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# BRADFORD & MARSH

CONSULTING

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## Recruitment Services Brochure

2026

Flexible, modular recruitment support  
for businesses across the UK.

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Riverside Mill, Mountbatten Way, Congleton, UK

WHO WE ARE

# We're on your side. That's the whole point.

We've spent over twenty years inside UK sales and recruitment teams. Managing pipelines, hitting targets, building processes, and hiring people. Not advising from the sidelines. Actually doing it.

We started Bradford & Marsh because we saw the same problems everywhere: businesses wasting money on broken processes, good candidates being lost to slow hiring, and agencies that post adverts and hope for the best.

We're here to fix that. Whether you need a full recruitment partner or just help with one part of the process, you'll get honesty, structure, and results.

<p><b>20+</b></p> <p>YEARS EXPERIENCE</p>	<p><b>7</b></p> <p>CORE SERVICES</p>	<p><b>UK</b></p> <p>WIDE COVERAGE</p>	<p><b>185+</b></p> <p>ROLES BENCHMARKED</p>
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THE TEAM

You deal with people who do the work. No account managers. No layers.



**Will Bradford**  
Co-Founder

Started on the front line as an SDR before moving into recruitment delivery. Brings energy, commercial awareness, and a genuine focus on getting the right candidate into the right role.



**Michael Marsh**  
Co-Founder

Over 20 years in recruitment and financial services. Has built and managed teams, placed hundreds of candidates, and understands the commercial realities of hiring at every level.



**Max Powell**  
Co-Founder

15 years in recruitment and sales. Leads on sourcing, outbound activity, and process delivery. If there's a candidate out there, Max will find them.

## WHAT WE OFFER

# Modular. Practical. Results-driven.

Pick the services you need. Each works on its own or layers together.

- 01 Recruitment Audit** £299 + VAT  
Data-driven assessment of your hiring model, benchmarked against UK data. Delivered within 24 hours.
- 02 Advertising** £100 + VAT / role  
Role positioning and multi-platform distribution. Professional advert copywriting included.
- 03 Advertising + Sourcing** £250 + VAT / role  
Everything in Advertising, plus dedicated recruiter sourcing passive candidates.
- 04 Advert, Source + Screen** £750+ VAT / role  
Full front-end control. Every candidate sourced, screened, and filtered before you see them.
- 05 Full Recruitment** 10-20% of salary  
End-to-end ownership. Role definition through to offer management.
- 06 Salary Benchmarking** On request  
185+ UK roles across 12 regions. Full compensation data including total package.
- 07 Lead Generation** On request  
Targeted outbound. Prospect research, calling, qualification, and appointment setting.

**All prices exclude VAT. No retainers. No hidden fees.**

Every service can be used independently or combined.

## OUR FLAGSHIP SERVICE

# See exactly where your hiring is breaking down

Our Recruitment Operating Model Audit benchmarks your entire hiring process against UK sector data. It scores 12 areas and delivers a prioritised action plan within 24 hours.

- + Executive overview with overall score and core constraint
- + 12-section breakdown covering strategy through to onboarding
- + Benchmark comparison against UK sector data
- + Priority matrix grouping issues by impact and urgency
- + Charts and visual analysis of your score profile
- + Detailed findings with root cause and commercial impact
- + 30/60/90 day plan with named owners and outcomes

## THE 12 AREAS WE SCORE

01	Recruitment strategy & planning	02	Performance metrics & funnel	03	Employer brand & perception
04	Job adverts & specifications	05	Sourcing & advertising	06	Application handling & screening
07	Interview process quality	08	Decision making & offers	09	Onboarding & early retention
10	Staff turnover risks	11	Candidate experience	12	Process ownership

**£299 + VAT**

Completed within 24 hours. Full report with charts, benchmarks, and action plan.

## COMPENSATION DATA

## Go beyond base salary

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Our salary benchmarking tool covers 185+ UK roles across 14 categories and 12 regions. It builds a full compensation picture including base salary, pension, bonus, company car, insurance, and flexible working.

- + Base salary by role, region, company size, and sector
- + Total package including pension, bonus, car, insurance
- + Benefits breakdown at statutory, typical, and competitive levels
- + Market positioning showing where your offer sits vs the market
- + Recommendation for the salary to attract the right candidates

## EMPLOYER TOOLS

## Free tools on our website

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### Cost of a Bad Hire Calculator

See the real cost when a hire fails. Salary, time, training, management, productivity.

### Interview Question Generator

240+ questions across 13 role categories. Competency, behavioural, situational, technical.

### Job Advert Grader

Paste your advert and get an instant score against 10 criteria.

### Recruitment Cost Calculator

Compare internal hiring costs vs Bradford & Marsh. Includes hidden costs.

## WHAT SETS US APART

# Why Bradford & Marsh?

**+ Honesty over everything**

If your salary is too low or your process is putting candidates off, we'll tell you.

**+ We listen first**

We take the time to understand your business before we recommend anything.

**+ Quality, not volume**

If we put a candidate in front of you, it's because they're worth your time.

**+ Relationships, not transactions**

We want to be your first call every time you hire.

**+ You deal with the people who do the work**

No account managers, no handoffs. Same people from start to finish.

**+ You only pay for what you need**

Modular services. No upselling, no bundling, no pressure.

## CASE STUDIES

## MANUFACTURING

**Reducing time-to-hire across multiple sites**

Midlands manufacturer, 12 roles across two sites. Full recruitment package.

**40% faster | 12 roles | 6 weeks**

## FINANCIAL SERVICES

**Overhauling a broken interview process**

Growing finance firm losing candidates after interview. Restructured end-to-end.

**85% offer accept | 3 days feedback | 50% less attrition**

GET IN TOUCH

# Ready to talk?

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Whether you're hiring, looking for your next role,  
or just want to find out more.

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