



# Unleash your full potential at PageGroup

PageGroup

# About the role

At PageGroup, target-driven, high-achieving consultants are generously rewarded for their work. Our open plan offices encourage a sociable atmosphere, and our collaborative teams contribute to our high success rate.

## **Flexible and agile working**

PageGroup offers a truly flexible working environment. This means different things to different people and there are no hard rules or limitations on what our consultants' ways of working are. For some, it will be about the time they start and finish work; for others, spending part of their week working from home. We employ a dynamic working approach, enabling a high trust, high performance culture, and providing the additional flexibility to achieve the work/life balance you want and need.





At PageGroup,  
we always  
celebrate success



# What do PageGroup consultants think about working here?

“

I started out in a boutique firm, thinking that the smaller company dynamic would offer a more personalised development platform. This was not the case, however, as they did not have the necessary resources or capacity. But at PageGroup, I have felt fully supported from day one, and have enjoyed an excellent level of training, as well as a clear path for development.”



**Megan McGuigan**  
Business Manager Housing and Residential Services  
Page Personnel Property & Construction

“

I'd definitely recommend PageGroup to any aspiring recruiters who want to work for an employer who genuinely care about your wellbeing, career, and reward you well whilst also making it a fun place to work!”



**Nicola Shellard**  
Business Manager  
Michael Page

“

There is room here for you to be the very best version of yourself and the people and tools around you to exceed your own expectations!”



**Sarah Glanville**  
Senior Consultant  
Page Personnel Secretarial & Business Support

“

Everyone is so welcoming, and they really celebrate one another's achievements, making PageGroup an incredibly enjoyable place to work!”



**Jodie Beck**  
Consultant  
Michael Page

“

PageGroup have completely thrown all recruitment stereotypes out of the window; I've never looked back since joining. The company is forward-thinking, inclusive, and dedicated to putting people in the best position to really help them shine.”



**Frankie Garvey**  
Senior Consultant  
Page Personnel HR

“

I never thought that PageGroup – ‘a big corporate’ – would be the type of business that would align with my working style, but I couldn't have been more wrong. The business has a real focus on flexibility and the opportunities for training and development are fantastic; the programmes are tailored depending on your level of experience and consider your longer-term ambitions as well. Seeing the commitment to diversity and inclusion is also something that has stood out to me – PageGroup don't just pay lip service.”



**Emily Hills**  
Business Manager  
Michael Page Marketing

”

“

Joining PageGroup has ended up being the best thing I have ever done for my work life balance, progression, growth, knowledge, and so much more. Working at PageGroup is more than just a regular recruitment “job”. The culture is caring, and team-driven; everyone helps, supports and lifts each other to reach their full potential. If you are looking for a trustworthy and transparent business model, a strong team culture and countless opportunities for progression in whatever way fits your lifestyle, then this is the place for you. It truly is a place where you can be yourself, without judgement and feel supported by everyone!”



**Millie Purser**  
Senior Consultant  
Michael Page Marketing

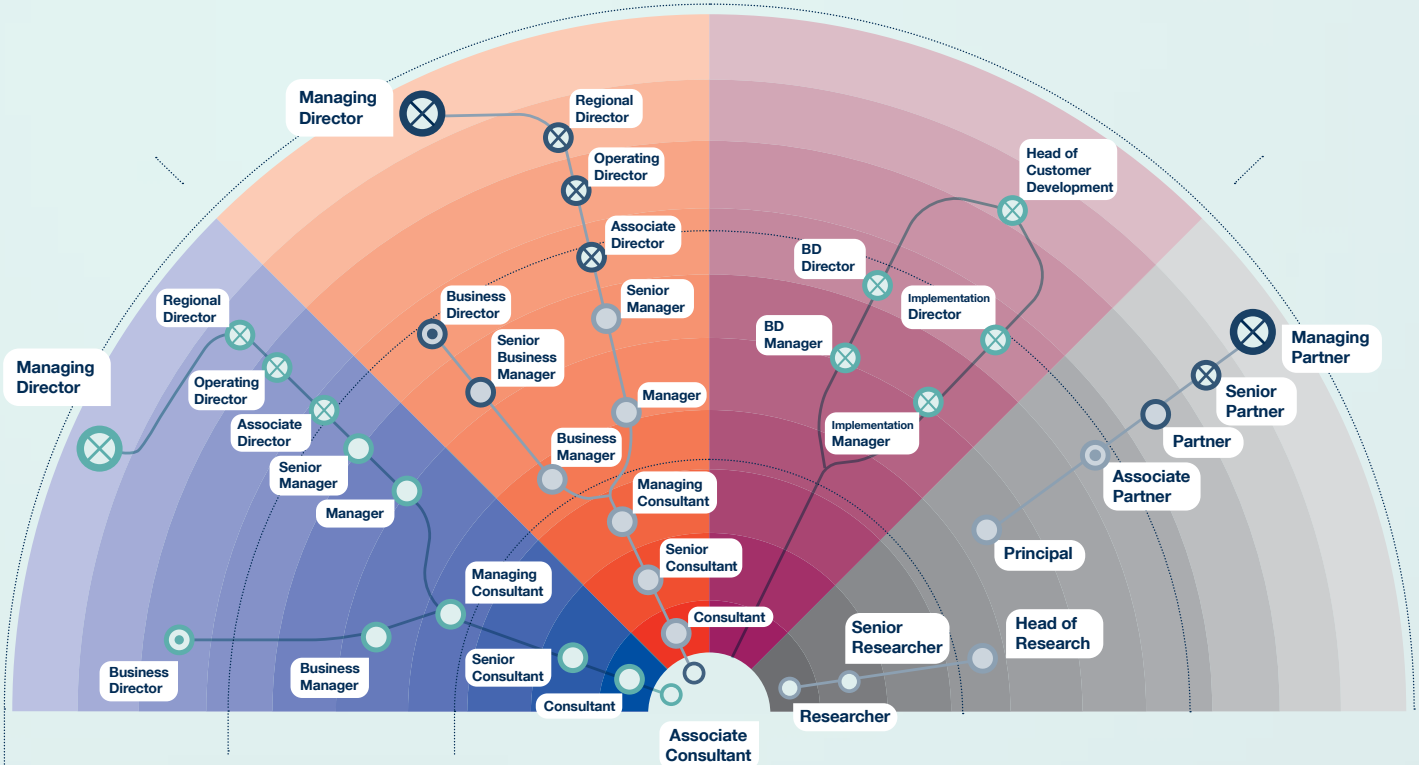
# Passionate about your progression

As part of the PageGroup team there are many different career paths and opportunities available to you. We are a diverse, global business, with a clear strategy for growth.



## Page Personnel

## Page Outsourcing



Michael Page

Page Executive

LEADERSHIP CAPABILITIES

MANAGEMENT CAPABILITIES

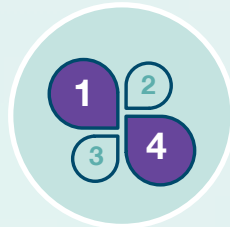
CORE CAPABILITIES

# Training and development journey

Developing our people is a key pillar of PageGroup's culture and is critical to the success of our business. We offer a clear and transparent career journey and provide the support and development needed for people to reach their potential. Through a market-leading, blended learning approach, our employees learn through a variety of materials including:



**Video**



**Infographics**



**Interactive e-learning**

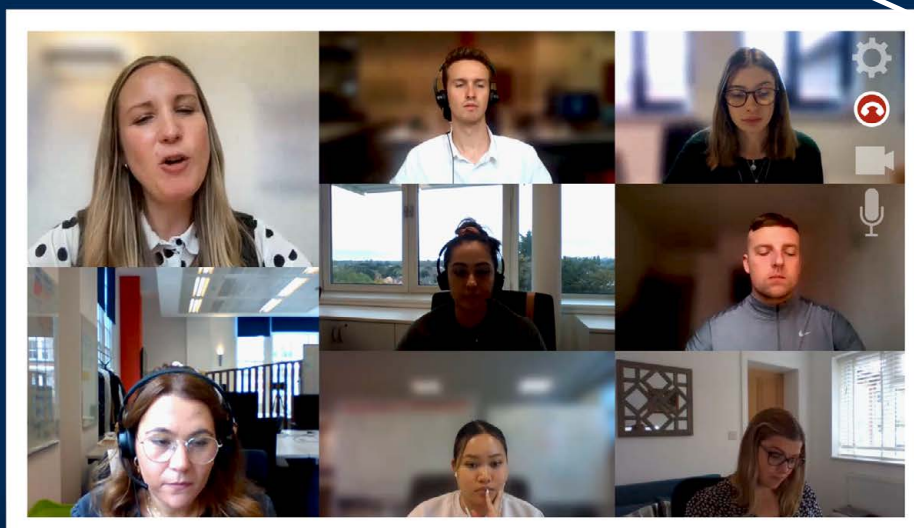


**Gamification**



**Virtual and physical classroom sessions**

Career journeys at PageGroup – whether in operations, or support or group services functions – are supported by management development programmes reinforcing our vision, purpose and values.



# Training and Development at PageGroup

Everyone needs a strong start. When you join PageGroup, you will follow a blended learning path combining digital content with face-to-face or virtually delivered courses from operational managers and directors.

## 1. GLOBAL ONBOARDING PROGRAMME

This programme is a blended learning approach using the **70:20:10 learning model**. It consists of **5 phases** and **multiple virtual workshops**. Driven by the consultant and supported by the manager, it is made up of e-learning, deeper dives, and try it out sections. Virtual workshops will take place from week 3 and will build on the foundations of the e-learnings.

## 2. EXPERIENCED HIRE ONBOARDING PROGRAMME

Like the Global Onboarding Programme, the Experienced Hire Onboarding Programme uses blended learning in conjunction with the **70:20:10 learning model**. It consists of **3 phases** and **3 virtual workshops**, also with **e-learning, deeper dives and try it out sections**. It will follow the same timeline as the Global Onboarding Programme, with workshops beginning in week 3.

## 3. JUMP 1

Becoming a people manager requires a new mindset and skillset. This program introduces the learner to the PageGroup behavioural framework that will help them develop **the right competencies for success, while also identifying key management skills to fully embrace their new role.**



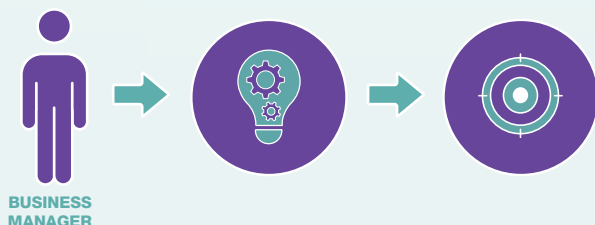
## 4. JUMP 2

**JUMP 2** builds on the PageGroup behavioural framework that will help you develop **the right behaviours for success, while also identifying key management skills to fully embrace your new role.**



## 5. BUSINESS MANAGER DEVELOPMENT PROGRAMME

The Business Manager Development Programme helps employees that have recently been promoted to Business Manager to grow into their role through **2 lots of 2-hour workshops**. The first focuses on personal brand awareness and building trust with customers, while the second will help you maximise commercial return, and set, measure, and track goals.



## ESSENTIAL GLOBAL LEADERSHIP PROGRAMME

The Leadership Development programme builds essential leadership capabilities, skills, and behaviours. **This 12 month programme** comprises a blended learning pathway, including **workshops, and one-to-one coaching**, both delivered by world-class leadership development providers.



Improving leadership skills, preparing for leadership of larger business units.



Develop business leadership qualities on the path to becoming managing director.



Meet with external executive coaching partners for senior and managing directors.





At PageGroup, we give  
our people **everything**  
**they need for success**





# Employee benefits

At PageGroup, we take pride in caring about our colleagues, and offer a range of benefits on top of the financial rewards.

Permanent health insurance through **Vitality**

Gym membership discounts **50% off**

**Life insurance**

**Virgin Active**

**Season ticket loans**

**25 days holiday**, not including bank holidays

Childcare **vouchers**

**Buy/sell holiday days** (up to 5 days)

Employee **assistance plan**

Income **protection**

**MyDiscounts** scheme

**Cycle-to-Work** scheme

**Taste card**

**iPhone**

**Gourmet Society card**

Nutmeg **ISA**

**Give as you earn**

**Eye care plan** & partner eye care plan

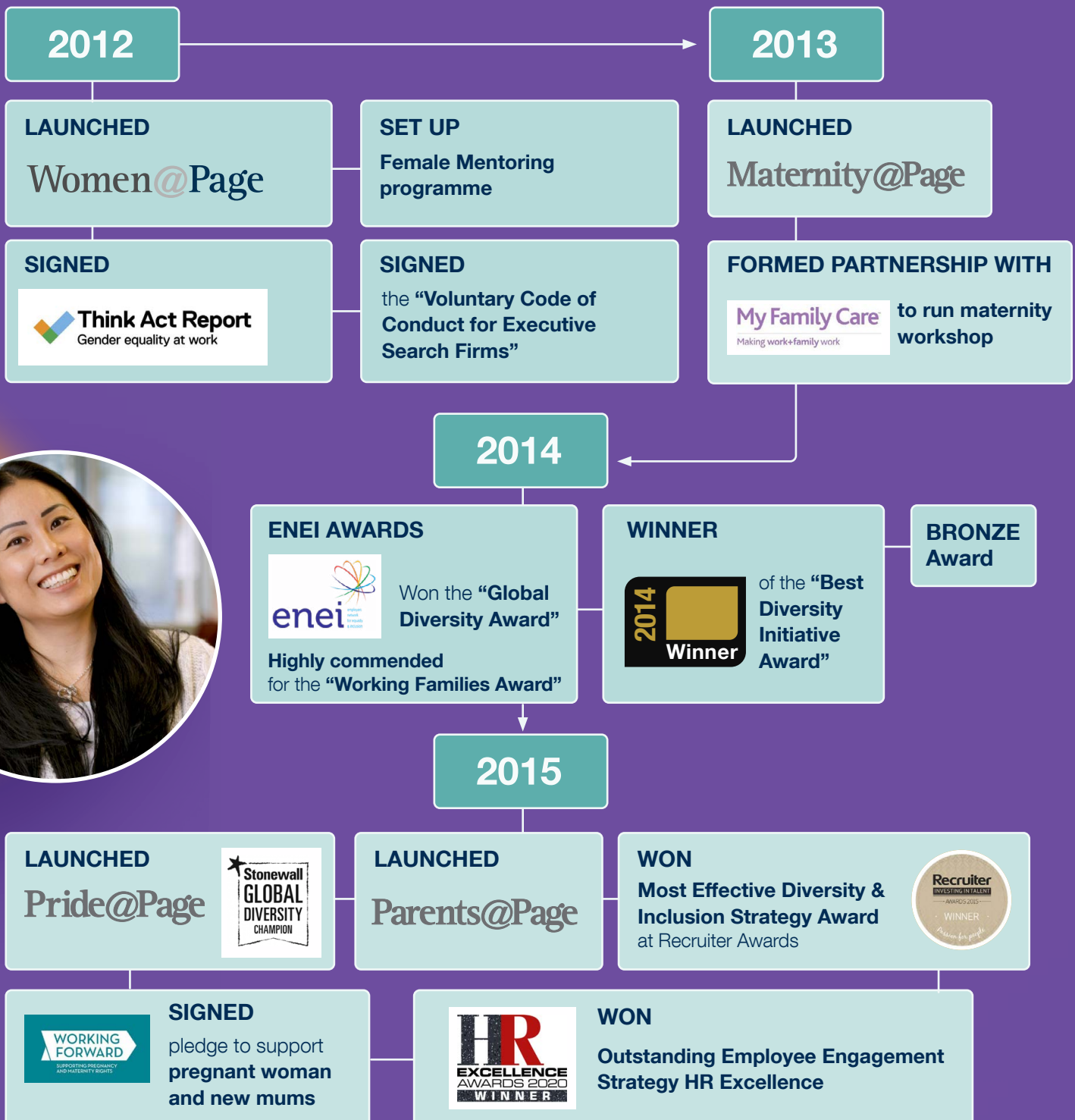


# Diversity and inclusion

At PageGroup, diversity and inclusion is part of our DNA, and as such, is embedded throughout all areas of our business. This doesn't just mean that we promote equality of opportunity as an employer, but that we enable our clients to succeed in their D&I efforts too. We foster a culture of inclusion and belonging, and with that we actively bring diverse voices to business decisions.



## Our D&I awards and initiatives



# 2016

**LAUNCHED**

**Ability@Page**

**SIGNED**



**ENEI AWARDS**

Highly commended for "Global Diversity Strategy"



**FORMED**

partnership with **EDUCATING MATTERS** to run parenting seminars



# 2017

**LAUNCHED**

**DYNAMICWORKING**

High trust, high performance culture

**LAUNCHED**



portal with free emergency child / eldercare

**WON**

**Recruiter's Investing in Talent - Most Effective Flexibel Working Strategy**



**WON**

**HR Excellence Diversity & Inclusion Award**



**ACHIEVED** level 2



**WON 3 ENEI AWARDS**

**Overall winner PRIVATE SECTOR INCLUSIVE CULTURE TEAM OF THE YEAR**



# 2018



**The Times Top 50 Employer for Women**



**BITC Gender Award Gold**

**A NETWORK of D&I Champions across the UK**



Signatory of **Tech Talent Charter**

# 2019

**Top 50 Inclusive Companies**

Signatory of Race at **Work Charter**



**RIDI Top 100 partner**



Signatory of **Social Mobility Pledge**



Clear Assured **Silver Status**



Signatory of **Valuable 500**



**Peppy** menopause partnership

Signatory of **Armed Forces Covenant**



## 2020



The Times  
Top 50  
Employers  
for Women

Signed up to  
**#10000  
black interns**



Run a  
**4th** global mental  
health day  
campaign



Ran  
**4th**  
Global Pride  
Campaign



**Parents@Page**  
Internal Parents@Page sessions  
to **support employees working  
at home with children**

Chaired external webinars  
on **wellbeing and  
working from home  
with children during  
COVID-19**



## 2021

**7th**  
Global **IWD**  
campaign



Providing a half day wellness  
leave to all employees

**5th**  
Global Pride  
Campaign



   
CEO on **Sky News, Radio 5 Live**  
talking about disability inclusion

**Global panel event**  
for  
LGBTQI +  
History Month



## Women@Page

In 2012, we launched Women@Page, with the aim of dramatically improving our gender balance at all levels across our business. Since then, we have:

- Been named **The Times Top 50 Employers for Women 2018 and 2020**
- Received BITC Gold Award – Gender Benchmark 2018
- Launched our senior female leadership programme
- Taken part in ground-breaking research conducted by **Employers Network for Equality & Inclusion**, which recognised Page Personnel's inclusive leadership and trust in its leaders



Watch our YouTube introduction to Women@Page [here.](#)

## Pride@Page

In 2015, we launched Pride@Page to support our LGBTQIA+ employees, recognising that people perform better when they can be themselves. Through Pride@Page we have:

- Celebrated **Trans Awareness Week** with an LGBTQIA+ inclusive recruitment event, featuring Joanne Lockwood and Leng Montgomery
- Regularly profiled and enhanced the voices of LGBTQIA+ employees and allies
- Appointed senior sponsors and champions within PageGroup
- Run global Pride@Page campaigns each June in support of **Pride month**
- Become affiliates of **P3 network in support of our LGBTQIA+ parents**

Watch our YouTube introduction to Pride@Page [here.](#)



## Parents@Page

In 2015, we launched Parents@Page to provide all parents and carers working at PageGroup with encouragement, support, resources and information through every step of their journey as parents. Since then, we have:

- Partnered with **MyFamilyCare** to create and offer a work and family space portal
- Offered free emergency backup child and elder care
- Partnered with **Peppy Health** to support employees with their fertility
- Run maternity coaching and new parent workshops
- Partnered with **Educating Matters** to provide parenting seminars and 1-2-1 clinics

Watch our introductory YouTube on Parents@Page [here.](#)





## Ability@Page

In 2016, we launched Ability@Page to demonstrate our commitment to enabling disabled people to thrive in the workplace. It allows us to effectively communicate with all employees, clients and candidates, making the necessary adjustments for anyone with a disability. Since launching Ability@Page, we have:

- Run a campaign focused on **'hidden talent'** campaign to ensure PageGroup is seen as employer of choice for disabled candidates discrimination
- Introduced Healthcare Experience Days: free events open to employees to promote wellbeing
- Supported and engaged in **'Time To Talk Day'** for Mental Health Awareness Week
- Promoted stories of employees whose lives are affected by disability
- Provided an employee assistance plan and private healthcare support
- Introduced mental health awareness training for line managers
- Provided regular tips and a dedicated **'mental health half day'** of holiday to staff to improve general health and wellbeing

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## Unity@Page

Our Unity@Page programme encourages and facilitates learnings between cultures and promote the benefits of multicultural perspectives in the workplace. We have also:

- Signed the **Race at Work** charter
- Introduced a reverse mentoring programme for the UK Board of Directors
- Pledged to onboard up to 10,000 black interns
- Run #beheard webinars in support of **Black Lives Matter** and celebrated Black History Month
- Run focus groups with **Business in the Community** to facilitating conversations to understand barriers, run our **'Let's Talk about Race'** event, and our #take5 series to profile diverse employees and educate around racial equality
- Seen our **UK D&I Director** become a lead mentor for the BITC Cross Organisational Mentoring Circle

To hear first-hand how PageGroup supports promotes diversity and inclusion internally,

check out these YouTube interviews with our consultants [here](#) and [here](#).



# Frequently asked questions

## 1. Do I have to wear a suit?

No, we operate a flexible approach – dress for your diary. The most important thing is that you have the right knowledge and expertise to connect with our customers.

## 2. Will I stand out among your thousands of recruitment consultants globally?

You won't be left in a corner and forgotten about. We facilitate a collaborative approach to work and care about your health, happiness, career, and personal interests. Teamwork is one of the core values that our business has been built on. We offer benefits and incentives to promote our commitment to teamwork and investment in your career.

## 3. How will PageGroup really improve my career chances and lifestyle?

Our leaders are passionate about your progress and know how important your career is to you, which is why we will help you fulfil your full potential. PageGroup's various business verticals are growing at pace, so whether your ambition is to develop as a leader, or to develop as a recruiter or beyond, the opportunities and investment are there to make it happen.

If you are looking further afield, our vast network stretches across over 100 offices, across 36 countries globally, and we also have 25 specialist disciplines across our offices in the UK and Ireland alone.

## 4. I want to work for an innovative company. Why do you fit the bill?

PageGroup's commitment is to lead the industry in innovation. This will give you the platform to explore, learn and innovate. You'll get all the passion and excitement of a boutique agency, but with larger resources, opportunities and rewards that only a global recruiter can provide. We are entrepreneurial in our thinking, and always push the boundaries in search of the right results.



PageExecutive

MichaelPage

PagePersonnel

PageOutsourcing

Part of  
PageGroup