



# Contract Recruitment

Flexible and intuitive resource solutions



JONATHAN LEE

# Contract Recruitment

Sourcing talent on a global scale, we meet the needs of both multi-national corporates and SMEs, utilising our network of candidates that are known to us, trusted, available and right for the job.

## *Our mission:*

“ to deliver solutions that help people to succeed and organisations to flourish, contributing to a better future for everyone ”



## Contract recruitment to fit **your requirements**

Jonathan Lee Contract Recruitment provides reliable and flexible resource solutions, with the minimum administrative burden and the highest levels of legislative compliance and professionalism.

Having access to a flexible workforce offers advantages including access to scarce skill-sets and mitigating the financial and legal risks associated with permanent hires.

We can supply single contractors through to entire project teams. We can migrate directly engaged contractors and consolidate multi-vendor supply chains to streamline administration and costs.

At Jonathan Lee, our contractors are part of our team. We find hundreds of assignments across a range of industry sectors, offering them flexibility and choice whether through limited company, umbrella partners or working directly with our PAYE solution.

[jonlee.co.uk/services/contract-recruitment](https://jonlee.co.uk/services/contract-recruitment)

# Benefits of Contract Hires

“Our partnership with Jonathan Lee Recruitment as a Master Vendor solution has focused and streamlined the way we manage our recruitment supply chain and our working contractor base with great effect.

Jonathan Lee's account management team has gone to considerable efforts to understand our business and the way it operates, using this knowledge to project an informed and comprehensive picture of TMETC when acting on our behalf.

The efficacy of the MV model in highlighting opportunities for improvement in our own operating processes, particularly with regards to finance and purchasing, has also exceeded my expectations.”

James Billingham, TMETC



## Specialist skills for project work

Access specialist skills that are not needed on a day-to-day basis for one-off jobs or projects; to manage change, plan and implement disruptive technologies, provide a fast turnaround or offer a fresh/entrepreneurial mind-set.

## Start at short notice

It is usually much quicker to get a contractor onboard and working effectively immediately, even when hiring a team of contractors.

## Flexibility

Specify the role, duration, working hours and scope needed to complete a project or promptly respond to seasonal peaks and troughs.

## Budget certainty

Defined costs and time frame from the outset.

## Cost and time-savings

Economical hourly rate; employers are not responsible to pay for sickness or holiday leave, pension, PAYE or National Insurance contributions. Time and administrative burdens are subsequently reduced and there is no obligation to provide an induction or appraisal.

## Reduced workload for permanent staff members

Enable permanent staff to concentrate on the core business activities.

## Ease of separation

During political, economic and technological uncertainty, access the right skills without long-term commitment.

## Outside perspective

A fresh perspective from someone outside the business, who is happy to assess and report on a situation as they see it, without the complication of being connected to the company, has the ability to transform the way a business operates.

## Temporary cover

Do you have a permanent staff member out of the business due to sickness, sabbatical or maternity leave? A contractor is a great way of keeping the wheels turning in their absence.

## Trial run

Hiring a contractor also offers a fantastic opportunity to see whether someone could be a good fit for your company in the long-term and, if successful, you could always consider offering them a permanent contract instead.





# Tried and trusted solutions



ISO 2001:2015 certified



Corporate member of REC



Investors in People accredited



As many of our consultants are specialists with relevant industry backgrounds, we pride ourselves on our in-depth understanding, insight and credibility necessary to identify the skills, experience and personal attributes required for difficult-to-fill roles.

We offer robust flexible workforce models, designed to clearly define the relationships and responsibilities of all parties up and down the supply chain.

We take our responsibilities for compliance, risk mitigation and the ongoing welfare of our contractors seriously. We operate a strict ISO compliance audit process that protects all parties and meets the complex legal obligations in the contract/freelance sector and requirements of HMRC and others.

Retaining the services of one of the country's top legal practices, we stay up to date with developments in the contractor market, whilst investing significantly to keep our own team fully conversant as changes in legislation and best practice occur.



# Trusted by contractors

“Regarding the team at Jonathan Lee, all I can say is top drawer...

*I will miss the faultless administration of my contract and being paid on time, every time.”*

**D. McLafferty, Contractor**



We consider our contractors to be a part of our team – many choose to work with us because of our reputation and on the recommendation of fellow contractors.

Our dedicated welfare team supports, advises and provides the service needed to allow contractors to focus their efforts and energies on their assignment. We are aware that regular, flexible and prompt payment is the highest priority when working on contract.

We ensure our contractors are able to concentrate on their work, safe in the knowledge that payment will arrive on time and without issue. Our friendly and professional payroll team has a 100% track record for on-time payment, where all documentation is provided in line with the agreed process.

We have experienced the implementation of IR35 changes in both the Public and Private sectors, helping mitigate risk for both client and candidate alike. As a recruitment partner we are always on hand to review and advise on contractor engagement in line with current legislation.



# Source scarce skills

The dynamic and fast-changing technological landscape makes the contract or interim option especially attractive as companies plan for uncertainty.

For businesses looking to implement Industry 4.0 technologies, the use of contractors affords the flexibility to take on specialists when there is deficit in skills within the business.

We can provide expert guidance and advice throughout the planning and implementation stages, sourcing specialist roles such as designers, applications engineers, data analysts and programmers.

Utilising expert contractors not only helps future-proof a business, but also negates the need to hire permanent staff for a 12 to 18 month project.

# Recruitment specialists across these sectors...



## Transport & Future Mobility

Automotive  
Motorsport  
Aerospace & Aviation  
Rail  
Off-Highway  
Truck & Bus



## FMCG

Consumer Goods  
Food & Drink  
Packaging  
Medical Devices



## Defence

Land Systems  
Naval & Marine  
Defence & Aviation



## Advanced Technology

Software & Data Science  
Electronics & Embedded  
Artificial Intelligence  
IT & Cyber Security  
Automation & Controls  
Electrification



## Energy

Renewables  
Power  
Nuclear  
Water



## Manufacturing & Materials

Metals  
Plastics  
Composites  
Additive Manufacturing





# Additional services

## INTERIMMANAGEMENT

[jonlee.co.uk/interims](https://jonlee.co.uk/interims)

Delivering high calibre interims in the engineering, manufacturing and technical sectors to meet a wide range of business challenges

## DESIGNSERVICES

[jonlee.co.uk/design-services](https://jonlee.co.uk/design-services)

Providing our clients with digital design services, prototyping solutions and full management of turnkey projects

## SEARCH&SELECTION

[jonlee.co.uk/search-selection](https://jonlee.co.uk/search-selection)

Conducting exclusive and retained search assignments in the industrial and technical sectors to deliver executive, director and board-level appointments

## MANAGEDSERVICES

[jonlee.co.uk/managed-services](https://jonlee.co.uk/managed-services)

Providing flexible service-level agreements and bespoke processes, tailored to your business needs





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#### BE SOCIAL



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SOLUTIONS THROUGH  
**UNDERSTANDING**

