

# 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.

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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:

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- Sales Assistants

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  - Cashiers

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  - Customer Service Advisors

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  - Store Supervisors

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  - Assistant Store Managers

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  - Store Managers

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  - Warehouse & Distribution Staff

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### How we deliver

- 
- In-depth consultation to understand your business, culture, and hiring goals.

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  - Tailored job descriptions and recruitment strategy.

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  - Advertising across premium job boards and social media.

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- **Competency-based interviews and pre-screening.**

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  - **Reference and employment verification.**

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  - **Candidate presentation with detailed profiles.**

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  - **Interview coordination and offer management.**

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  - **Post-placement follow-up to ensure successful onboarding.**

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### 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.**

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  - **Recruitment timelines.**

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  - **Local talent attraction campaigns.**

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  - **Interview scheduling.**

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  - **Start-date coordination.**

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  - **Onboarding support.**

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### 4. Candidate Screening & Assessment

Every candidate undergoes a structured evaluation process.

#### Our assessment includes:

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- **CV review.**

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  - **Competency interviews.**

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  - **Behavioural interviewing.**

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  - **Retail scenario assessments.**

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  - **Customer service evaluation.**

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  - **Communication assessment.**

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- Reference checks.
  - Right-to-work verification.
  - Employment history verification.
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## 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.
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## 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.
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## 7. Onboarding Support

Our service continues after placement.

### We help ensure successful employee integration through:

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

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- 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.
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## 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.
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**3. Talent Attraction**

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

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**4. Screening & Assessment**

Every applicant is thoroughly screened through CV reviews, competency-based interviews, skills assessments, and reference checks.

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**5. Candidate Shortlisting**

We present only the most suitable candidates with detailed profiles and our recommendations.

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**6. Interview Management**

We coordinate interviews, gather feedback, and maintain clear communication with both clients and candidates.

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**7. Offer & Negotiation**

We manage salary negotiations, offer acceptance, and all pre-employment checks.

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**8. Onboarding & Follow-up**

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

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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.