.

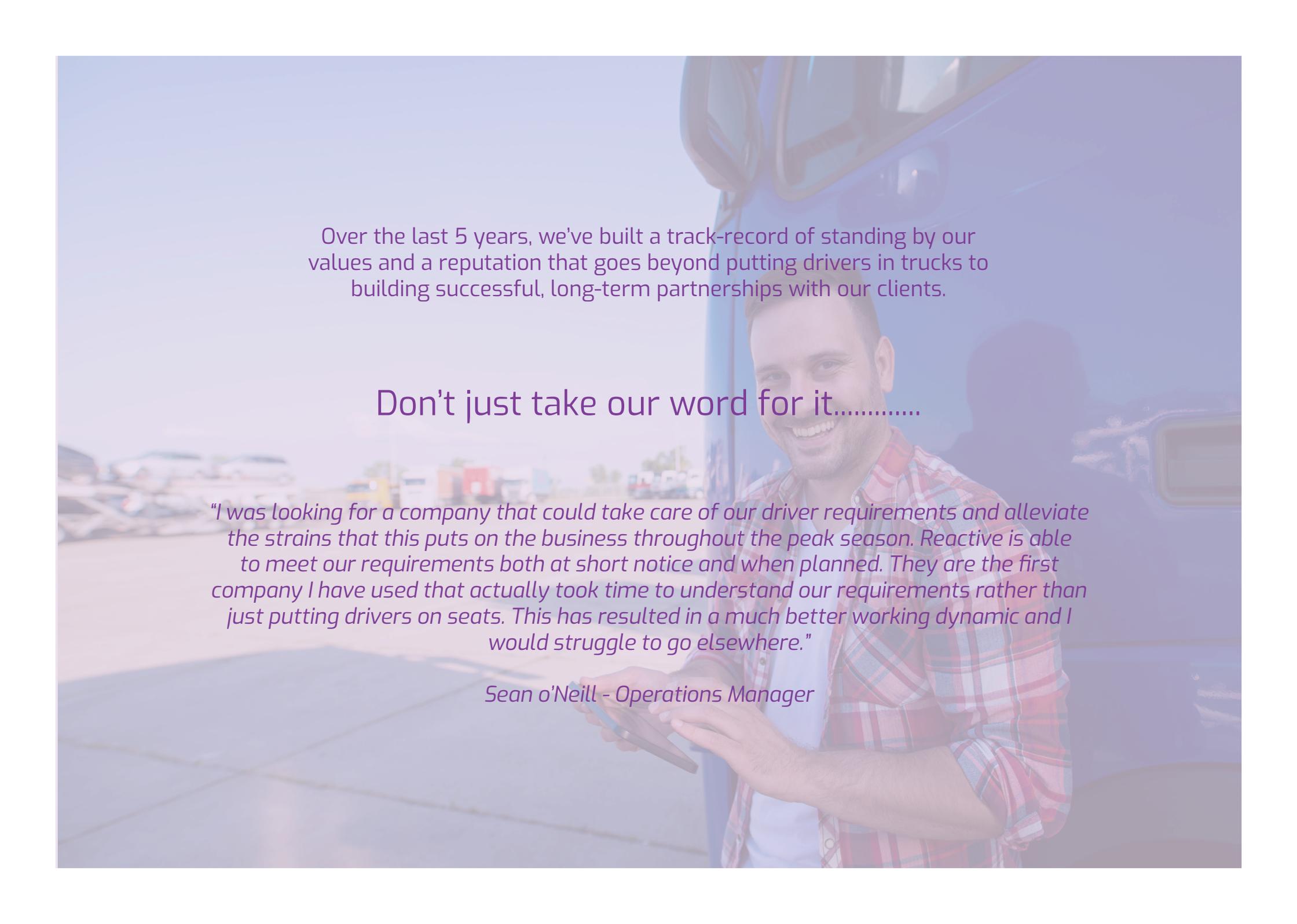
It's hard to get to the truth about what sort of service once we forfill your requirements. Your best approach is to ask for testimonials or references; speak to our customers and drivers, get it straight from the horse's mouth!

REACTIVE
DRIVING RECRUITMENT

We know how important it is to get the right drivers in your vehicles. Let us make it easy for you. Call us today!

Kingswinford Office 01384 886111
Birmingham Office 0121 270 6885
Cannock office 01543 221100





Over the last 5 years, we've built a track-record of standing by our values and a reputation that goes beyond putting drivers in trucks to building successful, long-term partnerships with our clients.

Don't just take our word for it.....

"I was looking for a company that could take care of our driver requirements and alleviate the strains that this puts on the business throughout the peak season. Reactive is able to meet our requirements both at short notice and when planned. They are the first company I have used that actually took time to understand our requirements rather than just putting drivers on seats. This has resulted in a much better working dynamic and I would struggle to go elsewhere."

Sean o'Neill - Operations Manager

Reactive always surprise me with the calibre of staff they find me over the years. It makes my life so much easier knowing that I have somebody out there fitting the correct person to carry out the correct duties

Paul Waby - General Manager

Reactive are the first company I have used that actually took time to understand our requirements rather than just putting drivers on seats. This has resulted in a much better working dynamic and I would struggle to go elsewhere with the same level of service.

Carl Platten - Transport Manger



Scott Strange
Managing Director & Founder



Natasha Strange
Managing Director



Barry Simpson
Senior Logistical Consultant



Jon Spence
Senior Logistical Consultant



Josh Palmer
Senior Logistical Consultant
Cannock Branch



Sadie Jordan
Logistical Consultant



Jade Robson
Payroll & Compliance Manager



Madi Brown
Payroll Administrator



Zoe Bennett
Payroll Administrator



Linda Gilogley
Cannock Payroll

Meet The Reactive Team

REACTIVE
DRIVING RECRUITMENT