



**PORTFOLIO**  
HR & REWARD

THE  
**HR & REWARD**  
**RECRUITMENT**  
SPECIALISTS

[www.portfoliohrreward.com](http://www.portfoliohrreward.com)

WHO ARE  
PORTFOLIO HR & REWARD?



PORTFOLIO  
HR & REWARD

# SPECIALISTS IN HR, COMPENSATION, BENEFITS & REWARD RECRUITMENT

**At Portfolio HR & Reward, we offer an in-depth understanding of the market. Our highly experienced team have been supporting the HR and Reward sector since 2008 with a proven track record of success.**

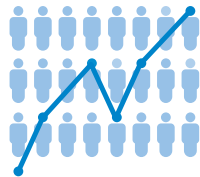
Offering a highly tailored approach to permanent, contract and interim recruitment we partner with a range of FTSE 100, FTSE 250 through to SME clients across a range of industry sectors throughout the UK & ROI.

We pride ourselves on building successful long-term relationships with our clients, with the ability to tailor our service to reflect the strategic, commercial and global needs of their requirements. Our extensive knowledge and unique market insight, makes us perfectly placed to support your next recruitment process.

Rated as Excellent



★ Trustpilot



SPECIALISTS IN HR,  
COMPENSATION, BENEFITS  
& REWARD RECRUITMENT

REC  
Member



We are also audited members of  
the REC and committed to industry  
best practice and compliance.

www.portfoliohrreward.com



WE ARE PROUD TO BE AN  
AWARD-WINNING RECRUITER

WHO ARE PORTFOLIO HR & REWARD?

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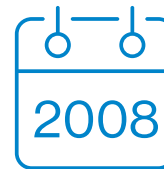
A HIGHLY TAILORED APPROACH TO SOURCING THE BEST TALENT

# BENEFIT FROM WORKING WITH A MARKET LEADING SPECIALIST RECRUITER

**Specialising solely in this niche area of recruitment, our team of experienced Consultants are true experts within their field with an unrivalled knowledge of the human resources, benefits, compensation and reward sectors.**

With this in-depth market knowledge combined with our highly tailored approach to sourcing the best talent in the market, we are committed to adding value to your recruitment process by working in partnership with your HR & internal talent teams.

Our team of Consultants utilise a range of sourcing techniques, attracting talent from our extensive active & passive candidate database, executive search, referrals, industry and social media networking through to our ongoing commitment to candidate relationship development.



SUPPORTING THE HR & REWARD SECTOR SINCE 2008



HIGHLY TAILORED APPROACH TO PERMANENT, CONTRACT AND INTERIM RECRUITMENT



OUR TEAM OF EXPERIENCED CONSULTANTS ARE TRUE EXPERTS

We have a successful track record in filling a wide range of jobs across the HR, benefits, compensation and reward specialisms for companies nationwide and working in conjunction with our specialist Payroll division, we are able to support the hiring of hybrid positions too.

Whether you are a HR professional seeking a new challenge, or a recruiter seeking to attract the best talent for your team, Portfolio HR & Reward can help.

The vacancies that we recruit for include:

- HR Advisors, Assistants & Administrators
- Head of Reward
- HR Business Partner (HRBP)
- HR Manager
- HR Director
- Share Scheme and Pensions Advisors & Administrators
- Equality, Diversity & Inclusion
- Reward Advisor/Analyst
- Compensation & Benefits Officer
- Global Mobility and International Assignment roles
- Benefit Specialist
- HRIS

# WHY USE PORTFOLIO HR & REWARD?

**Portfolio HR & Reward specialises in matching highly qualified professionals with clients ranging from small firms to global corporations. Each vacancy is assigned to a dedicated Consultant, who will manage the recruitment process alongside your internal HR & talent department using a combination of both face-to-face and video meetings. Each hiring process is designed to suit your business requirements from the initial vacancy consultation, interview & feedback options to offer management and candidate on-boarding.**

Furthermore, we interview all potential candidates before putting them forward for a vacancy, fully briefing them on the job description, role requirements and the specific career development opportunities always providing a highly consultative approach at all times.

- We are personal – we work in partnership with our clients, providing a full consultancy service, with our aim to build an unrivalled knowledge of your business and the requirements of your teams.
- We have access to the highest calibre of professionals at all levels of the HR, compensation, benefits and reward market from Advisors & Assistants through to Director level appointments.
- Our highly competitive fee structure ensures you a cost-effective service payable only once a candidate has successfully commenced employment.
- We provide a comprehensive and bespoke recruitment service across permanent, temporary and interim recruitment.
- We have an exceptional track record of filling roles successfully for small firms through to global blue-chip companies.

- At Portfolio HR & Reward, we are passionate about our service delivery, business ethics, honesty and integrity, ensuring our service exceeds your expectations at all times.
- We are the #1 Recruitment Agency on Trustpilot as rated by our loyal clients and candidates for our first-rate customer service.
- An award-winning recruitment agency most recently ranking #12 in the Hot 100 list in 2023 and being shortlisted for the 'Recruitment Agency of the Year - Medium' in 2021.



**PORTFOLIO HR & REWARD  
PROVIDE CLIENTS WITH A  
PROFESSIONAL AND  
PERSONABLE SERVICE**



## WHO ARE PORTFOLIO EXECUTIVE?

“ It was a pleasure working with Portfolio HR & Reward on a HR Manager role that I was recruiting for. They provided up to date market knowledge so we could understand the types of profiles that we would be interested in. My assigned Consultant throughout the process ensured consistent updates in relation to his candidates and provided thorough feedback at every stage of the recruitment process. I have no doubt that if we were to have any future roles within our HR function I wouldn't have any hesitation in contacting Portfolio HR & Reward for his assistance with them. ”

**Carolyn Nutkins,**  
SANOFI, RECRUITMENT MANAGER

**The Executive division of Portfolio HR & Reward is dedicated to placing Management and Director level employees within the HR and Compensation, Benefit & Reward sectors. Our consultants draw upon a wealth of senior management recruitment experience and a superior understanding of these specialisms and the market.**

The Executive team provides a bespoke approach to talent sourcing solutions focusing on the specific requirements, strategic, global and commercial need of our clients.

Providing our clients with access to a network of active & passive senior HR, reward, compensation & benefit candidates built over years of relationship development, we utilise a range of sourcing methods including: database search, executive search, advertised campaign referrals, industry and social media networking.

Our approach to senior level appointments provides you with an executive search service whilst benefiting from the cost-effective fee structure and speed of service of contingency recruitment.

Roles our executive team recruit for include:

- HR Manager
- HR Director
- Global Mobility and International Assignment roles
- Benefit Specialist
- Head of Reward
- Head of People

Hybrid roles:

- HR, Rewards & Benefit Manager
- International Payroll & Benefits Lead
- EMEA Payroll & Benefits Manager
- Payroll & Reward Analyst

# A BESPOKE APPROACH TO SOURCING THE BEST EXECUTIVE TALENT

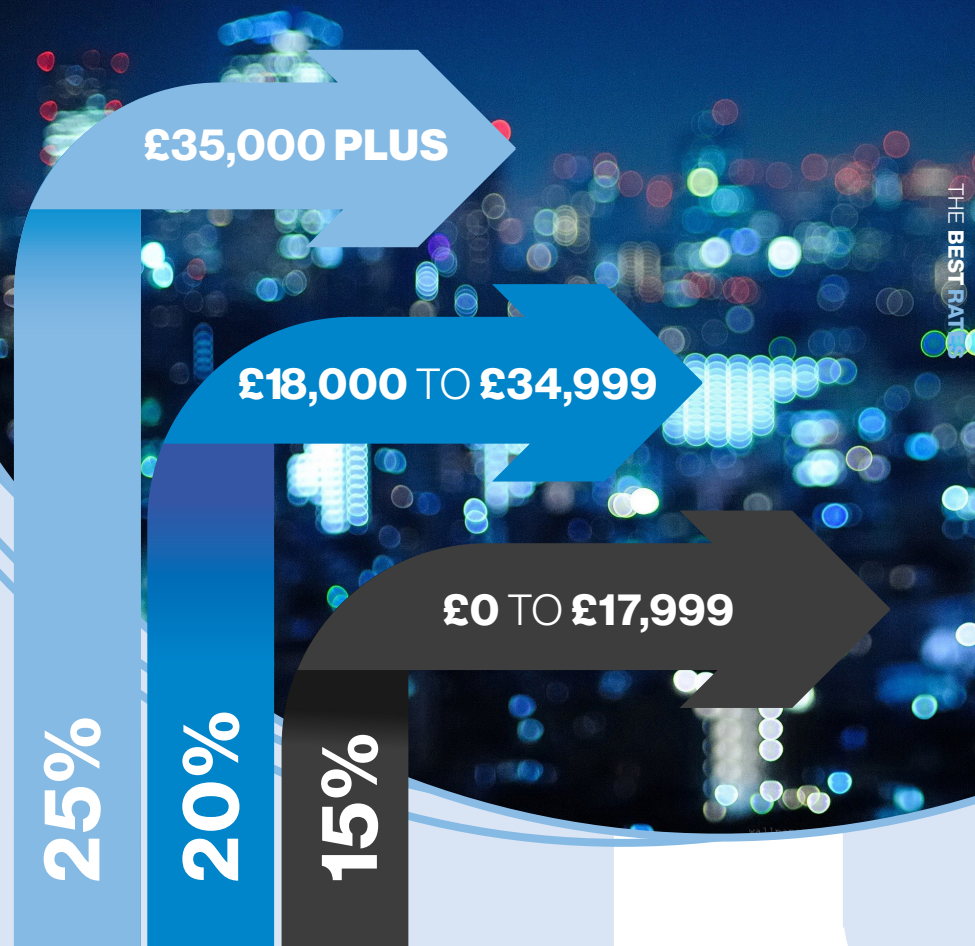
# FULLY REFERENCED, QUALITY TEMPORARY & INTERIM CANDIDATES

**We offer the highest calibre and most reliable temporary HR, reward, compensation & benefits candidates in the business. Our specialist temporary Recruitment Consultants are ready to fill your temporary and contract vacancy NOW.**

As part of our Temporary offering, we actively promote remote workers to widen the candidate pool nationally to match to your businesses requirements; in addition to traditional Temporary recruitment of office-based, immediately available workers.

- All our temporary staff come with full and exhaustive references to the highest standard so you know that the candidate can hit the ground running. CRB checks available on request.
- All our temporary candidates come with a FREE day's trial so if for whatever reason you aren't happy with the candidate during the first day YOU DON'T PAY A PENNY to ensure full confidence in the process.
- Most of our candidates have worked for us before so they are tried and tested and we trust them to get the job done.
- We can provide temps to start the same day if that is your requirement.
- All our candidates have extensive knowledge of most HRMS/HRIS systems and have worked in many different industries and environments – they are extremely flexible and adaptable.
- We won't be beaten on rate - EVER. Our rates are the best in the market so let us prove what we can do.
- Our high calibre temps are on hand immediately to provide interim cover for special projects, year-end, maternity, sickness cover and seasonal peaks.

# THE BEST RATES FOR PERMANENT STAFF



THE BEST RATES

WHO ARE PORTFOLIO HR & REWARD?





www.croner.co.uk

0800 470 2756

Supporting HR professionals to recruit and retain the best talent.

20%  
OFF ALL  
Pay & Benefits  
Services

**We pride ourselves on listening to our clients' feedback and taking action.**

Time and again you've asked us for a complete package that accurately calculates the right pay & benefits so we can then recruit the best talent.

We're delighted to announce a partnership with Croner Reward, which provides one of the UK's most comprehensive independent pay and benefits databases.

Together we offer a wide-range of pay and benefits benchmarking services, as well as highly tailored recruitment services for permanent, contract and interim roles, supporting a range of clients from SMEs to FTSE 100 employers.

**Croner Reward provide clients with Pay & Benefits research, information and advice.**

At the heart of our organisation is one of the most extensive pay databases in the UK that contains over 50,000 job records.

[www.portfoliohrreward.com](http://www.portfoliohrreward.com)

We have been working with Croner Reward for the past 11 years, as providers of salary benchmarking services at Parkinson's UK. It's really important to us that we have a sense of sector-wide salaries to ensure competitiveness and fairness in our salary framework, and Croner data provides us with this, either through the annual salary survey outcomes or through individual role-specific evaluations they carry out for us. I have always been impressed with their commitment to providing a responsive service to us.

Carolyn Nutkins,  
Parkinson's UK

## Croner Reward Pay & Benefits Services

### Market Rate Reports

Detailed salary and benefit information tailored to jobs on an individual, departmental or organisation-wide basis. The reports support HR professionals with addressing an immediate need with a particular role or making an annual pay review decision. The reports provide an external objectivity to help identify inconsistencies and anomalies.

**Receive your first market rate report free, with further reports discounted at 20%.**

### Salary Surveys

A collection of 12 annually published studies covering key geographic regions, job functions and sectors.

Each survey is designed to enable you to make Pay and Benefit decisions that are based on market facts.

**Salary Surveys are available at 20% discount exclusively to Portfolio HR & Reward clients.**

### Job Evaluation & Benchmarking Software

Enable HR professionals to analyse their current structure and roles and use this to develop pay and benefit policies. Solve problems such as staff feedback around mechanisms for progression, too many, or too few pay grades in a business, or to help attract and retain your best employees.

**Subscriptions are available at a 20% discount through Portfolio HR & Reward.**

### Gender Pay Gap Reporting

All organisations with 250+ employees are required by law to report their overall gender pay gap.

Croner Reward can calculate your business' gender pay gap and will provide a report of key findings, conclusions and actions. The service also offers unlimited telephone support to our Equality Team.

**Portfolio HR & Reward clients benefit from a 20% discount on all Gender Pay Gap Reporting.**

Register a new vacancy  
with Portfolio HR & Reward  
and receive your first market rate  
benchmarking report free.

# WE ARE AN AWARD-WINNING RECRUITMENT AGENCY

Portfolio HR & Reward is an award-winning Recruitment Agency having most recently been placed on the Recruiter Hot 100 list at #12 in 2023 and having previously won places on The Sunday Times 100 Best Small Companies to Work For, The Sunday Times Fast Track 100 and shortlisted for the Recruiter 'Recruitment Agency of the Year – Medium' Award 2021.

We are also the #1 Recruitment Agency on Trustpilot as rated by our loyal clients and candidates for our 5★ first-rate customer service.



## RECRUITER HOT 100

Portfolio were listed at #12 in the  
Recruiter Hot 100 2023.



## RECRUITER AWARD SHORTLIST

Portfolio have been shortlisted for the Recruiter  
'RECRUITMENT AGENCY OF THE YEAR  
– MEDIUM' Award 2021.

Rated as Excellent



★ Trustpilot



## BEST COMPANIES

Portfolio were awarded  
3 stars from Best Companies in 2017.

# HOW ELSE CAN WE HELP YOU?

Portfolio HR & Reward, part of The Portfolio Group, also consists of three other specialist divisions: Credit Control, Payroll and Procurement.

Our Payroll division also has an office based in Toronto, Canada, where we can support you with all of your international Canadian payroll recruitment needs.



**PORTFOLIO**  
CREDIT CONTROL

LONDON 020 7650 3199  
MANCHESTER 0161 523 5585  
www.portfoliocreditcontrol.com




**PORTFOLIO**  
PAYROLL LTD

LONDON 020 7247 9455  
MANCHESTER 0161 836 9949  
www.portfoliopayroll.com



**PORTFOLIO**  
PROCUREMENT

LONDON 020 7650 3191  
MANCHESTER 0161 523 5585  
www.portfolioprocurement.com



**PORTFOLIO**  
PAYROLL CANADA

TORONTO +1 647 660 1581  
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**PORTFOLIO**  
HR & REWARD

Rated as Excellent



Contact one of our specialist Recruitment Consultants to fill your vacancy or find your next career move!

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**020 7650 3190**

1 FINSBURY SQUARE, 3<sup>RD</sup> FLOOR,  
LONDON EC2A 1AE

**MANCHESTER**  
**0161 523 5585**

THE PENINSULA, VICTORIA PLACE,  
MANCHESTER M4 4FB



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RECRUITING THE  
HIGHEST CALIBRE OF  
**HR & REWARD PROFESSIONALS**  
THROUGHOUT THE UK

Our London office recruits for the needs of East Anglia, the Midlands, London, South West and South of England.

For the needs of Manchester and the North West, Leeds and Yorkshire, Newcastle and the North East call our Manchester office.



www.[portfoliohrreward.com](http://portfoliohrreward.com)



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