

# We are Principal People



# Shifting Mindsets, Securing Futures

# A bit about us



# On top since 1986

Established in 1986, Principal People was founded with one purpose in mind: to help make the world safer by assisting organisations recruit passionate safety professionals placed at the forefront of change.

Fast forward to the current day, and while health and safety culture, the recruitment industry, and the world as a whole have evolved substantially, our purpose remains the same. Shifting mindsets, securing futures.

Over the last 35 years, we've cemented ourselves within the industry by fostering unique partnerships with a wide range of blue chip, privately owned and public sector organisations across the UK, Europe and further afield.

Our dedicated team of recruitment consultants offer these organisations an in-depth and personalised recruitment service, while also supporting and committing to the community of safety professionals looking for their next career challenge.

## We're a part of the Juhler Group

Being a part of a larger group allows us access to a shared pool of resources spanning 33 offices across 5 different countries!

# Where we are today...

**35+**

Years in business

**22**

Full time employees

**33**

Offices (wider group)

**40%**

Working parents

**54%**

Women in the workplace

**3500+**

Clients have worked with us

**10K+**

Candidates placed into roles

**96%**

Client satisfaction rate



# What makes us... us

Our values underpin our behaviours - Zeal, Ethics and Passion. By applying these to our business, we create a foundation for long-standing relationships which are mutually beneficial for clients, candidates and ourselves.



WE ARE

## Zealous

Our zeal for the industry informs our belief in an industrial culture of advancing inherent standards.



WE ARE

## Ethical

In a highly competitive sector we value our reputation for quality, and our ability to stay ahead.



WE ARE

## Passionate

Our people have a genuine passion for recruitment, the industry we serve and putting people first.

# Why join us?



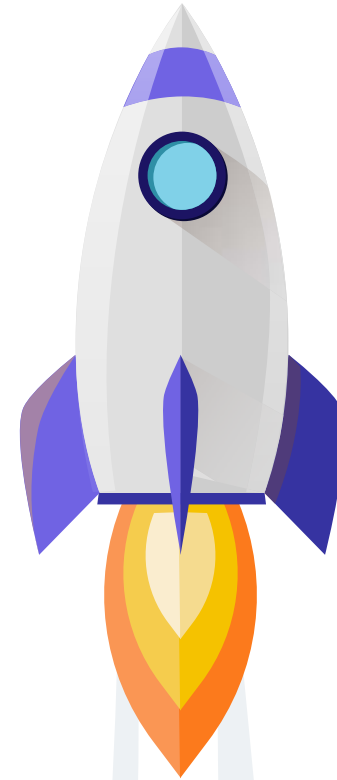
# We want you to thrive

Enabling our team to grow, develop, and achieve long-term success is woven into the fabric of our business.

From our tailored training and development plans to our modern tech stack and great company culture, we invest heavily to ensure that everyone has the opportunity to reach their potential.

Whether your ambition is to lead a team, achieve qualifications, smash records, or knock the top biller off their pedestal, we'll support you every step of the way.

We've seen what this approach can achieve firsthand. Both our Managing Director and Operation Director started their careers with zero recruitment experience. Success is there, for those that want it.



# Clear, concise progression

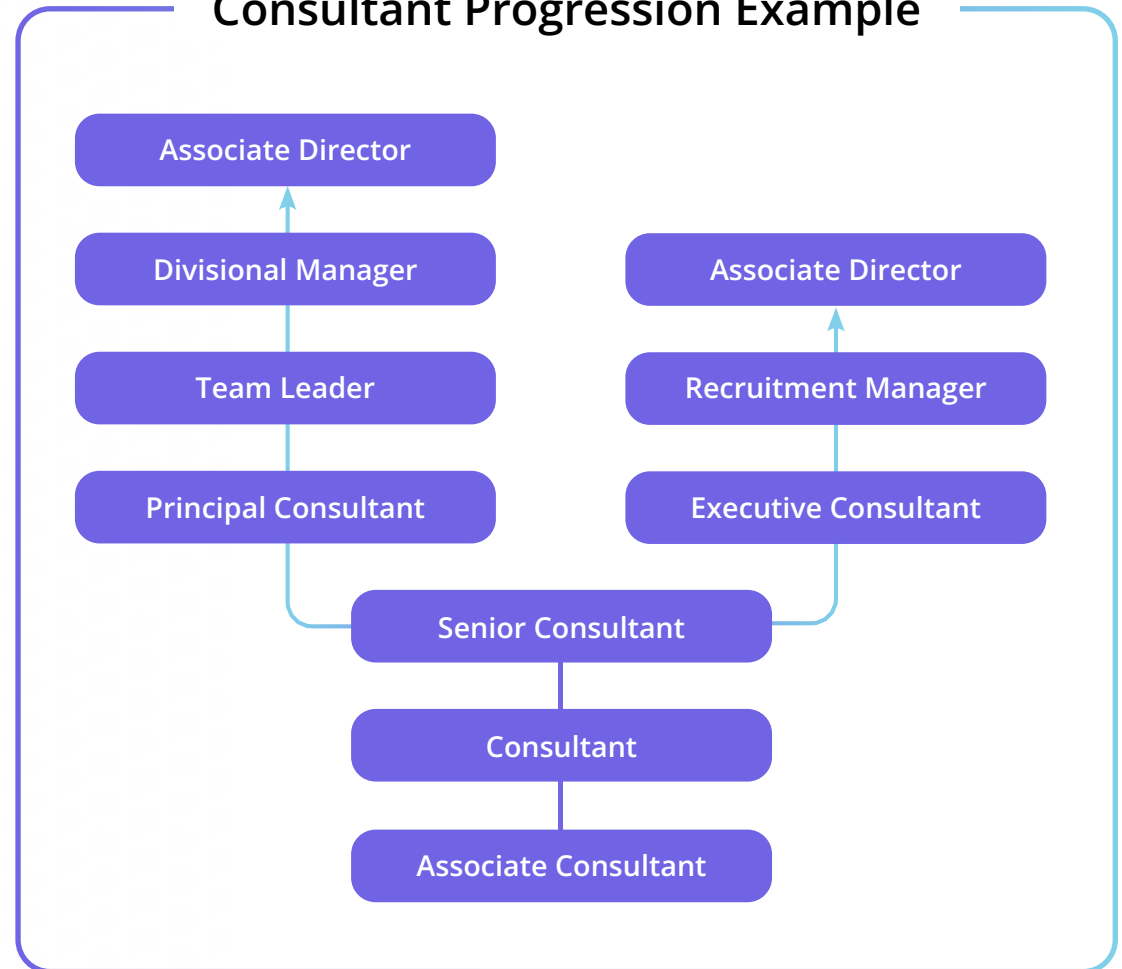
At Principal People, we understand how important it is for our team to have a clear direction on how they can advance their careers.

We want our employees to be happy, satisfied, and grow professionally, and that's why we offer tailored career progression plans that outlines achievable goals, provides ongoing training and support, and offers opportunities for promotion based on merit and performance.

Our belief is that by investing in our team's career progression, we have created a motivated and skilled workforce that enhances overall productivity and individual success.

We want you to succeed and grow with us, and we're here to support you every step of the way.

## Consultant Progression Example





# Maximise your earnings

Excited about the idea of being financially rewarded for your hard work? Then you're in the right place.

We firmly believe that your hard work deserves to be rewarded appropriately. That's why our commission structure has been designed to prioritise fair compensation above all else.

Aside from commissions, we also offer various financial incentives such as vouchers, cash rewards or getting a cheeky win on our quarterly raffle and bingo!

When you meet and exceed your targets, you'll see a direct reflection of your effort in your paycheck.

## Commission Example

Quarterly NFI £15K = £1,500

Quarterly NFI £25K = £3,750

Quarterly NFI £35K = £6,125

Quarterly NFI £45K = £9,000

Quarterly NFI £55K = £12,375

Quarterly NFI £65K = £16,250

Quarterly NFI £85K = £23,375

**£220K Biller = £49,500 Commission + Base Salary**

TALENT AND L&D LEAD

# Nicky Klein

“We seek a diverse team at Principal People, welcoming varied levels of recruitment experience, from little to none at all (but bucket loads of passion!) to those who’ve already earned their stripes!

We offer an extensive in-house L&D programme supporting our newest starters. Our external coaches provide bespoke sessions, ensuring we promote continued development and progression for our existing team members.

Our people are who make us and we commit to each and every one of our amazing team to recognise and reward each of us individually, ensuring we are all supported to be the very best version of ourselves.”



# Endless fun

Whether it's monthly lunch clubs, trips to the races, golf days, relaxing spa escapes, or our annual holiday abroad working for Principal People means there's always plenty of fun and never a dull moment.

Dive into our socials for a sneak peek behind the scenes of all the good times! 🎉

# Check out our socials!



LinkedIn



Instagram



Glassdoor





# Benefits and Perks





# Our benefits



## Hybrid Working

Fancy a change of scenery? Have flexibility by working between the office and home



## Wellbeing Allowance

Enjoy £10 per month towards your phone bill and £30 for any wellness activities



## Private Medical

Our private medical plan supports you with a generous cashback package



## Parental Leave

Have peace of mind when emergencies occur with our parental leave days



## Maternity / Paternity

We offer a number of additional weeks at full pay based on length of service



## Life Insurance

We offer generous life insurance cover which is a multiple of your basic salary



## Cycle To Work

Cycle to work, save tax and spread the cost of a new bike over 12 months!



## Financial Advisor

External one-to-one guidance and support on personal financial matters



## Generous AL

Kick back, relax and take some time off with up to 32 days of annual leave



## Interest-Free Loan

A 0% personal interest-free loan to support you with life's larger purchases



## Wellbeing Line

Supporting our team's mental health with confidential, external telephone support



## Critical Illness

Our insurance supports with a generous cash benefit should you become critically ill

# Our perks



## Team Holidays

Grab your passport! Every year we take our team on an all-expenses paid holiday



## Celebrations

Celebrate your success with monthly and quarterly incentives



## Lunch Clubs

Our highest achievers enjoy an all-expenses paid lunch at high-end bars and restaurants



## Christmas Closure

Enjoy an extended break as we close the business over the Christmas period



## Modern Office

Work in our spacious and recently refurbished office



## Sabbatical

See the world, learn a new language or spend some time with the family



## Years of Service

A personal gift of your choice at key milestones through your career



## Billers Clubs

Exclusive and high-end celebrations when you bill £500k and £1M



## Free Parking

No need to compensate for parking, our office has free on-site parking



## Early Friday Finish

Celebrate the weekend early with our early Friday finish



## Gym Lunch

Extended lunch break once a week to attend the gym, class or play a sport



## Qualifications

Bolster your skill-set with industry recognised qualifications

**What do our  
people think?**



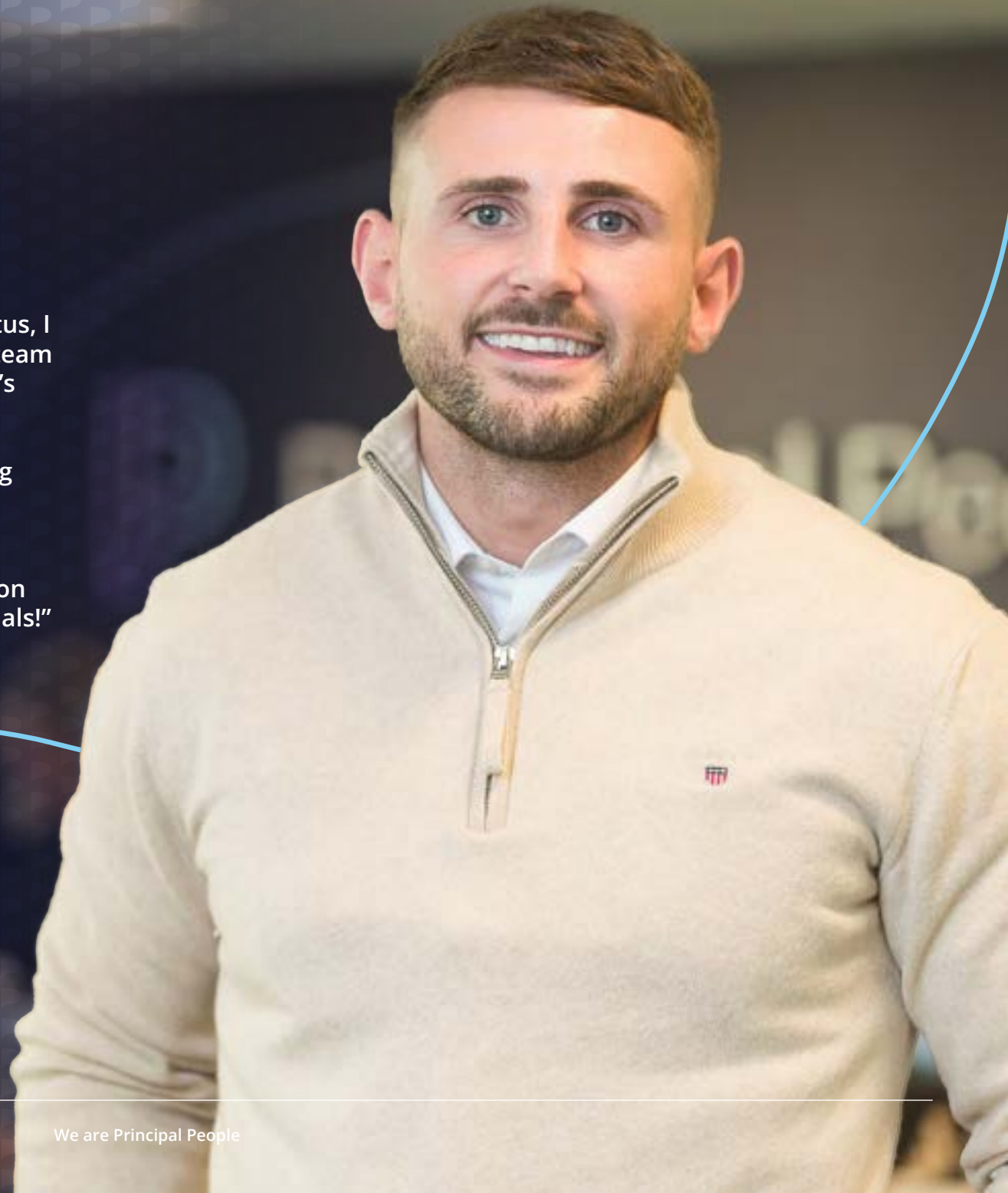
PRINCIPAL CONSULTANT

# Dominic Barnard

“Having returned to Principal People from a short hiatus, I have laughed every day and have felt like part of the team from the moment I first walked back into the office. It’s like I never left!

I can honestly say that it has been the most welcoming and motivating group of people I have worked with.

The progression opportunities and excellent support have allowed me to feel comfortable voicing my opinion without judgment and work with like-minded individuals!”





CREDIT CONTROL MANAGER

# Rosie Perfect

"Fun, Fun Fun!. Work hard, play hard. You get out what you put in...but you want to put it in!

The people here are so lovely and care about what they do because the business cares about the people. There are so many opportunities to progress.

Talent is recognised and nurtured. Principal People is a dynamic, contemporary place to work."



SENIOR RESOURCING PARTNER

# Waldo Grobler

"I joined PP in September of 2021 with no recruitment experience, but with an open mind to learn, they provided everything I needed in terms of training to successfully do my job, and 2 years on I have gone from success to success and haven't looked back.

The people around you and the culture in general is incredibly welcoming making you feel part of the team from day 1."





ASSOCIATE RESOURCING PARTNER

# Freya Lawrence

"I joined PP as an apprentice and have been given opportunities to go from strength to strength in the early days of my career - I have always been made to feel part of the team even when I am learning.

With such a fun and sociable team, I feel motivated and supported to achieve not only my career goals but my personal ones too"



# Let's Chat

For a no-pressure conversation about careers at Principal People please contact [info@principalpeople.co.uk](mailto:info@principalpeople.co.uk)