



Company Profile

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



www.vettedrecruitment.co.uk



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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 – Founder and Director

25 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. I left the clinical role to help a small corporate group build an in house recruitment team in 2015 . 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!



Emma McGee – Consultant

Following my graduation in 2000 my career began within the recruitment industry however I have always had a passion for the natural world and animals so when the opportunity presented itself to join the veterinary sector, I grabbed it with both hands and I have had a wonderful time over the last 13 years qualifying as an RVN in mixed practice, gaining CertVN ECC qualification and becoming a Head Nurse. I was delighted when I met Debbie and Laura to find two likeminded people who are so passionate about the veterinary and the recruitment industry. I live in Northumberland with my husband Kevin, dog Magic and cats Oscar (pictured) and Bug.

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)



Some Statistics



Vetted Recruit



11 days to send a CV from receiving a new job
50 days to fill a permanent vacancy



5% candidate drop out rate since August 2021
3% in the last 12 months



Network reach of 23,000 veterinary professionals



Some Statistics



Our Networks



Candidate database of **5000+** professionals, all receiving monthly newsletter and job alerts



Weekly Newsletter subscribers: **2800+**



Social media communities receiving daily updates: **1500+**



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



Fees

We never charge any upfront fees, so working with us is risk free.
You don't owe us a penny until your new hire has started in practice

Experienced candidates: 15% of basic annual salary*

All placements come with a 6 -week rebate scheme

*discounts are available for:
partnered buying group members
charities
multiple hires
returning clients

** exclusive of VAT

We also offer individual payment plans to help you manage
cashflow



*Connect
With
Us!*

Our Contacts



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