

# de Belder Associates Ltd opens up a world of opportunity

When, many years ago, de Belder Associates Ltd first became involved in the highly specialised sector of recruitment for the metals industries, most of the work they were involved in was for UK based companies and candidates. Times however have changed dramatically and today de Belder Associates Ltd, now managed by Philip de Belder, is a truly global operation, with international client companies and individual candidates involved in castings, foundry, forging, valves, pumps, metals and all the aspects of the engineering sectors.



can instantly identify the specific person for the job from the company's vast database of international contacts.

Wherever the recruitment process does require a search and selection process, de Belder Associates Ltd, thanks to their successful history within the metals industries, are able to quickly identify the most appropriate candidates. Once again, the company insists on face-to-face interviews so that they can select the best people for the positions and create a high quality short-list that will save prospective employers huge amounts of time and money when they come to their own interview stage.

Likewise, when talented individuals with a credible CV within the industries decide that it's time for a career move, they are more than likely to contact de Belder Associates Ltd to help them locate and obtain that dream position.

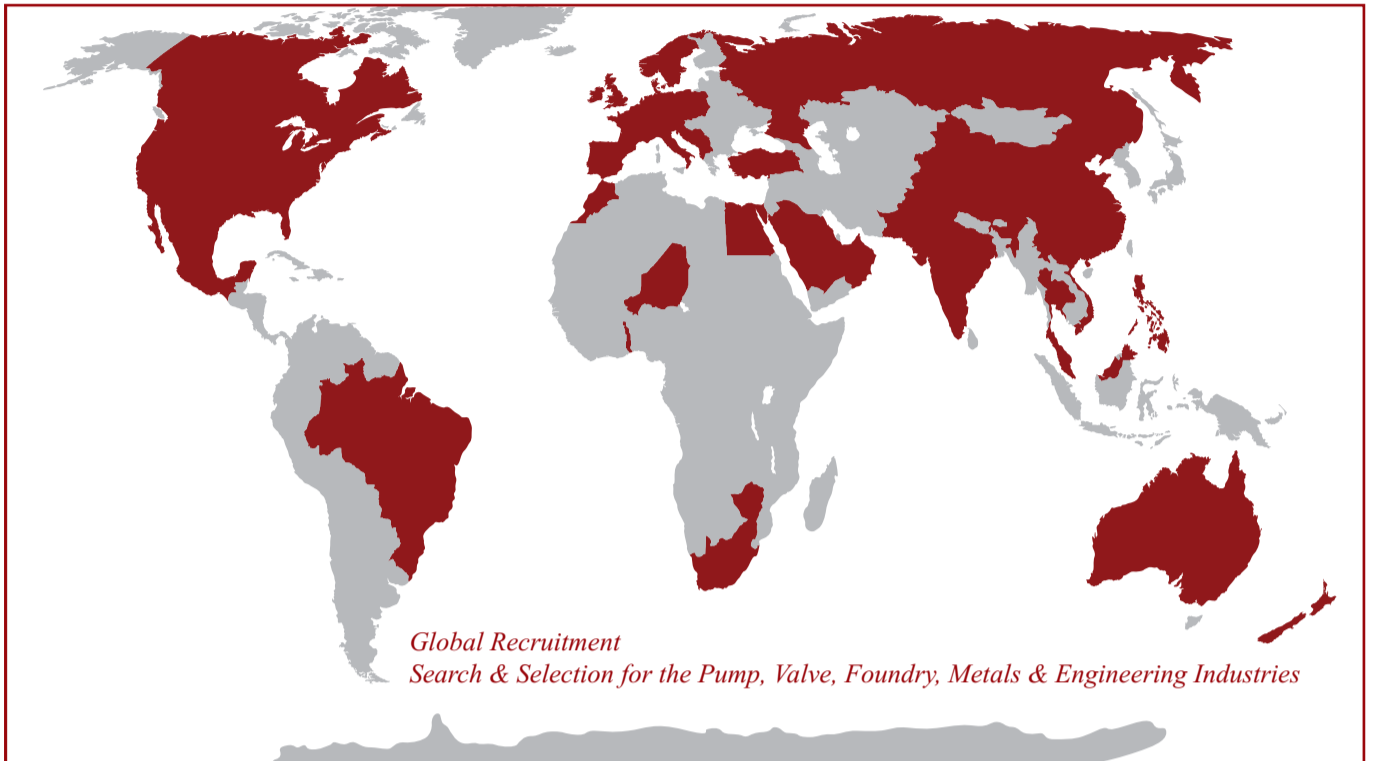
If you're looking for confirmation that the de Belder Associates' strategy is universally successful. That more and more top organisations around the world now rely and trust the company to streamline their specialist recruitment requirements. That key individuals recognise that this is the company with all the right global connections. Then you only have to cast your eye over the company's successes over recent years.

## A mission to be the best

With such an impressive background, de Belder Associates Ltd must be, without question, one of the most experienced specialist recruitment organisations anywhere in the world. The focus of the company's philosophy is on results rather than revenue, and they prefer to develop strong, ongoing relationships with organisations and individuals that will stand all parties in good stead both today and far into the future. This policy can be clearly seen in the company's Mission Statement.

## Always on hand to lend a hand

As part of the company's unwavering commitment to personal service, Philip de Belder regularly travels to all parts of the world, preferring to speak one-to-one with the companies involved and also to see their operations at first hand. Only by going that extra mile is he able to personally assess their requirements so that he can then capitalize on his vast experience and industry knowledge to pinpoint not only the exact qualities of the specialist personnel required, but very often he



Within the last six months for instance, world leading organisations throughout Europe, the Middle East, India, the Far East, Australasia, Africa and the Americas have all contacted de Belder Associates Ltd to help them with their recruitment programmes. Philip de Belder has personally visited major industry players across Europe as well as the Middle East and India to discuss specialist staffing needs. A top USA organisation got in touch with the company when they wanted help in recruiting a Senior Sales Manager

as part of their plans to expand into the European mainland. And de Belder Associates Ltd have recently been successful in matching people to places as far apart as India, Singapore and New Zealand.

## Candidates who become clients

Four years ago, de Belder Associates Ltd secured a placement for a Senior Production Manager within a top foundry company based in the Middle East. Now, that same person has moved on to join one of India's largest operators who are currently establishing a brand new multi-million dollar foundry, and one of his first tasks was to recruit other Production and Operational Managers. Not surprisingly, the first call he made was to de Belder Associates Ltd.

That level of trust, appreciation and high regard for the de Belder Associates Ltd service is by no means unusual. A fact that can be demonstrated by a number of recent case studies including one from a previous client who is currently employed by a company based in China. When his company began the search for a

## MISSION STATEMENT

We work with companies from around the world to identify and recruit the talent they need to achieve their business goals. Personal and professional integrity and reputation is of utmost importance to us.

We have business focus and combine our knowledge of specific roles with mature commercial experience and up to date knowledge of market and industry trends.

Technical Sales Manager in Turkey, he suggested they call de Belder Associates Ltd. As it happened, thanks to the company's un-

equalled international network of contacts, they were able to quickly recommend an ideal Turkish based candidate for the new position.

## The world is shrinking!

Philip de Belder is under no delusions that over the past decade or so the metals industrial sector has been transformed into a truly global market place. "It's incredible," he says, "just how many organisations have successfully expanded their geographic areas of operation far beyond their own traditional countries and territories." His own experiences have clearly shown how companies that were at one time seen as essentially British, German, Indian or American, are now completely multi-national both in their culture and in their operation.

In so many respects, this internationalisation has been both welcomed and

beneficial to those willing to embrace the new opportunities it brings. On the other hand, this global expansion has created its own difficulties. Now recruitment is no longer local, regional or even national. Companies who are prepared to hire the best candidates have to set their sights across the entire world. Clearly, only a specialist recruitment operation whose horizons match the international ambitions of the clients can provide the kind of global service that is demanded. When launching your next recruitment campaign, or looking for that 'blue chip' career opportunity, ensure that your recruitment company's vision is as wide as yours.



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