



**SER LIMITED**  
[www.serlimited.com](http://www.serlimited.com)

## **ENERGY & ENVIRONMENT**

**“OUR AIM IS TO DELIVER A SERVICE TO BOTH OUR  
CANDIDATES AND CLIENTS THAT LEAVES THEM  
WILLING TO RECOMMEND US”**





***“An excellent service that provided us with four outstanding candidates, our only issue was which candidate to employ.”***

**M Spencer**  
(Managing Director)

## YOUR GUIDE TO OUR SERVICES:

---

- 5** Introduction & Background
- 9** Services & Benefits
- 10** Specialist Sectors
- 11** Code of Conduct & Business Ethics





**“OUR CONSULTANTS FULLY RESPECT CONFIDENTIALITY ALL TIMES,  
AND AT ALL STAGES OF THE RECRUITMENT PROCESS.”**

## INTRODUCTION

**SER Limited (Solutions Engineering Recruitment Limited) are specialist recruitment consultants dealing with permanent, temporary and contract assignments throughout the UK.**

We are structured so that each of our industry consultants work within their own individual market sector and therefore hold an excellent understanding of the skills and experience required to work within that sector.

## BACKGROUND

**SER Limited has grown into a well established multi-disciplined agency, dealing with all sizes of organisation from small owner managed companies through to large multi-national corporations.**

Our Energy & Environmental team cover many areas including:

- Air Pollution
- Climate Change
- Contamination
- Ecology
- Marine Services
- Sustainability
- Alternative / Renewable Energy
- Conservation Biology
- Waste Water & Effluence
- Hydrology
- Recycling & Waste Management

*(Continued overleaf)*





**“OUR CONSULTANTS WILL NEVER KNOWINGLY MAKE FALSE STATEMENTS ABOUT CANDIDATES OR CLIENTS.”**

We view ourselves as “specialist recruitment consultants”. We deal in specific market sectors and our recruitment consultants work purely in their chosen sector.

Each consultant has extensive knowledge of their industry and therefore a better understanding of how and where to source the best candidates.

Using a continuous advertising campaign and networking closely with current Candidates and Clients we are able to source skilled candidates that normal recruitment advertising does not attract.

We have developed an established Client and Candidate database in all of our recruitment sectors and have many successful working relationships for which references and case studies can be supplied.





**“ALL ASSOCIATED RECRUITMENT FEES WILL BE CLEARLY STATED IN OUR TERMS OF BUSINESS AND AGREED PRIOR TO ANY RECRUITMENT WORK BEING UNDERTAKEN.”**

## SERVICES & BENEFITS

---

We have the same ethical beliefs, approach and commitment to all our Clients from companies who only recruit once a year through to organisations that are continually looking for exceptional people.

## PERMANENT & TEMPORARY SERVICES

---

We provide candidates for permanent, temporary and contract positions. Offering fully “vetted” and reference checked candidates with the right skills and experience.

## MANAGED SERVICE

---

As part of our “Partnership Program” wherever possible we look at providing a fully managed service. Offering outsourcing services for the full recruitment process and therefore giving the Client an annual fixed cost for all their recruitment and administration , allowing for strong budget control and significant annual cost reductions.

## BENEFITS

---

- Better quality of Candidate
- Guaranteed Response
- Reduced Administration
- Stronger Budgeting
- No Advertising Costs
- Significant Time Saving
- Managed Services Option
- Temporary to Permanent Option





## TRACK RECORD:

- ODE Group
- Eco-Eclipse Ltd
- Siemens Water Technologies
- Agrivert Ltd
- Blue Sky Ltd
- EcoFirst Ltd

# OUR OPERATING CODE OF CONDUCT

**In order to maintain our high standards and to continually exceed our clients expectations we work closely to our own Operating Code of Conduct which ensures that we are ethical and honest in our approach to recruitment and business.**

- All new candidates are fully vetted and references taken wherever possible and time prevailing.
- All interviews that are arranged are confirmed in writing, and all candidates are contacted one day before to ensure that they are correctly briefed and informed about the potential position and organisation.
- We never re-approach a candidate once he or she has been successfully placed with a Client.
- We always uphold and repay any Credits due within one week of notification.
- We will maintain and keep up to date all required insurance policies, indemnities and registrations.
- All our consultants must work in an ethical and honest manner at all times.
- We will never knowingly withhold vital information about a candidate or client.





**SER LIMITED**  
[www.serlimited.com](http://www.serlimited.com)

**(A)** Head Office  
Time Technology Park  
Blackburn Road  
Simonstone  
Lancashire  
BB12 7TW

**(T)** 01282 777 414

**(E)** [info@serlimited.com](mailto:info@serlimited.com)  
**(W)** [www.serlimited.com](http://www.serlimited.com)

• ENERGY & ENVIRONMENTAL • RENEWABLE • POLLUTION • CLIMATE CHANGE • CONSERVATION •  
CONTAMINATION • WASTE WATER • ECOLOGY • HYDROLOGY • WASTE MANAGEMENT • SUSTAINABILITY  
• ENGINEERING SERVICES •