Retail Recruitment Services

End-to-end retail recruitment — from permanent placements and complete store-opening teams to candidate screening, salary benchmarking and onboarding — delivering qualified, culturally-aligned talent quickly, with London Retail Services acting as a strategic hiring partner.

VERSION	ISSUED	PREPARED BY
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1. Overview

We help retail businesses build high-performing teams by providing end-to-end recruitment solutions tailored to the fast-paced retail industry. Whether you're hiring for a single store or expanding across multiple locations, we deliver qualified talent quickly, efficiently, and with a strong focus on cultural fit.

2. Permanent Recruitment

We source and place exceptional permanent employees across all levels of retail, from frontline staff to senior leadership.

Roles include:

- **Sales Assistants**
- **Cashiers**
- **Customer Service Advisors**
- **Store Supervisors**
- **Assistant Store Managers**
- **Store Managers**
- **Warehouse & Distribution Staff**

How we deliver

- **In-depth consultation to understand your business, culture, and hiring goals.**
- **Tailored job descriptions and recruitment strategy.**
- **Advertising across premium job boards and social media.**

- **Competency-based interviews and pre-screening.**
- **Reference and employment verification.**
- **Candidate presentation with detailed profiles.**
- **Interview coordination and offer management.**
- **Post-placement follow-up to ensure successful onboarding.**

3. Store Opening Recruitment

Launching a new retail location requires hiring an entire team within strict timelines.

We recruit complete store teams from management to sales staff.

How we deliver

- **Workforce planning.**
- **Recruitment timelines.**
- **Local talent attraction campaigns.**
- **Interview scheduling.**
- **Start-date coordination.**
- **Onboarding support.**

4. Candidate Screening & Assessment

Every candidate undergoes a structured evaluation process.

Our assessment includes:

- **CV review.**
- **Competency interviews.**
- **Behavioural interviewing.**
- **Retail scenario assessments.**
- **Customer service evaluation.**
- **Communication assessment.**

- **Reference checks.**
- **Right-to-work verification.**
- **Employment history verification.**

5. Salary Benchmarking & Hiring Advice

We provide market intelligence to help clients remain competitive.

Services include:

- **Salary benchmarking.**
- **Benefits analysis.**
- **Market trends.**
- **Competitor hiring insights.**
- **Recruitment strategy recommendations.**

6. Interview Support

We make hiring easier by managing the entire interview process.

We provide:

- **Interview scheduling.**
- **Candidate preparation.**
- **Interview guidance.**
- **Structured interview scorecards.**
- **Feedback management.**
- **Offer negotiation.**

7. Onboarding Support

Our service continues after placement.

We help ensure successful employee integration through:

- **Offer acceptance support.**
- **Pre-start communication.**
- **Candidate engagement.**
- **Start-date coordination.**
- **Follow-up during probation.**
- **Replacement support (where applicable).**

8. Why Retail Businesses Choose Us

We combine industry expertise with a consultative approach to deliver recruitment solutions that save time, reduce hiring costs, and improve employee retention.

Our commitment includes:

- **Fast turnaround times.**
- **Access to high-quality retail talent.**
- **Industry-specific recruitment expertise.**
- **Transparent communication.**
- **Tailored recruitment strategies.**
- **Rigorous candidate screening.**
- **Strong focus on cultural fit.**
- **Long-term recruitment partnerships.**
- **Ongoing support throughout the hiring process.**
- **Confidential and professional service.**

9. Our Recruitment Process

1. **Discovery & Consultation**
   We meet with you to understand your business, hiring needs, company culture, and long-term workforce goals.
2. **Role Definition**
   We create or refine job descriptions, define candidate profiles, and agree on the recruitment strategy.

3. **Talent Attraction**
   We advertise vacancies, search our candidate database, leverage social media, and proactively headhunt suitable candidates.

4. **Screening & Assessment**
   Every applicant is thoroughly screened through CV reviews, competency-based interviews, skills assessments, and reference checks.

5. **Candidate Shortlisting**
   We present only the most suitable candidates with detailed profiles and our recommendations.

6. **Interview Management**
   We coordinate interviews, gather feedback, and maintain clear communication with both clients and candidates.

7. **Offer & Negotiation**
   We manage salary negotiations, offer acceptance, and all pre-employment checks.

8. **Onboarding & Follow-up**
   We support both employer and employee through onboarding and follow up after placement to ensure a successful, long-term hire.

By acting as a strategic recruitment partner rather than simply filling vacancies, we help retail businesses secure talented people who enhance customer experience, strengthen operational performance, and contribute to sustainable business growth.

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