

**First Task**

SUPPLY CHAIN PARTNERS



**CAPABILITY STATEMENT**

## ABOUT FIRST TASK

One of the sector's fastest growing and most forward-thinking companies, First Task was founded in 2015 to provide a temporary labour service that's perfectly in line with the needs of clients and contractors alike.

Our distinctive approach, which focuses on tailored support for our clients and the workforce professionals we recruit, has been developed by our senior management team, who between them have more than 40 years industry experience.

As well as decades of experience within Recruitment, we have Ex-Site Managers, Engineers and Quantity Surveyors on the team. They have run sites, managed contractors, facilitated job boards, trained workers and developed site health and safety policies.

As a result, they have a deep understanding of our clients' needs and have created an adaptable, flexible service that outshines our competition.

Our values and unique operating model have helped our business continuously grow and expand. We now operate serviced contracts throughout England, Scotland and Wales.

**Each day, First Task places countless skilled workers to sites across the UK.**

### OUR MARKETPLACE

We specialise in the Construction, Civils and House Building Sectors where we provide an ongoing service to a vast number of nationally known operators.

We have provided staff for all types of projects from large scale infrastructure works to wind turbine substations along with social and private housing projects.

**Among others, our client list includes the Robertson Group, Balfour Beatty, Morrisons, Ogilvie Group and Luddon Construction**

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## A DISTINCTIVE APPROACH

Trust, integrity and transparency are central to our distinct approach. We believe they are vital in developing successful long-term partnerships and helping us create purpose-built, sustainable solutions for our clients.

Our employees experience and knowhow help deliver success. They recognise that clear communication is vitally important at every stage of a project. They know that ongoing support, for clients and candidates, helps make sure every job runs smoothly.

We like to work with clients in the early stages of a project. This helps us gain a complete understanding of staffing needs and what's required to see the project through to a successful conclusion.

We are active HR partners, keen to broach innovative ideas to contribute towards the success of any project we are part of.

Through extensive candidate analysis, project-matching, training and focusing on diversity we supply high quality people time after time, even when demands are at their height.

We carefully inspect candidate references and certification, meticulously prepare workers for start dates and, where necessary, make sure certificates are renewed.

Our approach to Fairness, Inclusion, Respect, Equality and Diversity are outlined in our policy, **FIRED UP**. Everyone who registers with us, now receives an outline of what this means in practice.

We provide information on the charity '**Mates in Mind**' and encourage everyone to recognise how mental health issues can affect them and their colleagues. We have an open door policy within the office to illustrate our willingness for constant open dialogue.

First Task is a **Living Wage Employer**; we emphasise the need to increase skills and actively help workers achieve new tickets and certifications. To reinforce inclusion and engagement we gather weekly feedback from candidates we place on projects.



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## POSITIVE PARTNERSHIPS

First Task has been set up with an aim to set new standards in the construction recruitment industry.

Currently, clients across the UK rely on us when they are delivering all kinds of engineering and construction projects. The positive partnerships we create, not just with clients but the skilled workers we place, make a significant difference to business operations.

We can provide skilled people at short notice, even in the most rural of locations. Our excellent credit terms allow for the easing of cash flows, helping our clients reduce costs and be even more efficient.

## CREDENTIALS AND CERTIFICATIONS

First Task provide skilled people to enable the delivery of high-quality civil engineering projects.

The welfare, safety and security of our entire workforce is of utmost importance to us. First Task are compliant with current Health and Safety, Equality and UK Employment legislation.

Some of our accreditations are:

