

# Why use Property Personnel?



## Our Philosophy

Property Personnel is the longest-running recruitment agency that focuses exclusively on residential estate agency. Established in 1988, it is still managed on a daily basis by owner and founder, Anthony Hesse. The team comprises consultants who each possess in-depth knowledge of the sector and who together have worked for Property Personnel for nearly 90 years. Put simply, we know what we're talking about!

We offer a cost-effective, one-stop approach to recruitment that saves you money and cuts hiring time to a minimum. This encompasses advertising campaigns, help with the creation of job descriptions and other related documents, and providing practical advice. We'll do the searching, make interview arrangements, carry out screening, and act on your behalf at every step of the way.

As members of the Recruitment and Employment Confederation (REC), we pride ourselves on high standards and transparency. We'll keep you as involved as you wish to be, providing regular updates. Rest assured that there won't be any hidden fees either; everything is agreed up front.



## Why use us?

Hiring the right staff is one of the biggest issues facing employers today, especially when it's a candidate's market. To attract and secure high-calibre individuals, those who could add incredible value to your business over the years, it's important that you not only know how to differentiate yourself, but more importantly, you know where to look in order to find them.

A business is its people, that's an undeniable fact, and one which we at Property Personnel live by. As such, we take the time to get to know your business, understand your roles and discover how you work, becoming a trusted recruitment partner. This enables us to identify the skilled personalities who will best suit and thrive in your unique environment.

- **Get it right first time**
- **High-calibre candidates**
- **No hidden fees**
- **REC membership**
- **Value for money**
- **Reduced hiring time**
- **Trusted recruitment partner**
- **Quality, friendly service**

We know all agencies can say that, but what makes us stand out is our experience, reputation among the industry (we work with many of the most prestigious property companies), and our track record – not to mention our desire for providing exemplary service to both candidates and clients. In fact, most of our business originates from recommendations or referrals – predominantly in London and the remainder in the Home Counties, though this is certainly not restrictive.

## Our Approach

Some recruiters cold call, others send speculative CVs, a few tell bare-faced fibs to get their foot in the door. Not us. Our approach is one of mutual respect and a genuine wish to secure employment for our incredible candidates. That's why we're always calmly professional:

**We offer expert advice:** From interview techniques to salary benchmarking, we can give you guidance on a range of recruitment topics – all as part of the service, naturally.

**We guarantee confidentiality:** Recruitment is an area strewn with potentially contentious issues (salary levels, headhunting, etc.), but we will always maintain a high degree of confidentiality and operate discreetly at all times. We pledge always to protect your interests and those of our candidates.

**“Many candidates have stayed 5, 10, even 20+ years with the company we placed them in.”**

## Our Fees

Property Personnel offers an expert, consultative service to help you secure top talent for your business. We work on a “no sale, no fee” basis, which means that you may review as many CVs and interview as many of our candidates as you need to, but a cost will only be incurred if you hire one of them.

**“On average, one in every three candidates  
we send for interview is offered a job.”**

## Our Candidates

As a niche agency, we have direct access to candidates that are actively looking for employment specifically in the property sector – from graduates and second-jobbers, to career-changers, and those aiming for the upper echelons of the industry. We provide comprehensive advice and guidance to our candidates to help them decide on their next move, prepare for interviews, and ensure that property really is the area in which they want to progress. This all contributes to our impressive retention figures.

While many candidates register with us directly, our recruiters also use social platforms to identify individuals who would be perfect for your vacancy but perhaps weren't actively looking for a new job. This means we can find top talent before your competition does.

We appreciate that property is an industry notorious for high staff turnover and so to inspire confidence, all of our candidates are screened before they are introduced to you. Where possible, we will attempt to obtain verbal references. All of this significantly improves the chances of making a successful match, while also filtering out those who are not serious about a career in property. In every case, we will provide honest and constructive feedback to both you and our candidates.

**“Over 93% of the candidates we place are still  
working at the same company a year later.”**



## Our Brands

We are privileged to work with some of the UK's most successful property businesses. We have supplied candidates to well-known brands, including Carter Jonas, Chestertons, Foxtons, Hamptons, John D Wood, Savills, and Strutt & Parker.

That's in addition to many independent and privately-owned estate agencies that are based around the capital and the south-east, such as Barton Wyatt, Coopers, Curchods, Finlay Brewer, Haslams, John's & Co, Jones Robinson, Loney Miller, Martin Flashman, Penny & Sinclair, Seymours, and Winkworth.



## Our Roles

No matter whether you are looking to hire a school-leaver or a regional sales director, we place candidates at all levels. The property industry is so much more diverse than people realise and we recruit across many areas within the sector including:

**Residential lettings, residential sales, property management, block management, renewals, tenancy management, build-to-rent, relocation, land and new homes, accounts, international, investment and development, business support and administration, prop-tech, and more!**

## Contact Us:

Our core office hours are Monday to Friday, 8:30am – 6:00pm. However, we know that a personnel crisis can occur at the most inconvenient time, or perhaps you'd like to talk more freely when the office is empty, so if you need to speak with one of our consultants out of hours, we can always be contacted on our mobiles or via email in the evening or over the weekend.

We're proud of the service we provide and many of our clients will attest to the quality of our candidates and the entire hiring process. Should you wish for a little extra assurance, we will happily put you in touch with some of our existing clients for a testimonial.

If you'd like to find out more, please call us on 020 7792 9779 or 01784 451 464.

