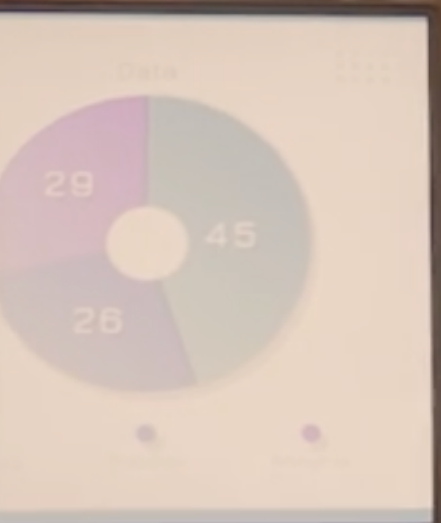




# Knightway Associates

Your Commercial Recruitment Specialist

[www.knightway.co.uk](http://www.knightway.co.uk)







Welcome to

# Knightway Associates

Whether you are looking for a Trainee Sales Executive or a Commercial Director, we can help. We specialise in finding people who match your company values and who will seamlessly settle in with your team and culture.

We understand that your priority is your day to day business and ensuring that you have the correct staff in order to thrive. We take the stress away by quickly finding suitable candidates for you, enabling you to use your time more efficiently and effectively.

When founding Knightway, we set out with four key, non-negotiable values to ensure that we deliver a five-star service every time. Our four values are COMMUNICATION, ACCOUNTABILITY, HONESTY and RESPECT.

W: [www.knightway.co.uk](http://www.knightway.co.uk) | E: [info@knightway.co.uk](mailto:info@knightway.co.uk) | T: 01276 817122



# Nice To Meet You

## **A Little Bit About Us**

Daniel and Richard founded Knightway Associates in 2019, leveraging their experience in the property and construction sector.

After initially focusing on property solely, demand has grown to the point where Knightway has diversified into a commercial agency.

Knightway have helped countless property, hospitality, tech, training and even recruitment companies grow their teams.

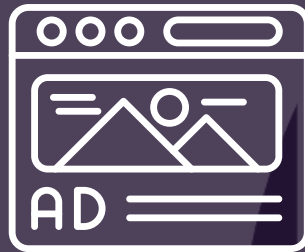




## What Can You Expect?



**Job  
Description  
Creation**



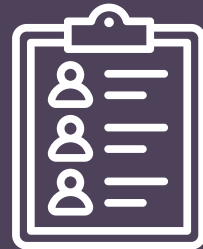
**Multi-site Job  
Adverts**



**Search and  
Selection**



**Virtual  
Screening Calls**



**Candidate  
Shortlisting**



**Job Offer  
Negotiation**

As a company, we pride ourselves on our proactive approach. We don't believe that you should sit and wait for the candidates to come to us... We have to get out there, utilise our networks and find your ideal candidate.

We still advertise on all of the major job platforms to ensure that we leave no stone unturned! In 2022, 65% of the people we placed in jobs were approached proactively.

We speak to every candidate that we put forward and also offer recorded, virtual screening interviews to save you more of your valuable time.

When it gets to offer stage we are well prepared to put offers forward and secure your chosen candidate. However, unlike other recruitment companies, we are more than happy for you to deal with the candidate directly. It will always be your choice!



Search and Selection

# Our Recruitment Process

## Initial Consultation

The first step is to sit down with a member of the Knightway team, either virtually or in person. We will establish a brief and build a profile of the perfect candidate who will fit your team and culture.

## Candidate Sourcing

After our initial meeting, we will take the candidate profile, build a job specification and proactively search as well as placing targeted job adverts. We will screen each candidate to ensure that they match your criteria and build a short list for your perusal.



## Interview Stage

We arrange an interview, whether that be a virtual, telephone or face to face meeting. A confirmation with all of the details are sent out along with an interview preparation guide. We "check in" with you to ensure that there are no issues as well as answering any last questions about the candidate or client before the meeting.

## Offer Stage

We can work this in two ways. Unlike other recruiters, we are happy for you to put offers forward and deal with candidates directly. However, we are always delighted to deal with the offer stage for you. Handling the offer, offer letters and coordinating contracts. We also offer a referencing service as standard, should you wish to conduct references for your chosen candidate.





We Build Exceptional Teams

# Which Roles Do We Cover?



**Property**



**Hospitality**



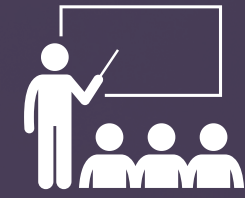
**Technology**



**Retail**



**Finance**



**Training**



**Law**



**Human  
Resources**



**Business  
Development  
/Sales Teams**



**Marketing**



**Internal  
Recruitment**



**Business  
Support**



# Our Packages

## How Does It Work?

All of our packages are based on the agreed, first year basic salary for the successful candidate. We have highlighted the various packages below to offer you as much flexibility as possible. Our team are happy to discuss detailed costs with you based on your requirements and candidate specification.

### Contingent Search

Perfect for Junior to Mid-Management roles, our Contingent Search delivers fast, efficient results and is perfect for those who need to build exceptional teams.

We use our industry knowledge, expertise and network to identify talent and secure talent before your competition reaches them.

When working on a Contingent Search, we only charge a fee when a successful candidate has started in a position with you.

### Executive Search

Our Executive Search service provides a comprehensive, detailed search and selection service to find individuals at C-suite and board level.

As a retained service, we work exclusively with you to strategize and plan your business-critical hires. We conduct market mapping, talent pools and use experienced headhunting techniques to create a detailed shortlist of the most suitable candidates who fit your values, culture and specification.

### Bespoke Search

Our premium search service. We assign a specialist headhunter who will exclusively work with you to yield the best possible results in the quickest time frame possible.

Our Bespoke Search is suitable for volume hiring at mid-senior level. You may be a start-up that has rapid expansion plans or an established tech giant, launching a new product team.

Your exclusive headhunter will work with you to build a brief and map a team structure. Once a strategy has been finalised, we get to work and find suitable candidates who fulfil your cultural values and specifications.



Our Clients Mean The World To Us

# This Is What They Think About Us

"I have genuinely never experienced the sheer and utter professionalism and productivity that I experienced with Knightway Associates. Meticulous attention to my requirements and overall knowledge of the Tech and Property Industry, proved to be invaluable. If you're hiring and looking for the best of the best in candidates - then I simply couldn't recommend Knightway Associates more!"

Mark, Commercial Director  
Homesearch

"Matt Cooper was fantastic from start to finish and I couldn't have asked for a better recruitment agent. He paid attention to my requirements and was always happy to answer any questions that I had. He lined me up with four interviews in three days which I didn't think was even possible and gave me as much advise as possible. Matt really knows what he's doing, if your looking for a job he's the man to talk to!! Once again but thank you to you and the team."

Rorhan, Estate Agent  
Candidate

"The wonderful team at Knightway, helped find me a brilliant list of potential candidates. Rather than just sending me a long list of CVs, they really helped me narrow them down, conducting and recording a screening interview, which saved me a significant amount of time and hassle. My new recruit starts next week and I couldn't be happier! I would highly recommend you use Knightway if you are looking to recruit."

Mike, Director,  
Pennymatters

"Annie was so amazing and caring when helping me find my new job!! She not only placed me in employment in the space of a week, but placed me into a job I see myself fitting in with and progressing my career!"

Teal, Sales Executive  
Candidate





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