



Company Profile

Welcome to Vetted Recruitment - We know Veterinary
We're a business committed to doing right by our clients and candidates, underpinned by our four principles of **Accountability, Integrity, Passion & Quality.**



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About Vetted Recruitment

At Vetted Recruitment our mission is simple, helping our practices hire great people, and helping great people find the perfect practice.

This is a very challenging time for recruitment within our profession and we want to assist veterinary practice owners in any way possible, to help them **Attract, Develop** and **Retain** fulfilled and profitable teams.

The experience we have amassed throughout our combined decades of veterinary recruitment experience enables us to tailor make our service to your needs, and also affords us be adaptable as you need us to be.



Meet The Team



Debbie Loding - Director

My story began in the veterinary industry over 24 years ago. I joined a privately owned veterinary practice in London and started my journey to become an RVN. I was lucky enough to have the opportunity a few years later to help set up brand new veterinary practices, which I successfully managed over the next 10 years. Ever seeking more challenges I left the clinical role behind to help a small corporate group build an in house recruitment team in 2015 this gave me the opportunity to travel the world and meet people from across our industry from graduate to specialist. I am passionate delivering the best service possible to our clients and candidates alike. I love meeting new people, problem solving and supporting you through the process of securing your next employee!



Laura Collings - Director

I have been recruiting in the veterinary sector for over a decade, having started off my career in Human Resources. I have worked for both independent and corporate businesses within senior recruitment roles and holds a postgraduate diploma in Human Resource Manager. I am also Vetted Recruitment's Immigration Advisor. Originally from the North East, I live in Scotland with my husband, two children and Topsy (pictured above)

Our Values



ACCOUNTABILITY As the owners of Vetted Recruitment, we assume full responsibility for our conduct. The buck stops with us and we are always open to full scrutiny and feedback



INTEGRITY - We are committed to being fully honest in all our dealings with clients



PASSION - We have grown to be a part of the veterinary industry and care for it as much as you do



QUALITY - We are fully insured and compliant, accredited by the Recruitment & Employment Confederation and Good Business Charter



Our Services



Vetted Recruit

★ **Who is it for?** Independent practices who are looking to raise their profile.

★ **What do we offer?** Three levels of candidate resourcing:

- traditional contingent recruitment
- exclusive executive search
- retained end to end project showcasing your practice

★ **Benefits?**

- Choose the level of service to suit your budget
 - Options to approach recruitment in a different way to your competitors
 - Full access to other services for free (within retained option)



Our Services



Vetted Support

★ **Who is it for?** Smaller independent practices who don't recruit very often.

★ **What do we offer?** Ad hoc recruitment assistance on an hourly or monthly basis:

- General recruitment advice
- Giving candidate feedback
- Regional and competitor salary information
- Visa costs and application process
- Making and securing job offers
- Advert wording
- Interview techniques

★ **Benefits?**

- For a fraction of the cost, consider us an extension of your inhouse team
 - Tailored to individual practice needs
 - Telephone and email assistance when you need us



Our Services



Vet My Practice

★ **Who is it for?** Independent practice owners who find themselves struggling to recruit and retain staff

★ **What do we offer?** An objective evaluation of your recruitment process. This will include (as requested).

- SWOT analysis
- employee satisfaction survey (current team)
- exit interviews (leavers)
- interview coaching and guidance
- inductions and early appraisals.

★ **Benefits?**

- Identify your practice strengths and weaknesses.
- Sell your practice with our marketing tips.
- Be empowered to feel more confident when it comes to recruiting into your practice.



Immigration Services

1

We can guide you through the process of applying for your sponsorship licence. It can be a time consuming process, to read and understand the hundreds of pages of guidance. We do this for you.

2

We can also support your new hire with their visa application, assisting with paperwork requirements and Home Office enquiries to ensure their move to you is as seamless as possible.

3

We can act as your Representative, Key Contact or Level 1 User to manage your licence for you and assign all sponsorship certificates for each employee. We can communicate with the Home Office on your behalf, so you can get on with managing your practice.



How We Work

1

A scheduled call or meeting must be agreed to discuss your specific requirements before we can introduce a suitable candidate

2

We confirm that all candidates submitted by us will have given their permission. Qualifications, professional memberships, ID and right to work checked

3

Arranging all stages of the interview process ensuring each candidate is prepared before interview and debriefed after interview

4

We have produced a Recruitment 'Toolkit' which you can access during the process of working with us. Topics covered include, interview techniques, feedback, avoiding counter offers, inductions and appraisals



*Connect
With
Us!*

Our Contacts



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