



LISTGROVE

PLASTICS • PACKAGING • PETROCHEMICALS

ENERGY & ENVIRONMENT

Performance Through People

INTERNATIONAL RECRUITMENT & HUMAN RESOURCE CONSULTANTS TO INDUSTRY SINCE 1975

Who are Listgrove?



Listgrove Limited, established in 1975, provides a complete range of recruitment and human resource management solutions for today's manufacturing industries. The company supplies fully outsourced HR services; from staff management and coaching, to competency based frameworks, training and HR administration. Recruitment activities extend from the appointment of individual executives and engineers, through to the project management of entire functional teams, in start up situations and structural re-organisation. Unrivalled experience and specialist expertise underpins Listgrove's ability to provide successful solutions against demanding and diverse assignment briefs.

What makes us unique

- Strength-in-depth in the plastics, packaging, petrochemical, energy and environmental sectors.
- Established and recognised brand in the supply of Recruitment and HR services for over 30 years.
- Multiple UK locations with strategic alliances across the globe.
- An established team with unrivalled market knowledge and recruitment experience across all functions, geographic locations and levels of seniority.
- Founding member of the British Plastics Federation 'Business Support Network' and the recommended provider of HR and recruitment services to BPF membership.
- Highly visible profile substantiated by our presence at key UK and global trade exhibitions and industry relevant media.
- Offer a wide range of cost effective service levels and guarantees.
- Considerable investment in the latest recruitment technology.
- A passion to continually develop, implement and provide exceptional customer service.

Marketing Profile

Global Presence

Throughout its history Listgrove has continued to promote itself through some of the world's leading trade exhibitions including K Germany, Fakuma Germany, PDM UK, Interplas UK, Plast Eurasia Turkey, ArabPlast UAE, BrazilPlast, Plastpol Poland, ChinaPlas, NPE USA, Total UK and Plastivision India.

Global Activity

Recent successes include the recruitment of senior executives through to the assessment of specialist engineers and artisans across most global locations, a small selection of projects include:

International

Technical Centre Manager for a new polymer research facility – Middle East
Senior Technical Manager for a global moulding facility – China
Multiple management & engineers – plastic packaging, Canada
Multiple managers (engineering & manufacturing) – plastic packaging, USA
Technical Sales Manager for a leading polymer materials supplier – Dubai
Operations management team in Czech Republic and Slovakia
Project Engineer (Automotive Plastic Components) – Benelux
European Sales specialists Turkey, Germany and France – Flexible Packaging
Technical Sales staff – Eastern European expansion
Blow moulding expert for a new medical devices plant in Luxembourg
European Sales Manager for a large South American polymer material supplier – Netherlands

United Kingdom

UK Managing Director – Plastic Packaging
General Manager and Sales Manager UK for German raw material supplier
NPI Manager – new to market medical diagnostic devices
Multiple Business Managers – waste management handling
Sales Manager – Rigid plastic packaging
Applications Leader – Medical Device
Multiple plastics specialists (Projects, Manufacturing and Engineering) – Plastics Packaging
Chief Executive for a leading packaging association
Engineering and Process Manager for a leading global moulded packaging supplier
UK Sales Manager for a plastic compounding business

ACOT	Gabriel Chemie UK	Plastics Capital Limited
AGI Amaray Limited	Games Workshop Limited	Polypipe
Alphagary Limited	Glen Dimplex	R&D Tool & Engineering
Alpla Plastics Limited	Glud & Marstrand AVS	Reckitt Benckiser
Alma Polska	Husky	Reed Exhibitions
Ancor Flexibles	Imaje UK Limited	Rehrig Pacific UK Limited
Americhem	Impalloy Limited	Rexam Beverage Can
Ampacet UK	Intelligent Engineering Limited	Rosti Limited
Arburg	Intier Automotive	RPC Group
Arjobex Limited	Invibio	Sandretto (UK) Limited
A.Schulman Inc	James Walker & Company	Sangenic International
Auto Coding Systems Limited	JPK (Malaysia)	SCA Packaging
Avent Limited	K.D. Feddersen GmbH	Scanbech Limited
Avon	Kinetik Medical Devices	Schur Flexible Benelux
Baerlocher UK Limited	Koito Limited	Scott Bader Company
Battenfeld	Kongsberg Automotive	Sharp Interpack
BD Vacutainer Systems	Lindal Valve Co. Limited	SIG Combibloc Limited
Bergstrom Europe Limited	Linpac Group	Sika Limited
Biesterfeld Petroplas Limited	Logitech Limited	Simplipac Limited
British Plastics Federation	Logoplaste	Sipchem
Cadbury Trebor Bassett	Longfield Chemicals	Sleever International
Cama Group	Mahle Filter Systems UK	SM Resinas
Carclo Technical Plastics	Mars	Smith & Nephew
Cellon	Matrix Polymers	Smithers Rapra Limited
Chesapeake Plastics	Mecaplast	Südpack Europe AG
Constantia Packaging	Mitsui Machine Tool Europe	Superfos Packaging Limited
Consort Medical	Mondi Flexibles	Synventive Moulding Solutions
Cooper International	National Industrialization Co.	Tasnee
Cryovac Sealed Air Limited	Neoperl GmbH	Teknor Apex
CurTec Nederland BV	Neoperl UK Limited	Titan Plastech Limited
Dairy Crest Limited	Next Plc	TNA Europe Limited
Deceuninck Limited	Northern Automotive	Trelleborg
Delphi Diesel Systems	Owen Mumford Limited	Tyco Electronics
Demag Hamilton Limited	PAFA	Vascutek Medical
Denso Manufacturing UK Limited	Payne	Victrex Plc
Emeraude International	Plascoat Europe BV Netherlands	Webasto
Ewikon Limited	Plascoat Systems Limited	Zotefoams Plc
FP International Limited	Promens Packaging	
Fremach	Plasticum Limited	

Listgrove Stratford HQ



Leading Recruitment and Human Resources (HR) company Listgrove Limited has relocated the centre of its operations to Stratford-upon-Avon. The company was previously in Birmingham city centre for 30+ years.

Expanded IT and management systems have already been installed in the new Stratford offices. The Listgrove building is a purpose-built facility, which comes equipped with bespoke areas and facilities for interviewing, training and assessment programmes.

Jason Markham, Managing Director, says that 'our move to Stratford represents many months of planning and investment, and is also an exciting new chapter in the thirty year history of Listgrove. In every way we know that it will be good for our business and that of our clients. Markham adds that 'the new Stratford-upon-Avon setting

is easy to find; places us even more squarely in the middle of the country and provides perhaps a more relaxed setting for our clients and candidates to work together. We have already been using the new offices with our clients for a series of candidate interviews. The feedback has been extremely good.'

In line with the new move, Jane Edwards, formerly HR Manager of Swish Products, has joined the company as part of the Executive Services Team. 'Jane's role is a crucial one,' says Markham, 'part of it will be to help us establish the Stratford office, its services and systems as quickly as possible. And Jane will help these systems keep pace with a level of business that continues to rise, year on year. Jane will also be leading the further development of our HR practice, which offers assessment and development, outplacement

and psychometric testing to clients and candidates.'

'More and more companies – in packaging, plastics and other manufacturing areas - are coming to realise that good people are the life blood of business. We are pleased to be helping our clients find the best talent available and to be raising the HR bar to the highest standard it can be,' says Markham.





Listgrove has an unrivalled expertise in servicing the most complex and demanding recruitment briefs, providing world-class services to the international plastics, packaging, petrochemical, energy and environmental sectors.

Using the advantages of the internet and our local partners on the ground, Listgrove's specialist international division is in high demand. Positions recruited range from, senior executives, high calibre management through to skilled engineers and technical staff.

We maintain a close monitor of high calibre candidates and market trends, in order to give our clients the best real-time international recruitment service, regardless of location and time zone.

In all that we do at Listgrove, we pride ourselves on the ability to react quickly and professionally to client company needs. Accordingly, we offer a complete international service which includes search, selection and market networking, international advertising, candidate assessment and psychometric testing facilities.

Our most recent successes include the recruitment of high calibre staff in the Netherlands for a leading supplier of polymers and the management of a significant recruitment project for a new technical research centre based in the Kingdom of Saudi Arabia.

A selection of countries we have successfully recruited into:



“I am responsible for the recruitment activities of SABIC Europe. With our leadership ambitions in mind we are looking for the best candidates in the market. It surprised me how few recruitment agencies really have experience in the European Polymer Market with the ability to track top talent. Listgrove is exceptional in this perspective and have been very helpful towards our recruitment activities.”



Michiel Evers, Manager Recruitment, Human Resource Management, Sabic Europe.



Listgrove's regional practices have been developed to offer both clients and candidates a greater understanding of localised market activity. Our in depth knowledge of specific processes, market intelligence and job functions has proven invaluable to a range of customers across the United Kingdom, sourcing candidates within all functions and levels of seniority.

Beyond this, each practice is able to provide HR consultancy, psychometric testing, outplacement support and a range of other services for talent management and succession planning under the auspice of Listgrove's HR Services business.

Clients benefiting from our UK regional practices include:

Logoplaste is an industrial group, manufacturing rigid plastic packaging for the most demanding global FMCG companies. They pioneered in-house manufacturing with the "hole in the wall" concept, supplying plastic bottles "just-in-time" from factory implants directly at the site of the filler.

Listgrove's regional practices co-ordinated the start up and staffing of sites located in the North, Midlands and South, covering multiple functions including senior executive, middle management and engineering & manufacturing personnel. A simultaneous combination of search & selection, contingency and advertising, ultimately delivered the projects both on time and budget.

Koito Europe Limited, is a significant Japanese first tier supplier of high volume, technical thermoplastic finished products, to the majority of the UK's automotive OEM's.

Listgrove's regional practices have recruited in excess of 100 skilled personnel across multiple functions based on a "preferred supplier agreement", successfully renewed over several years. These appointments have included; human resource management & resources, quality, production, engineering, commercial, logistics, purchasing, technical projects and design.

In both of these cases, Listgrove's regional practices has provided all of the project management and resource capabilities from within its own dedicated team.

"A combined local industry knowledge, along with innate ability to source best-in-class candidates with cross transferable skills, has enabled Listgrove to significantly enhance our management capability through multiple appointments and continue supporting our growth following the opening of the new manufacturing facility."



Martyn Young, General Manager, Owen Mumford,
Queen's award for International Trade & Innovation 2008.



“Our long standing reputation in executive search has created a recognised national brand and footprint which attracts the best talent.”

Executive Search

Listgrove has a track record of delivering executive search assignments to industry spanning over three decades. Our long standing reputation, passion for service and 'industry knowledge network' has enabled Listgrove to achieve high performance levels against demanding assignments briefs. Specialist expertise in plastics, packaging, chemicals, automotive, fmcg and related manufacturing sectors provides a firm foundation for our abilities.

Sales & Commercial

We have an established practice dedicated to providing services for the recruitment of sales and marketing professionals. Listgrove's intimate knowledge of the plastics and packaging sectors enables us to access the best commercial talent available in the market. We provide both bespoke retained assignments and also standard contingency services.

Interim Management

For today's flexible workforce, there is an increasing demand for the expertise of interim managers to solve key organisational issues. Listgrove has close relationships with a range of specialist interim practitioners. Typical problems solved include gap management during recruitment, factory relocations / closures, sabbaticals, maternity leave and project management.

“Following our UK manufacturing acquisition, Listgrove were firstly successful in the prompt introduction of an interim MD, then the subsequent appointment of a permanent Managing Director.”

PLASTICUM
INNOVATIVE PACKAGING SOLUTIONS

Roel Zeevat, COO, Plasticum Group.



“Listgrove helps clients recognise people as their finest assets and maximise cultural performance.”

Assessment and Development

At Listgrove we recognise the value of companies retaining their best employees and also providing the training required for people to reach peak performance levels. Not only ensuring that they possess the right skills but equally important is the culture fit within the Company. We provide bespoke 'assessment and development programmes' that are designed to aid the building of world-class teams through a carefully selected competency framework.

Psychometric Testing

Psychometric testing has been an important part of Listgrove's recruitment approach for over ten years. Understanding and interpreting the personality of a potential employee is a key part of the selection process, in order to determine cultural fit. Accredited through the British Psychological Society, Listgrove is equipped to offer a range of industry leading personality and aptitude tests tailored to specific requirements.

Outplacement Support

Listgrove's specialist careers consultancy practice has a long-standing track record of providing people and companies with professional coaching, practical guidance and essential career development facilities. We provide support to individuals looking for the next career move, either within their current organisation or outside. Our outplacement programmes are flexible, innovative and tailored to each personal or company need following an initial career counselling session.

“We have experienced considerable success with Listgrove across a range of recruitment and people assessment objectives; their support and range of services have proven invaluable.”



Simon Hubbard, Managing Director, Teknor Apex.

The Business Support Network is a unique BPF Group which consists of companies working in support of the plastics industry. The Network aims to give executive decision-makers, from the plastics industry, a competitive advantage by highlighting 'best-in-class' suppliers, who are invited to join the Business Support Network after recommendation by the BPF Membership. Professional advice is available in the following areas:

- Assessment, development and human resourcing solutions
- Education research and consultancy
- Effective insurance and risk management solutions
- Energy costs reductions
- Financial services for manufacturing
- Improving manufacturing efficiency and outcome
- Innovation
- Information, cash collection and debt protection
- International management & systems marketing
- International payment management
- Legal advice & services
- Training, research and development for the polymer industry
- Waste reduction



TRIVERS SMITH

envirowise } SUSTAINABLE PRACTICES
SUSTAINABLE PROFITS



"I have no hesitation in recommending Listgrove for all Human Resource and recruitment needs. During the last 30 years, the plastics industry has benefited from Listgrove's expert advice, capability and knowledge essential in providing tailored solutions in an increasingly demanding market."



Peter Davis OBE, Director General, British Plastics Federation.



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“Recruitment specialists for the plastics industry Listgrove Ltd were commissioned by K.D. Feddersen GmbH & Co. KG to identify suitable candidates to start up a new sales organisation within the UK. They undertook to advertise and pre-select candidates from the UK plastics industry and provide K.D. Feddersen with a short list of prospective candidates. This was achieved within the nominated timescale and with appropriate consideration given to confidentiality/discretion. From the short listed candidates, K.D. Feddersen then selected and employed both a Sales Manager and General Manager for its UK operation. Listgrove continued to provide active support through to commencement of employment for both prospective employees.”



Karlheinz Schuster, Managing Director, K.D. Feddersen GmbH & Co. KG



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