



Company: Flexible Rental Solutions Ltd
Business Area: Vehicle Rentals
Provided by: Jon Darke, Director

Background

Flexible Rental Solutions specialise in supplying fully equipped LCVs and cars to the infrastructure industry, transport industry, public sector and telecommunication sector – and many more. They offer unrivalled fleet supply and industry leading customer service and support. Supplying specially adapted vehicles, fleet management services and delivery and collection nationwide, FRS have developed an extensive product range and high quality service provision, to support their customers' business needs.

Flexible Rental Solutions' Challenge

Flexible Rental Solutions were recommended Copeland by their parent company, LCVR, who have previously worked with us. They wanted to recruit a new business salesperson; and needed to find a recruiter who understood, and had experience in, their market.

Copeland's Solution

First we took a detailed briefing from Flexible Rental Solutions to ensure a full understanding of the role and candidate requirements. We then commenced our candidate searches - accessing automotive industry experts - in particular people with experience selling flexi-hire. Our searches included approaching candidates from our wide network of industry contacts - from our database, directly headhunting and using digital marketing campaigns.

All sourced candidates then went through detailed interviews with Copeland before being presented to Flexible Rental Solutions. We then managed the interview arrangements, pre-screening requirements and job offer negotiations resulting in a successful hire.



You clearly knew our industry and the understood brief; and gave us sensible guidance and advice.

- Jon Darke, Director, Flexible Rental Solutions

The Results

Copeland successfully filled the Business Development Manager role, providing a quality shortlist within 3 weeks of briefing and reaching a successful job offer within 5 weeks.

Feedback from Flexible Rental Solutions

We were openminded about certain aspects of the candidate brief. You provided us with a range of candidates offering different experience and approaches - all of whom could have done the job.

You clearly knew our industry and the understood brief; and gave us sensible guidance and advice. Dealing with you has been straightforward, professional and a pleasant experience throughout.



You provided us with a range of candidates offering different experience and approaches - all of whom could have done the job.

- Jon Darke, Director, Flexible Rental Solutions