



We are passionate about the world of logistics and distribution and use our knowledge and expertise to meet the needs of our Clients. We have heavily invested in developing the search skills of our recruiters to give them the ability to source the best candidates. We are a member of Fleet Transport Association of Ireland and Chambers of Commerce in every location we operate.

The Light Industrial solutions provided by the Noel Group team are diverse and geographically broad, and we supply labour solutions to some of the largest Retail Distribution centres in the state, both central and non-central distribution in addition to the largest pharmaceutical distributor on the Island. We support our client's needs across a wide range of positions including General Operative, Forklift drivers, CE&D Licence drivers, Planners, Schedulers and Freight personnel at all levels. We can also support high volume recruitment campaigns with complex compliance requirements.



OUR TEAM

Our team of outstanding Recruitment professionals now offer you the right mix of experience, industry knowledge and skills to successfully deliver on your commitments. We can offer both the leadership and experience from senior management joined with some of the best Recruitment Consultants in the country. That key experience comes from working directly within the Light Industrial and successful delivery of Volume Recruitment Solutions to some of Ireland's leading companies.

COMPLIANCE & TRUST



Compliance Requirements for Light Industrial Candidates

Ensuring that our Candidates meet our rigorous compliance standards is an onerous task however one that gives both ourselves and our Client's unparalleled peace of mind. No candidate can be booked for work or paid by the Noel Group prior to being confirmed by our independent Compliance Team based on our Regional Service Centre in Waterford. This team of Compliance professionals make sure that all elements of our commitment to our standards are adhered to without fear of favour. They ensured that we were successful in achieving our First attempt at ISO9001. This certification extends to our Compliance Function and also our adherence to the Garda Vetting processes of the National Garda Vetting service which we access through our industry nominated processor, the National Recruitment Federation.

Compliance reporting to Director, Regional Management and Account Manager happens monthly with 90, 60 and 30 days notifications to renew certification, right to work and identification requirements. Thanks to that process, candidates have an opportunity to supply the updated verification on time and we are assured that all our candidates are compliant at all times. Compliance reporting is available in real time with all associated documentation available for audit at a moment's notice.

COMPLIANCE & TRUST

Sample Compliance requirements for Light Industrial Candidates

Industrial - Right to work Checklist

GENERAL & WAREHOUSE OPERATIVES

- Application form with full details & CV
- Contract of Employment
- EU Photo ID + expiry date
- Non-EU Passport with valid GNIB + expiry
- GNIB college letter if applicable
- References x 2
- Valid Manual Handling cert

RIGID/ARCTIC DRIVERS

- Application form with full details & CV
- Contract of Employment
- EU Photo ID + expiry date
- Non-EU Passport with valid GNIB + expiry
- GNIB college letter if applicable
- References x 2
- Valid Manual Handling Certificate
- Driving licence
- TACO Card
- CPC Card
- CPC Cert 1, 2, 3, 4 and/or 5

REACH FORKLIFT DRIVER

- Application form with full details & CV
- Contract of Employment
- EU Photo ID + expiry date
- Non-EU Passport with valid GNIB + expiry
- GNIB college letter if applicable
- References x 2
- Valid Manual Handling Certificate
- Valid Reach forklift licence



PPT FORKLIFT DRIVER

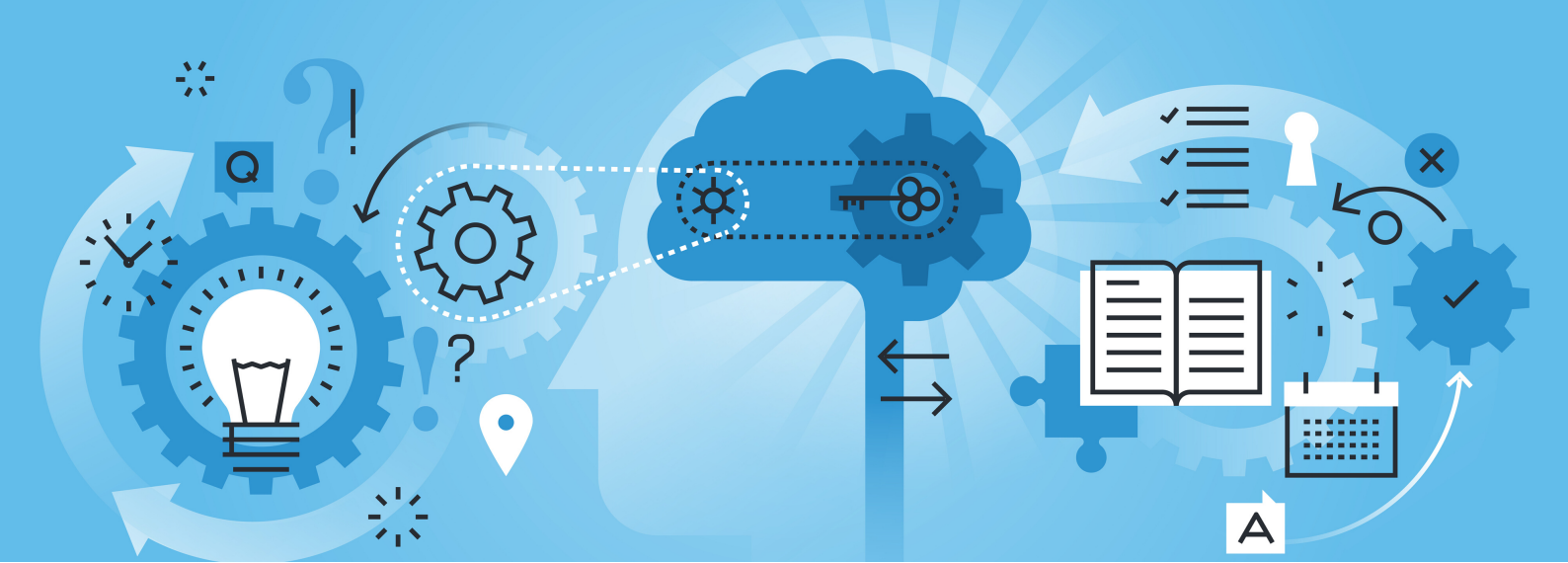
- Application form with full details & CV
- Contract of Employment
- EU Photo ID + expiry date
- Non-EU Passport with valid GNIB + expiry
- GNIB college letter if applicable
- References x 2
- Valid Manual Handling cert
- Valid PPT licence

VAN DRIVER

- Application form with full details & CV
- Contract of Employment
- EU Photo ID + expiry date
- Non-EU Passport with valid GNIB + expiry
- GNIB college letter if applicable
- References x 2
- Valid Manual Handling cert
- Valid PPT licence

COUNTERBALANCE FORKLIFT DRIVER

- Application form with full details & CV
- Contract of Employment
- EU Photo ID + expiry date
- Non-EU Passport with valid GNIB + expiry
- GNIB college letter if applicable
- References x 2
- Valid Manual Handling Certificate
- Valid Counterbalance forklift licence



Skills Team Training – Compliance with SHWW 2005

Ensuring that our candidates have the skills necessary to prevent themselves from being injured in work is vital to our business. Under the Safety Health, Welfare at Work Act 2005 and the Manual Handling Regulations issued by the Health and Safety Authority; we only accept Manual Handling Certificates issued by organisations that have a Quality Assurance relationship with QQI and or have Health and Safety Training as their Core Function.

It is not enough to ensure certification, we need to ensure competence in Manual Handling for our candidates, particularly that they understand the concept of TILE, a personal risk assessment based on the Task, themselves as an individual, the characteristics of the Load in question and the Environment in which the task is being completed.

To support this focus on best practice we utilise the services of Skills Team Training to deliver any required Health and Safety Training normally on a pre-employment basis and periodically as our Compliance System indicates thereafter.



Ensuring that our people have the skills and competence necessary to deliver the service levels we require for our clients is vital to our business. In December 2017 we invested in the Launch of The Noel Academy. This internal Training Academy delivers training commissioned for the Exclusive use of Noel Group personnel in Candidate Management, Client Management, and compliance to appropriate employment and HSA regulations. This training is delivered by a Recruitment Industry Specialist Trainer Natasha Dowd.

Through this Academy, we are also training all Account Managers who have direct staff management responsibility in Employment Law at Level 6 on the National Framework of Qualifications. Continuing investment in our People and their capability increases service levels, reduces candidate attrition and enables a continuing evolving service for our Clients.

WHY CHOOSE US ???



WHAT WE DELIVER

UNDERSTANDING YOUR NEEDS

The key to making successful hires into your company is building a strong partner relationship. Before we start recruiting we would welcome as much engagement as possible with the different Operations Directors across the business to understand your unique needs.

CONSTANT SUPPLY OF SUITABLE CANDIDATES

Our operations are aligned to our Recruitment Process. Sourcing and screening candidates are through a continuous cycle of candidate attraction activities enabled through direct application, referral, sourcing, social media marketing and networking activities. Sourcing excellent candidates isn't a role-specific activity. It is a continuous exercise that is the engine that drives any successful recruitment agency. At Noel Group, we never stop searching, attracting, meeting and welcoming the highest calibre of candidates.

CANDIDATE ASSESSMENT

Our methodology is simple; continuously source a wide range of candidates that come with the right experience to suit the role, understand our client's needs, apply objective and robust selection and interviewing to provide our clients with the highest calibre of candidates.

OVERVIEW:

- Top recruitment solutions for all size companies
- Quick and efficient placement
- Sourcing of candidates and delivering top talents using the latest technologies