

# Recruitment Newspapers



**Give your  
recruitment  
a boost**  
Anytime ▶ Anywhere

**DESIGNED ▶ PRINTED ▶ DISTRIBUTED ▶ TRACKED**

# TAILORED SOLUTIONS FOR HIRING SUCCESS

Are you looking for a powerful and innovative way to hire new people?

Recruitment Newspapers place your job opportunities directly in front of thousands of potential candidates.

With 500 copies of your customised newspaper picked up at each Tesco, ASDA, Sainsbury's, Morrisons and Co-op locations of your choice (5,157 sites available), you can supercharge your recruitment efforts in any UK location, at any time of the year.

## 5,157 locations across the UK

**TESCO**

907 SITES

**Sainsbury's**

610 SITES

**co op**

2,500 SITES

**Morrisons**

498 SITES

**ASDA**

642 SITES



# HAND PICK YOUR LOCATIONS



# NEWSPAPER CONTENT

Your Bespoke Newspaper will exclusively feature information about your organisation and your career opportunities.

8 pages of content decided by you.

Some ideas for content:

- Forward from the CEO, HR Director, or General Manger.
- What a great company you are to work with.
- What your organisation does.
- QR Codes linked to career videos.
- Case studies on current employees.
- A day in the life of a current employee.
- Employee recommendations.
- Perks and Benefits.
- Vacancies and opportunities.
- How to apply.

**Job Oppor**

**Who are we?**  
At Serco, not only is the nature of the work we do important, everyone has an important role to play, from caring for vulnerable people to managing complex public services.

**50,000** We are a team of 50,000 people responsible for public services around the world in areas including transport, justice, immigration, healthcare and more. We are innovators, committed to redesigning services for the benefit of everyone.

We work hard to earn trust and respect. We care deeply about the services we provide, and the communities we serve, and we look after each other. We aspire to be better than anyone else at what we do.

[www.serco.com/uk/careers](http://www.serco.com/uk/careers)

**Recruitment Newspapers** **Royal Mail**

# JOB OPPORTUNITIES

ROYAL MAIL [WWW.ROYALMAIL.COM](http://WWW.ROYALMAIL.COM)

**EXPLORE CAREER OPPORTUNITIES AT ROYAL MAIL**

**EXCLUSIVE INTERVIEW WITH LONG TIME STAFF**

**SECRET TO APPLICATION SUCCESS**

**APPLY NOW**

**PECs testimonials**

**Susan - Prisoner Escort Officer**  
I've always been a hard worker and I love the challenge of my job. I'm proud to be part of a team that makes a difference to the lives of others.

**Charlie - Prisoner Escort Officer**  
Working at Prisoner Escort Custody Services, I've found a great team to work with. The support and training provided has helped me grow in my role.

**Apply now at [www.serco.com/uk/careers/prisoner-escorting-custody-careers/](http://www.serco.com/uk/careers/prisoner-escorting-custody-careers/)**

**The application process**  
To pursue a career as a PECS Officer, you will need to go through the our recruitment and training process.

- 1 Telephone Briefing Call**  
Your application will be reviewed by one of our Talent Specialists. If you meet the criteria set out in the advert you will be invited to attend a telephone briefing call. This is a virtual assessment with one of our team.
- 2 The Assessment**  
The assessment day will usually take about 45 minutes and will be conducted via a Microsoft Teams online interview. You will be asked to complete a series of tasks throughout the year also. During other assessment you can expect to meet some of the team and to be included in role play, observation and written ability checks. If you pass the assessment, we will also include time to check your security and vetting documentation, which is required for your security and vetting clearance.
- 3 Training Centre**  
Once you have passed the selection and vetting process, you will attend a 5.5 week Initial Training Course (ITC) at one of our training centres, and you will be required to have 100% attendance. The ITC will provide high quality training where you will complete a qualification in first aid and mental health first aid and undergo Control and Restraint training. You will also shadow experienced PECS Officers on the job.

**Salary**  
We offer a clear salary structure in place to reward you for your time and dedication to the role. Please see the website for more information on our salary bands. Hold B1, C1 or C2.

**What type of Drivers Licence do I need?**  
All roles out of our bases require a full, valid UK Driver's Licence but the licence type depends on the role.  
• ECOS - require a B1 licence  
• DCO/PCO - require either a C1 or C2 licence  
We also offer a yearly driving allowance (depending on the licence held):  
• £1 = £800 per annum  
• C1 = £200 per annum  
• C2 = £200 per annum

**Benefits**  
As well as a clear salary structure and career progression, initially we offer you a holiday entitlement of 20 days plus bank holidays, and your holiday entitlement rising after 5.5 and 7 years to 25 days.  
• Pension (contributed to by us and you)  
• Life Insurance (contributed to by us and you)  
• Flexible Working  
• Continence training to support the health and wellbeing of you and your family with an Employee Assistance Programme and more.  
• Access to a huge range of discounts and exclusive deals such as Blue Light Card, Merlin Attractions, Mobile Phone and more.  
• A supportive culture and a company passionate about diversity and inclusion.

**Hours and Shifts**  
Our roles are available over a 4 day a week Monday to Saturday, with hours of work ranging between 12.5 and 16 hours per week. We do not offer any employee to work more than 48 hours per week. We offer a range of shift patterns to suit your needs. We operate on a 12 week rota that includes weekend, Saturday and Bank holidays, but you can opt to get the chance to work a 12 week advance, so that you have the flexibility to enjoy meaningful time off to do the things you love.

**Training**  
Once we have passed the selection and vetting process, you will attend a 5.5 week Initial Training Course (ITC) at one of our training centres, and you will be required to have 100% attendance. The ITC will provide high quality training where you will complete a qualification in first aid and mental health first aid and undergo Control and Restraint training. You will also shadow experienced PECS Officers on the job.

[www.serco.com/uk/careers/prisoner-escorting-custody-careers](http://www.serco.com/uk/careers/prisoner-escorting-custody-careers)



## WHO WILL PICK UP YOUR NEWSPAPER?

Every free copy is intentionally picked up by:

### **Active jobseekers**

actively looking for their next career opportunity.



### **Passive jobseekers**

who see your newspaper in their local supermarket and become intrigued by your company and vacancies.



### **Family and Friends**

who share your newspaper with someone they know seeking a new job.



# TRACKING YOUR SUCCESS

By featuring QR Codes linked to your careers page or vacancy pages you will be able to monitor the impact your newspaper has on your recruitment.

EMPLOYER  
CASE STUDY

serco

After running a targeted newspaper campaign in specific areas around their London hubs, Serco experienced a significant increase in applications, resulting in 124 new starters.

Building on the success of their first campaign, they have since launched six additional newspaper campaigns across Bristol, Beds, Bucks, Herts, and other London areas, achieving further successes and hires.



# 5 EASY STEPS



## Reach Out for a Tailored Quote

Contact our team to receive a personalised quote based on your recruitment requirements.



## Create Your Newspaper

Decide on the content and design you would like to include in your newspaper.



## Print

Your newspaper is printed on 100% recycled paper and comes from FSC/PEFC certified sustainable resources.



## Distribution and Photos

500 copies of your newspaper will be distributed to each of your handpicked supermarkets. As confirmation, you'll receive photos of each individual newspaper rack proudly displaying your publication.



## See Results

Watch as your newspaper sparks interest and drives applications for your vacancies. All newspapers are usually picked up within the first 4 days.

# EMAIL US TO GET STARTED

Recruitment  
Newspapers



To see how your bespoke newspaper campaign could look contact our team for a free quotation

[info@recruitmentnewspapers.co.uk](mailto:info@recruitmentnewspapers.co.uk)

- Please list the UK locations you are hiring in.
- Let us know the best time for you to discuss your campaign.