

venture
ten.

We're a
recruitment
consultancy that
exists for the
bigger picture.

Our work is
meaningful.
For our clients,
our candidates
and our
communities.

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Thriving teams Thriving world.

When people love their work, they thrive.

Organisations are stronger. More committed. More innovative.
And growth becomes sustainable. Inevitable.

We are Venture Ten. Your Talent Growth Partner. Every step of the way.

Equipping innovative SMEs - who build, manage and maintain smart
buildings - with the sales talent they need to succeed.

One great hire at a time.

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Work is built on relationships, so why isn't recruitment?

Let's be honest, traditional agencies are good at box ticking. Send some CVs, fill the occasional role and move on to the next. Like some kind of candidate production line.

Everyone knows that's not right, which is why we're doing something about it.

Heart-led. Science-backed.

When your market is short on talent, and you don't have the salaries or brand to beat your competition, you need a new mechanism to hire and retain top talent.

That mechanism is Behaviour-Based Recruitment™

Behaviour-Based Recruitment makes it clear to CEOs and Sales Directors EXACTLY who will fit their team, can hit the ground running and are statistically likely to stay and grow with them.

We guarantee that.

How? With a unique blend of research, evidence and human connection.

The results are exceptional. Over **96% of placements are still in post a year later**, meaning our clients move forward at pace and realise their ambitions, finally filling those key roles required for growth.

In fact, we're so confident of our results, should any of the candidates we place leave you within the first 12 months, **we'll replace them at no cost.**

The logo for venture ten. is located in the bottom right corner. It consists of the words "venture" and "ten." stacked vertically in a white, sans-serif font, set against a solid orange square background.

Proud to work with big thinking SMEs.

We truly believe the SME community has the ambition, courage and ingenuity to tackle the world's biggest challenges. To be a force for good.

At Venture Ten, we're proud to give back. Sharing our profits with causes that mean the most to us. And striving to do all we can to regenerate our planet.

“

Without doubt the best recruitment experience I've had in 20 years of hiring. Whether office support, sales or technicians, I know I can rely on Venture Ten, their methods and more than anything, their philosophy when it comes to people and business.”

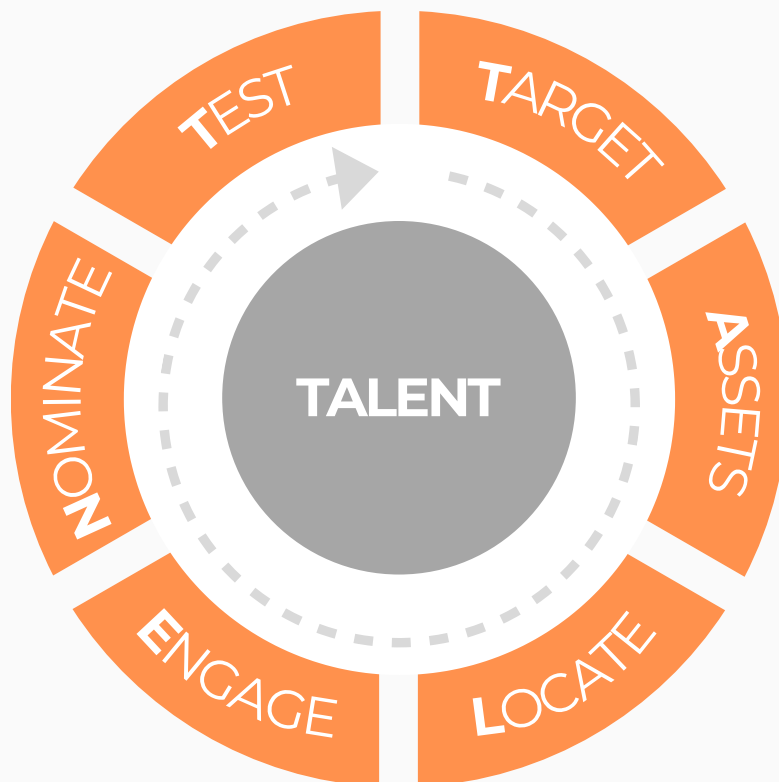
**Sean Shapcott, Managing Director
Alect Electrical Services**

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You work hard. You love what you do. And every member of your team matters.

The wrong hire isn't just wasted time and money, it impacts everyone. That's why we take the time to get under the hood of your business and become your trusted partner.

Our TALENT model is a six-stage process based on decades of proven strategy and developed when building teams with industry-leaders like MITIE, City and Sodexo:



Find out in under 4 minutes how your recruitment stacks up against the best talent attractors in the industry and receive a free actionable report [here](#).

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T Target

We begin with an in depth understanding of your roles and organisation – its purpose, vision and culture. Our **Clarity and Chemistry Workshop** is the foundation for a strong and meaningful partnership.

A Assets

No samey job ads. Every post is written uniquely to reflect the motivational drivers of your desired candidates and amplified through additional assets such as video. All to engage and encapsulate the **right** talent.

L Locate

We go further to find your ideal recruit, reaching deep into the places they hang out. As well as our own extensive talent pool, we talk with high quality candidates not actively searching, as research shows 40% are still open to new opportunities*

E Engage

Recruitment is about relationships, not a *'hello, here's a job you might want'* copy-and-paste approach. We take the time to understand every candidate and chat with them in a language that resonates.

N Nominate

We're not into guessing games. Which is why our assessments provide a complete holistic picture of the person, from their skills to their interests and motivators. Only then can we be sure they're the perfect fit.

T Test

We consistently review and fine tune the process, keeping you updated at each step. Because that's what a great partnership is all about.



Clarity and Chemistry Workshop.

A quick briefing call just doesn't cut it. When we begin working together we spend a complete half day on site to get deep into your DNA.

We listen. We spend time with your managers. And we leave with complete clarity on how to position your roles to the right talent.

This means we communicate your culture clearly and uniquely. We produce original, engaging, inviting job descriptions without any of the bog standard cliches that turn candidates off.

Our learnings from the workshop are distilled into your own personal blueprint. A bespoke, detailed playbook on attracting, interviewing and hiring the right talent.

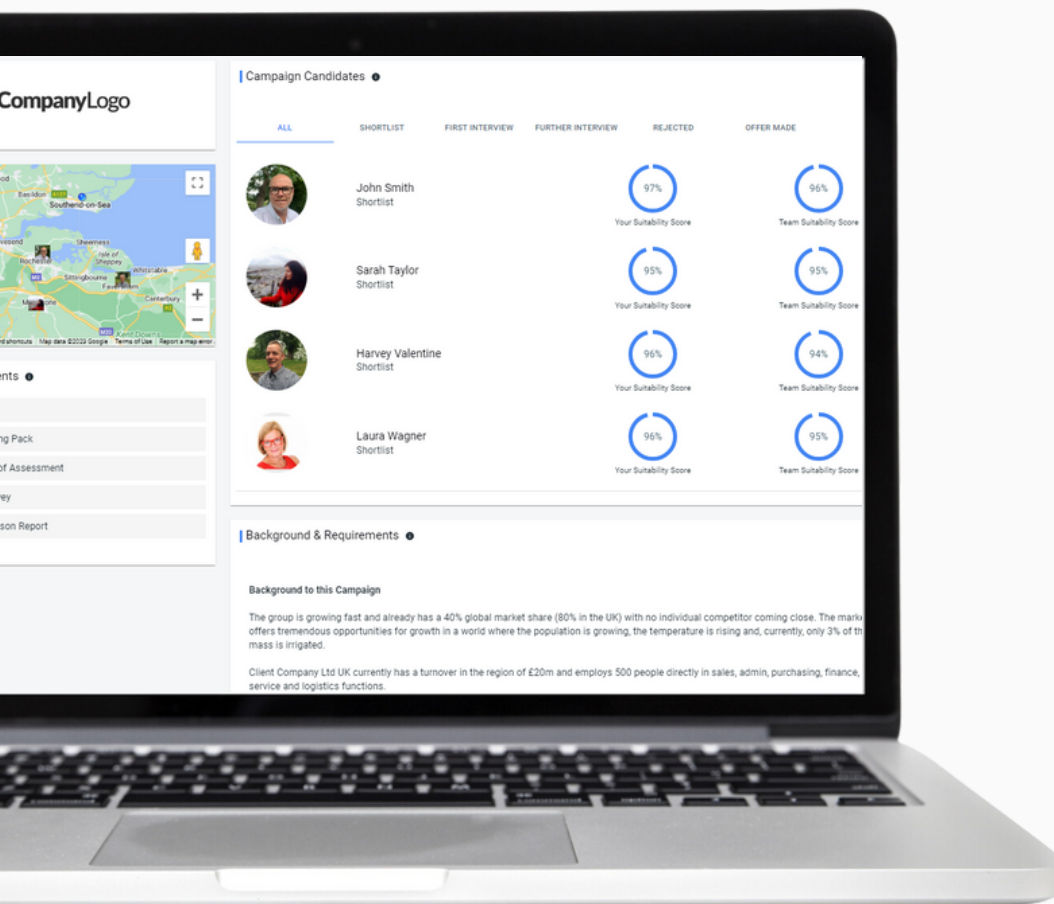
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Making things simple, for you...

Finding great talent should feel like a rewarding experience. Instead, it feels like a faff. Hundreds of CVs demolishing your inbox. Ping ponging back and forth on appointment times. Wasted days interviewing people you know aren't right.

The Synergy System changes all that. Our smart, simple platform puts everything in one place along with a host of powerful tools:

- All key documents in one place.
- Interview scheduler - Enter your availability. Candidates book in.
- Candidate location map showing potential commute challenges.
- Candidate video recordings to bring the written CV to life.
- Scoring dashboard with all metrics in one place.



...and frictionless for your candidates.

The Synergy System produces an award-winning candidate experience, setting apart your organisation from the competition. Candidates can:

- Download a brochure that showcases your company and excites them about your culture and values (produced by us).
- See detailed information on the role, objectives and expectations, providing clarity and alignment.
- Find out about the recruiting manager, to develop a sense of rapport prior to interview.



There are few professionals in this industry who bring competence to the table with a mix of a positive attitude and an extremely friendly demeanour. The Venture Ten team are very organised, rational and with an extremely efficient follow-up system. From last-minute pointers to good luck emails, they remain active in the process right until the very end.

Richard Coles, Facilities Manager
Sodexo

Doing the right thing by paying it forward.

We believe SMEs have the entrepreneurial spirit to challenge the status quo and change the world for the better. At Venture Ten, we're proud to pay it forward.

Certified Carbon Literate

We're a CCL accredited business. Our team is knowledgeable and compassionate about climate change, actively taking positive steps towards a net zero world.

The systems we use and the purchases we make are in harmony with the planet. We're powered by 100% renewable energy and strive to use recycled equipment wherever we can. And we're passionate about sharing best practise across the SME community.



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B1G1 partners

Every invoice we produce helps solve some of the world's biggest challenges.

Our partnership with leading social enterprise B1G1 brings hope, comfort and opportunity to the most vulnerable.

In 2022, we touched 936 lives across 10 global projects. This included providing quality education, promoting sustainable work opportunities, reducing inequality and giving shelter to children in emergency accommodation as a result of domestic violence or homelessness - many of them here in the UK.



**BUSINESS
FOR GOOD**



I highly recommend Venture Ten for any recruitment assistance required. The team are reliable, trustworthy and efficient recruitment specialists and always deliver on what I need in candidates. I'm looking forward to continuing our business relationship in the future.

**Billy Horgan, Head of Global Talent Acquisition at ZFX
(previously Bidvest Noonan)**

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No more wasted agency fees. You better believe it...

You want a recruitment service that works. Simple. Instead, you end up writing big cheques for minimal work and terrible results. Leaving you back at square one.

This is what happens, day in, day out, up and down the country. Not any more. If you've ever said in desperation 'there's got to be a better way', finally, there is.

At Venture Ten, our subscription packages are based on your specific recruitment needs, providing exceptional value for money. No waste. No underwhelming results. Remember, 96% of our placements are still in post a year later - and our new hire guarantee means should they leave within the first 12 months, we'll replace them at no cost.

TAKE A LOOK AT OUR PACKAGES TO SEE WHAT'S RIGHT FOR YOU:

● Growth 10

Dedicated Talent Partner working 2-3 days/week, filling up to **10 key roles**. Perfect for mid-size businesses or those beginning their scale-up journey.

- £4950/month + 5%

● Scale ∞

Enjoy **unlimited placements** through a full-time Talent Partner. The best risk-free solution for larger organisations or those moving through accelerated growth.

- £11,950/month + 3%

● Growth 5

Dedicated Talent Partner working 1-2 days/week, filling up to **5 key roles**. Perfect for growing businesses with ongoing recruitment needs.

- £1950/month + 7%

● Foundation 1

Perfect for smaller businesses with **one-off** vacancies that you have to get right. A dedicated project-managed campaign. No more delays, no more fear of making the wrong hire.

- one-off fee - 25% annual salary

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Sustainable Talent Attraction & Retention

So how does this compare in the long run? Let's take a look, based on filling £40,000 salary roles over a period of 3 months...

	Traditional agency		Venture Ten			Saving
	Fee	Total	Fee	Monthly	Total	
1 role	12.5%	£5,000	25%	£0	£10,000	na
5 roles	12.5%	£25,000	7%	£5,850	£19,850	20%+
10 roles	12.5%	£50,000	5%	£14,850	£34,850	30%+
20 roles	12.5%	£100,000	3%	£35,850	£59,850	40%+

Find out EXACTLY how much your recruitment is **really** costing you, based on data by the Office of National Statistics, by clicking [here](#).

- ✓ 1 -> Unlimited new roles over the year
- ✓ Bespoke hiring campaign
- ✓ Role & cultural assessment
- ✓ Unique candidate persona
- ✓ Hiring team Alignment Report
- ✓ Branded campaign materials
- ✓ Professionally written job description and opportunity advert
- ✓ Targeted candidate sourcing through full-time Talent Partner
- ✓ Detailed candidate screening
- ✓ **12-month no-cost replacement guarantee**
- ✓ Behavioural assessments & candidate debriefs
- ✓ Candidate video recording to compliment CV
- ✓ Client access to Synergy System
- ✓ Candidate insight and scoring in one place
- ✓ Interview scheduler
- ✓ History checking and referencing
- ✓ Offer, start and onboarding support
- ✓ Campaign review

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**Sean Shapcott, Managing Director
Alect Electrical Services**

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Let's talk some more...



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