

**LIFE AT  
THORN BAKER**  
**CONSTRUCTION, INDUSTRIAL  
AND FM RECRUITERS**

**THE KNOW-HOW YOU NEED**  
#THISISTHORNBAKER

# WHO ARE THORN BAKER GROUP?



Home to three specialist brands, Thorn Baker Construction, Thorn Baker Industrial Recruitment and Thorn Baker Facilities Management.

Thorn Baker Group provides the infrastructure, guidance, and technology to ensure our Brands can operate with maximum flexibility and operational support. Established in 1988, with decades of experience that contribute to our specialist recruitment know-how, we offer a full range of recruitment services for permanent and temporary positions across the whole of the UK.

We have office locations in Nottingham, Bristol, Birmingham, Chesterfield, Leicester and Leeds.

Find out more about the Brand you're interviewing for.



# MEET THE TEAM



## Meet Matt - Industrial Director



07817 983 655



[matthew.dann@thornbaker.co.uk](mailto:matthew.dann@thornbaker.co.uk)



[Linkedin Profile](#)



[Find out more...](#)



## Meet Rob - Construction & FM Director



07866 982 476



[rob.ford@thornbaker.co.uk](mailto:rob.ford@thornbaker.co.uk)



[Linkedin Profile](#)



[Find out more...](#)



# MEET THE TEAM



**Meet Iain** - Head of People Service's



07815 567 740



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[Linkedin Profile](#)



[Find out more...](#)



**Meet Maddy** - Head of Finance



07792 375 391



[maddy.richards@thornbaker.co.uk](mailto:maddy.richards@thornbaker.co.uk)



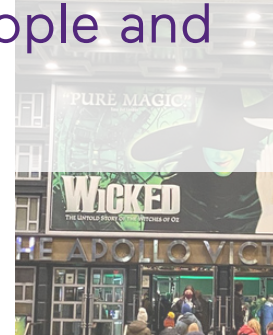
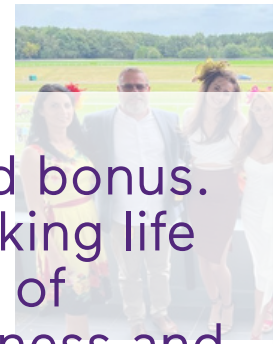
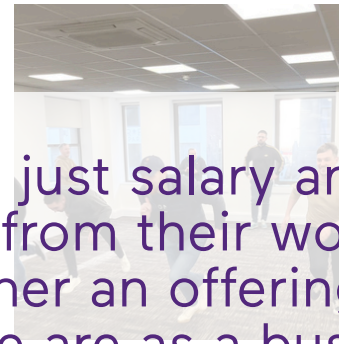
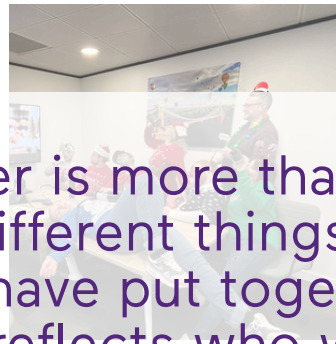
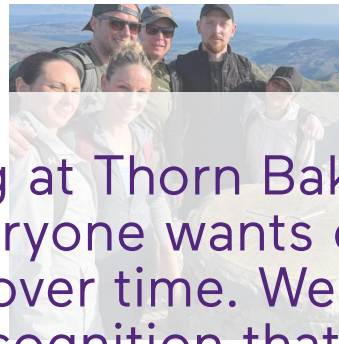
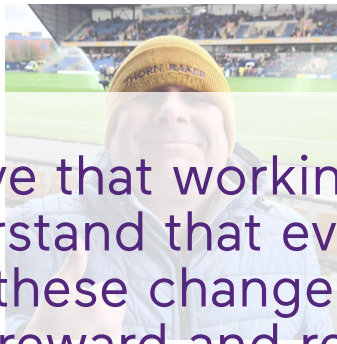
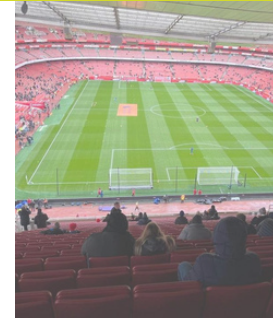
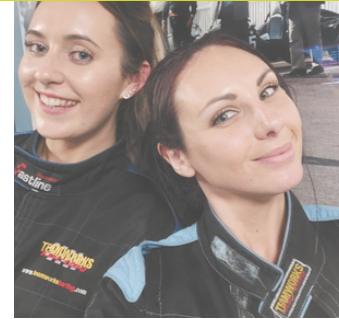
[Find out more...](#)




# LIFE AT THORN BAKER

THORN BAKER  
GROUP

We believe that working at Thorn Baker is more than just salary and bonus. We understand that everyone wants different things from their working life and that these change over time. We have put together an offering of support, reward and recognition that reflects who we are as a business and our values. We're always reviewing this from feedback from our people and evolving it to fit their needs - What's on offer that you like?







We tailor your development training to suit your needs and ambitions. everyone has a development plan which is our commitment to supporting you to grow and achieve what you want to

- It's so important it has it's on section – see page x.

Ask you interviewer about their development.



Where do you want to go?

We know that progression isn't for everyone but if you want to advance, we'll agree your next role, create a development plan and give you the support to achieve.

- All our Directors and CEO started as consultants.
- 8 out of 13 of our operational managers were promoted from within.
- 6 out of 8 of our support service managers were promoted from within.
- In the last 12 months there has been 18 promotions, at least 1 in every location.
- Ask your interviewer who was promoted where you're interviewing... what's their story?



## High Flyers

Each year our very best performers, from all areas of the group win a place on our highflyers weekend. An all-expenses paid trip to a European city with the best hotels, food, events and entertainment. This has been held across Europe from Milan to Barcelona and Munich to Ibiza.

Ask your interviewer where they're going this year.

## Values Award

You've seen how important our Values are to us (page x) each quarter the whole group nominates and votes for the individual who has best displayed our values, the winner receiving a £250 voucher.

Ask your interviewer who won last one!

## CSR

We'll pay you to take 2 days working on CSR events of your choice.

You'll also find us supporting Save the Children - Christmas jumper day, Wish upon a star - Easter eggs, MacMillan Cancer Support - Coffee Mornings and many more. It's in our Values.

Ask your interviewer about their CSR days or the charity events.

# THORN BAKER SOCIALS

**THORN BAKER**  
GROUP



We've got some adventurous people and if it's your 'thing' or you want to try something new, you'll find some of us hiking up mountains, cycling across the country, walking the trails or dragon boat racing.

Sometimes for charity, often because it's there!

**EVENTS**

**ADVENTURES**

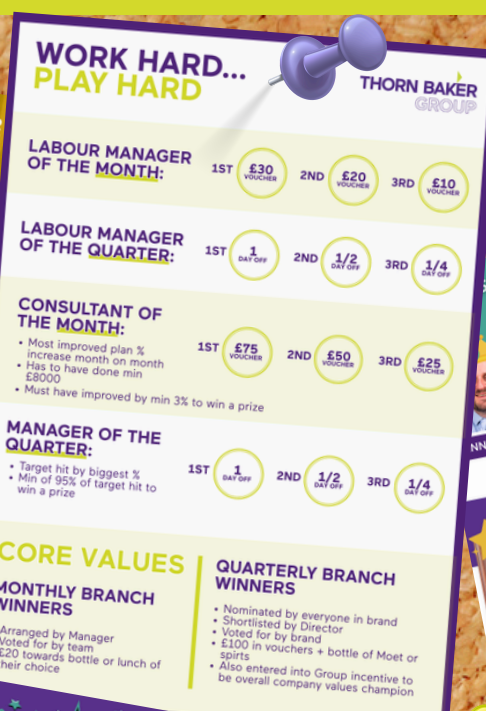
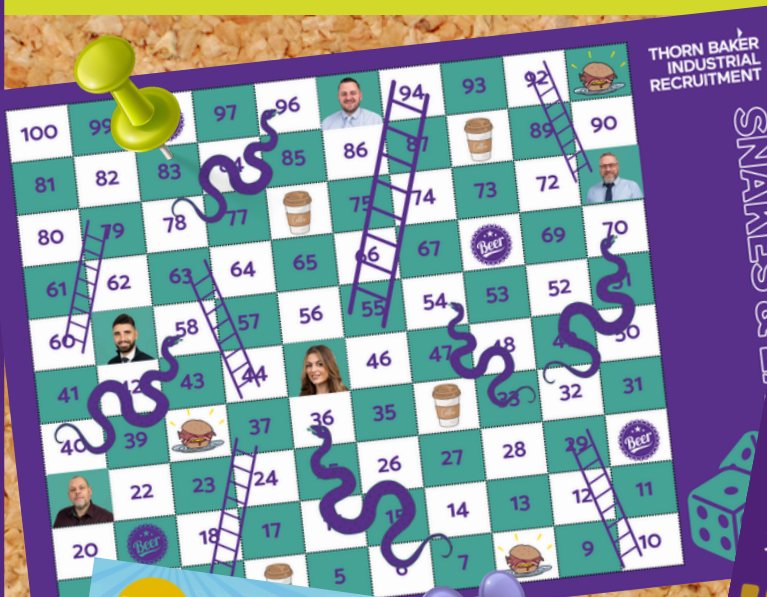
We're a pretty social bunch and if you want them, there are great opportunities to meet up.

Our main socials are the are either our summer event or Christmas party – Everyone was invited to an all-inclusive visit to Bath for a choice of a spa day or Bath races with everyone joining up for a party evening to remember! We also have regular social meet up by brand or location – Ask you interviewer about their best memory!



# INCENTIVES & REWARDS

THORN BAKER  
GROUP





# INCENTIVES & REWARDS

We love to recognise success, say thank you and have fun. All our teams run fun competitions and rewards for individuals and teams. From themed days, snakes and ladders, wheel of fortune, brand days and much more.

So, incentives from an early finish, a day off, steak nights, a high street vouchers or just bragging rights work for you this could be the place for your competitive edge!

Remember - early  
finish this Friday!

Water the  
plants!!!



**perkbox**

Our Employee Reward platform gives you monthly points to spend any way you want from Nero's coffee to films and food. You can also save money all year round, on everything from the supermarket shop to days out to gym membership.

It also hosts wellbeing tools from online gym classes to mental wellbeing resources from talking therapies to sleep stories to meditation guides and savings on fitness gear, supplements and gym memberships.

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## Employee Assistance Program

Life isn't always brilliant and sometimes life's challenges can take their toll.

Whether it's relationship struggles, financial pressures, bereavement, pressures at work or your just feeling down, help is available 24/7 by phone video call and app which ever you prefer.

Everything from counselling sessions to an online health portal - we'll do our best to support you.

Employee  
Motivation

✓ reward  
✓ growth



# DRESS FOR YOUR DAY

We take a relaxed view to our dress code and each team sets their own guidelines.

We say dress for your day... office based - jeans and a T-shirt?

Client visit... match the client – T-shirt or suit?

Lots of our people like our branded corporate wear, polo's, hoodies, jackets.

The choice is yours.





Development and support are what really make Thorn Baker stand out in the recruitment sector. Your success and development are also critical to our growth and expansion plans.

## Your initial onboarding and development

Starting any new role is a daunting time whether it's your first job or you've previous recruitment experience!

Your initial onboarding and development - we call it your pathway, is tailored to you and role. It's planned, managed and delivered by a combination of our learning and development partner, Sarah Laws and your line manager.

When you start Sarah will already have a planned your pathway for your first six months. This will include:

- Online learning – covering all aspects of your employment, health and safety, getting to know us.
- Sarah will deliver sessions of our TB<sup>2</sup> programme focused on all the key parts of your role.

- Online learning – covering all aspects of your employment, health and safety, getting to know us.
- Sarah will deliver sessions of our TB<sup>2</sup> programme focused on all the key parts of your role. One session a week virtual or face to face, with new starters at a similar part in their training.
- You'll visit Head Office at Nottingham for a 'Group Services day' to get to know the team and understand what the support service does.
- Our Core Skills programme kicks in your fourth month – covering everything you need in today's business environment from Motivation to Communication.
- Branch coaching with your manager and other team members
- A biweekly review meeting with Sarah.



# FURTHER DEVELOPMENT

You never stop learning and we'll never stop giving you the opportunity and the support!

Everybody at Thorn Baker has their own development plan. This is your living document that captures where you're going, and the support that were giving to get there.

It gives you the clarity that your development and progression is planed and where you fit into your location and company growth plans.

Whether it one of our 3 residential sales programmes, management development, professional qualifications or skills development specific to your role, (like our LinkedIn program) we've got it.



# PEOPLE-DRIVEN SOLUTION-FOCUSED POSITIVE-MINDED

As a business we're passionate about our Core Values, they define our culture, capture what is important to us as a business, inform our decision making, guide our individual and collective behaviour and they are central to our hiring process.

Our CEO Paul Jackman says, 'When our personal values align with the company values that's when great things can happen'. Have a look at our Values, you'll have a chance to explore them more when we meet.



# OUR VALUES

## PEOPLE-DRIVEN

- Our business is founded on building relationships with people
- We work closely with our clients, candidates and each other to understand their circumstances and requirements so that we can provide options that work
- We earn trust and confidence by operating with respect, honesty and integrity
- We are accessible and do everything we can to make it easy to work with us

## SOLUTION-FOCUSED

- We are responsive and hands-on; clients and candidates rely on us to make things happen
- We provide credible recommendations that are informed by our detailed understanding of our clients' working environments and how things work 'on the ground'
- We operate with a sense of urgency to meet the needs of our clients and candidates quickly
- We are resourceful and provide options for delivering successful outcomes for both clients and candidates

## POSITIVE-MINDED

- We maintain a positive environment where enjoyment leads to success
- We approach the needs of clients and candidates with a can-do attitude
- Positive outcomes drive everything we do – for clients, for candidates and for our team
- We do business with a smile, enjoying new challenges and delivering great service with passion and pride

[www.thornbaker.co.uk](http://www.thornbaker.co.uk)

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