

A man and a woman in business attire are looking at a tablet together. The man is smiling and looking at the tablet, while the woman is looking at him. They are in a professional setting.

**THE
PROCUREMENT
RECRUITMENT
EXPERTS.**

Butler Roseⁿ

PROCUREMENT

AN NGAGE TALENT
COMPANY



SHAPING THE FUTURE OF FINANCE.

LEADERS IN PROCUREMENT RECRUITMENT

Connecting experienced
procurement professionals with roles
that drive innovation, operational
excellence, and long-term success.

SPECIALIST RECRUITMENT

Butler Rose Procurement is an entrepreneurial recruitment consultancy with deep expertise to successfully deliver at all levels of recruitment within procurement.

Our expert consultants focus on niche and specialist procurement markets; enabling them to continuously develop their network and market knowledge, and to deliver for their clients and candidates time after time.



OUR EXPERTISE

We employ experienced recruiters who love to develop long-term relationships. It's important to us that each consultant at Butler Rose Procurement is an expert in their market, and that they take the time to meet and truly understand their clients and candidates. Our team is growing significantly, and our most senior team members have exceptional track-records of recruiting for greenfield, brownfield and transformational procurement functions across the UK.

We're not just matching CVs to role descriptions, but people to cultures – a simple premise but one that's overlooked by so many of today's recruiters. This keen understanding of what's important to our clients and candidates – complemented by an ethos of excellent service is at the heart of everything we do.

SPECIALIST AREAS

01	Procurement Leadership	08	Vendor Management and Supplier Relationship Management
02	Procurement Change and Transformation		
03	Outsourcing and Offshoring	09	Third-Party Governance
04	Category Management (Indirect, Direct, IT & Corporate Services)	10	Contract and Commercial Management
05	Strategic Sourcing	11	Procurement Operations
06	Procurement Management	12	Procurement Analysts
07	Buyers	13	Procurement Administration
		14	Purchasing



OUR NETWORK

Our experienced recruiters are prolific networkers in the procurement market. We have strong relationships with a vast array of procurement professionals, built up over many years and we are also investing in our growing procurement candidate resourcing team who help us to find great new candidates on a daily basis. We utilise market-leading technology to ensure that we are continuing to grow our networks and map out the markets that we operate in. We will only introduce candidates to you who we have personally interviewed to assess not only their capability and cultural fit, but also to fully explore their key motivations. We provide our customers with a highly personalised service, which is crucial in today's candidate-short market. Every consultant is also fully trained in Search & Selection techniques, meaning that Butler Rose Procurement can identify and attract unique candidates for even your most niche roles. Join our many other clients who trust us implicitly to deliver the best candidates possible into their firms.

OUR VALUES

EXPERTISE

With extensive experience and a deep understanding of the finance sector, we specialise in connecting skilled professionals with leading organisations within the finance sector.

PROGRESSIVE

We continuously evolve, adapting to the needs of the finance sector. We constantly seek to improve the recruitment experience and the solutions we provide for our clients and candidates.

INTEGRITY

We hold ourselves accountable and always act upon our principles with honesty and fairness towards our clients and candidates.

EXCELLENCE & DELIVERY

We are committed to delivering excellence, ensuring that every single placement meets the highest standards and delivers tangible value to our clients.

DIVERSITY & INCLUSION

We embrace differences, fostering an inclusive environment where every individual feels valued, supported, respected and empowered to contribute and deliver successful outcomes for our clients and candidates toward the success of our clients and candidates.

UTILISING OUR SERVICES TO ACHIEVE COST-SAVINGS, ENHANCED SERVICE- DELIVERY AND VALUE-ADDS

Whether your key focus is cost-savings, service delivery, or value-adds we are confident that we can work with you to help you achieve many of your key objectives and goals.

We are much more than 'just' recruiters and we utilise our expertise, supported by the resources of nGAGE Talent to provide you with a full suite of recruitment and people-related services.



“It was great to work with Butler Rose on a global category role lately, with very specific expertise and skill-set required to drive a 1st generation category implementation – I did not get inundated with candidates, but those presented were excellent and fit the bill which led to a great hire. Most importantly though, the candidate feedback on the hiring process was hugely complimentary – after all, it’s the people that matter which is what Butler Rose are all about!”

**Head of Indirect Procurement,
Sept 2022**

OUR SERVICES

Contingent Recruitment

Do you need a new permanent employee or some interim resource? No problem. One of our specialist consultants will tap into our procurement talent pools and find the right person for you - once they've taken the time to fully understand what you need.

Exclusive Recruitment

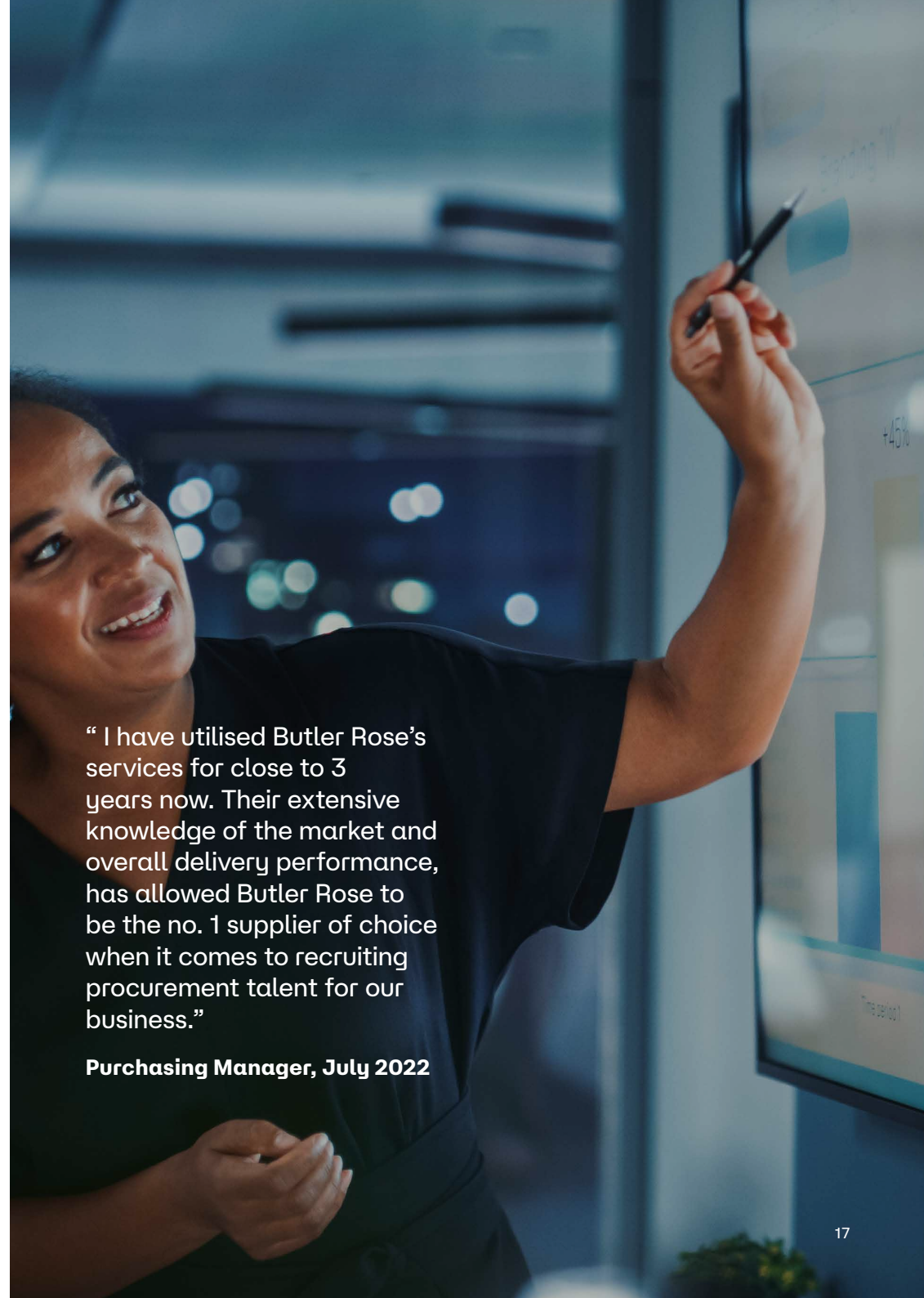
There are many benefits in working with us exclusively to recruit into your team or help you to secure a new role. Many of our clients have found this to be a highly cost-effective way of recruiting, and much more effective than working with a number of recruiters, bringing you the best procurement talent much quicker. This will include those passively exploring their next move, as well as the active jobseekers.

Search & Selection (Retained Recruitment)

For more senior/niche procurement roles we will work with you to put together a specific talent attraction campaign to ensure we find THE right candidate for you. We can utilise a mix of targeted advertising supported by the latest digital techniques, and headhunt from our extensive talent pools.


Importantly - particularly in today's highly talent short market - when we run a retained campaign for you, you 'own' every application or headhunt exclusively. We won't submit them to any other clients until such a time as you decide they're not right for your role.

This method will enable you to find the very best person for the role, providing you with choice at the short-list stage.



“ I have utilised Butler Rose’s services for close to 3 years now. Their extensive knowledge of the market and overall delivery performance, has allowed Butler Rose to be the no. 1 supplier of choice when it comes to recruiting procurement talent for our business.”

Purchasing Manager, July 2022



“I was recently placed by Butler Rose into my new role. The whole E2E process was very professional and communicative. From 1st screening to offer acceptance, I felt that Butler Rose really cared about the match between candidate and company. They stayed in contact with me throughout, was very diligent in their work and were also really nice! I would highly recommend Butler Rose for any recruitment needs.”

**Global Category Lead
– Sept 2022**

High-Volume Delivery

If you have a specific project to recruit a number of procurement professionals, or if you are constantly recruiting in this area, then we can help you. We'll give you a dedicated account manager as one point of contact who will fully understand your business. In the background we will dedicate a team of procurement candidate resourcers to source for active roles as well as build relevant talent pools.

Managed Services – RPO/MSP

Need to outsource your procurement recruitment? We can implement our solution and manage your full recruitment process for you on an outsourced basis. If you're looking to outsource more than just procurement recruitment, then we can procure a supply chain for you via one of our tools. This supply chain can include sister companies from within our wider group (nGAGE Talent) – all guaranteed to be experts in their chosen markets – or other external suppliers who you may wish to work with. And we'll guarantee to save you money off your recruitment spend in the process.

Features of our proprietary technology include:

- Mobile and tablet enabled for on-the-move management
 - Supplier and cost management
 - Shortlisting and approval of candidates
 - Seamless digital compliance
 - Digital timesheet submission and approval
 - Flexible payments
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Candidate Assessment and Screening

We can provide a range of skills and behavioural tests for your chosen shortlist, as well as arranging assessment centres where applicable. This can include profiling your role and the behaviours needed for it, then assessing candidates against these criteria – ensuring that candidates are a good match for your business and role before you even speak to them. You'll receive a detailed report on each candidate. We can provide this as part of our Search & Selection packages – ask us for details.

With a dedicated Compliance team trained to the highest standards, we can screen candidates to any level. As standard we perform all legally required checks around identity, Right to Work in the relevant country, and verification of professional qualifications, as well as taking references on temporary workers. However, we can perform any additional checks as required by our clients, including DBS, financial and sanctions checks.

Butler Rose is ISO 9001 certified, so you can rest assured that our management systems meet all statutory and regulatory requirements.

Internal and Direct Application Support

In addition to our traditional recruitment services, we are able to support your own internal recruitment process by providing a screening and shortlisting service for your own internal and direct applications. We can utilise further candidate assessment tools where required. This can be included as part of a standard job search, or to support your own internal recruitment team as a standalone activity where support is required. Our team are highly experienced in interviewing procurement professions and will be able to add real value to your process.

Salary benchmarking and Consulting Services

Need some salary benchmarking for your team? Or need to get an idea of talent availability for certain roles in a certain market? Or a deep dive into your business to ascertain what your true recruitment spend is and how we could save you money? Or maybe some advice on your Employer Value Proposition? No problem. Utilising a blend of our own market data and our Insider Intelligence platform, we can provide this and more for you. We can either do this as a piece of standalone consultancy work at a reasonable cost, or for clients who commit to using us for their recruitment we can provide this as a free service. We can also provide outplacement consulting services.



OUR ASSURANCES

Compliance

Compliance with employment law and ensuring that candidates are fully screened is, of course, vitally important in the recruitment industry. All our consultants go through vigorous compliance training and are kept up to date on changes in legislation as well as with refresher courses utilising our Meta Compliance portal. We also have a dedicated compliance team who screen every candidate we place, whether temporary or permanent.

We are members of the Recruitment & Employment Confederation who expect the highest standards when it comes to recruitment.

We are also ISO9001 accredited, meaning you can rest assured that we have the highest quality Management Systems in place



Diversity & Inclusion

We hold ourselves and our clients to the highest standards when it comes to D&I.

We support the inclusion of people who experience a distance to the labour market, for instance because of gender, age, ethnicity, or disability. We strongly promote equal opportunities and respect and safeguard human and labour rights to maximise future employment for as many people as possible.

We're proud to be accredited as a Disability Confident employer. Disability Confident is creating a movement of change, encouraging employers to think differently about disability and take action to improve how they recruit, retain, and develop disabled people.

Within Butler Rose we have a diverse workforce, encompassing high proportions of employees from minority groups. Not only do we believe this is the right thing to do, but also passionately believe this creates a diversity of thoughts and ideas that are instrumental to our successful growth.

Building a Sustainable Future

We take sustainability extremely seriously: conducting ourselves ethically, safeguarding labour and human rights and taking environmental care. Building a sustainable approach to business is at the heart of what we do. We create a fulfilling environment for our people to work in and instil a belief in doing recruitment the right way.

We are committed to championing sustainable business practices by following specific goals we have set ourselves:

- Reduce energy usage by optimising heating/cooling systems, installing energy efficient lighting and replacing old appliances with energy efficient appliances where possible
- Improve technology to reduce work travel to a minimum
- Remote/Hybrid working
- Lease offices with “Excellent” BREEAM or A EPC rating
- Eliminate single use plastics
- Print as minimally as possible
- Reduce, reuse, recycle

Whether we’re developing great relationships with clients, working hard to engage our people, partnering with charities, or encouraging diversity, these are an integral part of our sustainable business strategy. We keep charitable and social initiatives relevant to the local communities into which we are placing candidates every day. This means social responsibility isn’t an afterthought, it’s part of how we operate.



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