



ODIN CAREERS

Permanent & Fixed Term Recruitment Partner for SMEs in Surrey & Hampshire.

No shortcuts. No guesswork. Just hiring that sticks, first time.

WHEN HIRING HASN'T WORKED THE FIRST TIME.

When most clients speak to us, this isn't their first attempt.

Hiring usually starts well.

CVs come in. Interviews get booked. It feels positive.

Then a few months in... it starts to unravel.

The fit isn't right. Performance drops. You're back at square 1.

By that point, they've already:

- hired someone who looked right but wasn't
- worked with recruiters who didn't really get it
- or spent months trying to fix it themselves

So when they come to us, it's about **getting it right, and making it stick.**

WHAT WE DO.

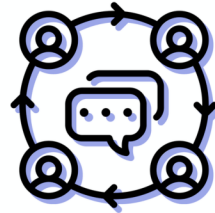
We're not here to just fill roles.

We build hiring processes that actually work

by understanding how your business really operates and what success looks like in your world.

No shortcuts. No guesswork. No CVs for the sake of it.

Simple process. *Done properly.*



1. Understand

What makes your business tick



2. Define

What success really looks like



3. Search

Targeted, not generic outreach



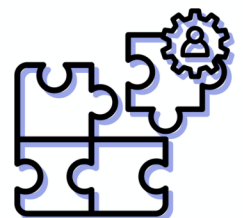
4. Challenge

We test for real fit



5. Shortlist

Only candidates that make sense



6. Hire & Retain

Support beyond the offer

So... how does this look in practice?

SCALING UP

Challenge: Scaling in a competitive market with no clear hiring direction

Solution: Refined hiring plan, aligned long-term talent strategy, targeted hard-to-find candidates

Result:

- 4 quality hires in 6 weeks
- 100% offer acceptance
- No dropouts

CANDIDATE QUALITY

Challenge: Multiple recruiters & inconsistent CV quality

Solution: Tight, controlled process with clear qualification and honest communication throughout

Result:

- 2-3 candidates per shortlist
- 30% faster hiring
- Less wasted interviews

RETENTION

Challenge: Previous hires not sticking and poor cultural alignment

Solution: Structured hiring approach focused on long-term fit, team dynamics, and clarity upfront

Result:

- 12+ month retention
- No repeat hiring
- Stronger, more stable teams

IF HIRING HASN'T WORKED THE WAY IT SHOULD, LET'S FIX THE REASON WHY.



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