



Your Recruitment Partner



[Brightwater.ie](https://www.brightwater.ie)



# BRIGHTWATER GROUP

We specialise in providing exceptional talent solutions across a wide range of specialist verticals. In today’s competitive job market, our service is always insight-led and data-driven. We aim to forge true partnerships with our clients and treat our candidates as if they’re our clients of tomorrow.



PROFESSIONAL SERVICES	BUSINESS SERVICES	TECHNICAL SERVICES	ADDITIONAL OFFERINGS
<ul style="list-style-type: none"><li>• Accountancy</li><li>• Taxation</li><li>• Financial Services</li><li>• Legal</li><li>• Compliance &amp; Risk</li></ul>	<ul style="list-style-type: none"><li>• Business Support</li><li>• Human Resources</li><li>• Sales</li><li>• Customer Service</li></ul>	<ul style="list-style-type: none"><li>• Technology</li><li>• Engineering</li><li>• Life Sciences</li><li>• Supply Chain &amp; Logistics</li></ul>	<ul style="list-style-type: none"><li>• Executive</li><li>• Marketing</li><li>• Actuarial</li><li>• Mentoring</li></ul>

**Specialising In:**

- Large scale multi-disciplinary campaigns
- Highly specialist recruitment drives
- Niche, once off projects

**Recruiting Across:**

- Temporary
- Permanent
- Retained
- Executive search

**Support Provided:**

- Payroll Services
- Interview Preparation
- Reference Checking
- Skills Testing
- Dual branding campaign
- Mentoring

**Markets Covered:**

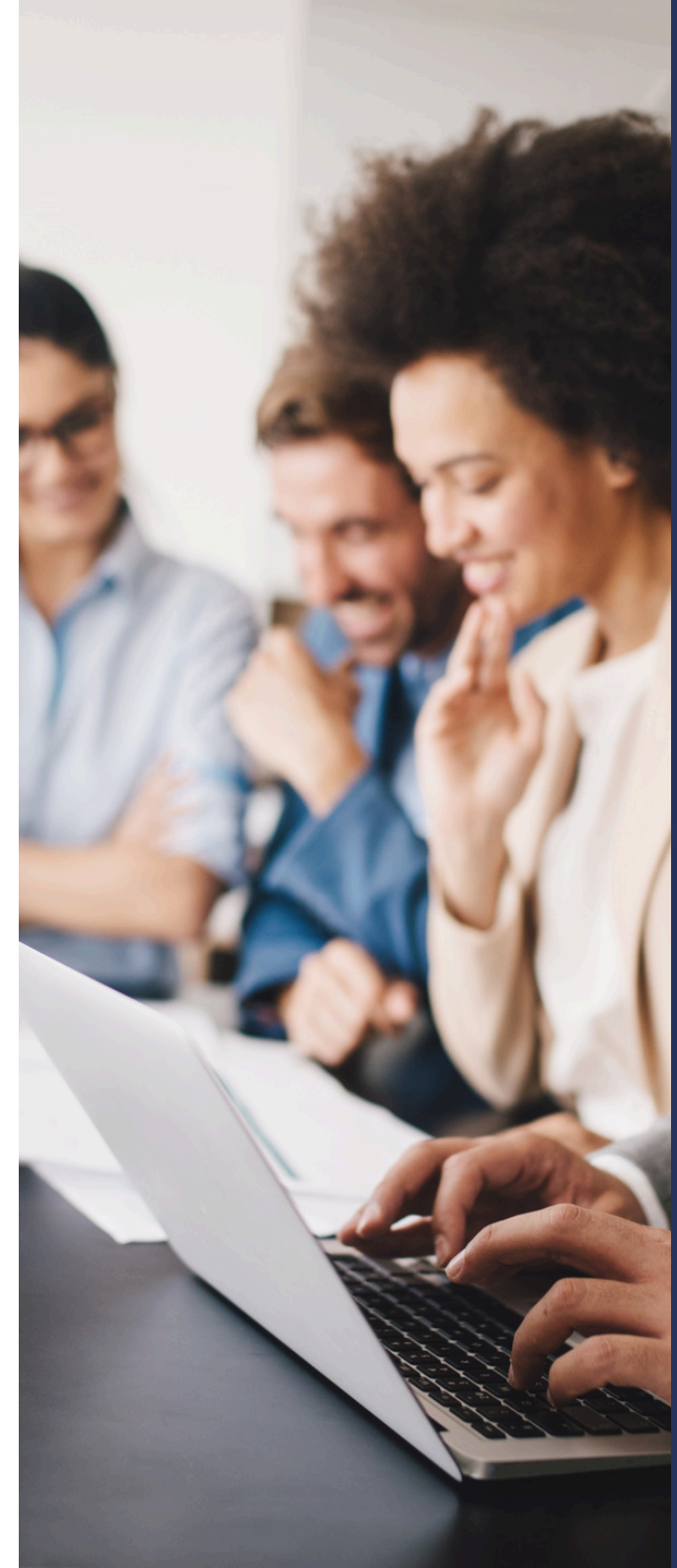
- Global
- Particular focus ROI



# WHAT SETS BRIGHTWATER GROUP APART?

When your recruitment consultant is also your partner in talent acquisition, you can enjoy a more cost-effective and streamlined experience allowing your team to focus on other projects.

- Understanding of the challenges employers face now and in the future
- Brightwater works with “inch wide, miles deep” knowledge of our verticals so our clients get real value when working with us
- Recognition of candidates’ priorities when looking for their next career move
- Investment in the latest technologies to empower our staff
- Our comprehensive range of value-added services including insights into market trends, salary benchmarking and industry specific challenges.





# OUR SPECIALIST AREAS



**Jean O'Donovan**  
Accountancy



**Paula Smaga**  
Business Support  
Services



**Estelle Davis**  
Executive



**Yvonne McNulty**  
Executive



**Cathal O'Donnell**  
Engineering



**Stephen McManus**  
Financial Services



**Emma Anglim**  
Human Resources



**Mark Byrne**  
Legal



**Eimear Walsh**  
Marketing



**Leonie Gleeson**  
Marketing



**Majella Slevin**  
Sales & Cust. Services



**Clinton Donkin**  
Taxation



**Keith O'Loughlin**  
Technology & Life  
Sciences



**Derek Smyth**  
Technology - Contracts



**Grace Caraher**  
Actuarial



**Kate Henebry**  
Actuarial



# STRATEGY & METHODOLOGY

The Brightwater Group employs the most appropriate recruitment methodologies for our clients' requirements. We utilise a number of search approaches using a combination of targeted search campaigns (database, referrals, market mapping) and use of online resources to ensure we provide our clients with the absolute best possible choice of candidates.

- **Advanced Technology:** We embrace cutting-edge technology to help analyse data and identify the most suitable candidates quickly. We leverage automation tools that can streamline administrative tasks, allowing our consultants to focus on building relationships. Our PAYE temps can view and monitor their current annual leave balance from the timesheet portal (TSP) in real time.
- **Proactive Talent Pipelining:** We are constantly looking to the future and building a talent pipeline of qualified candidates by nurturing relationships and engaging with potential candidates, ensuring our clients have continual access to a pool of qualified candidates.
- **Employer Branding:** We collaborate with our clients to devise compelling employer branding strategies by creating engaging content, leveraging social media platforms, and showcasing the client's unique selling points.
- **Data-driven Insights:** We use data-driven insights - analysis of hiring trends, market conditions and candidate behaviour - and provide these to our clients. This allows us to become a true strategic partner, enabling you to make informed hiring decisions.
- **Cross-selling:** We believe that being able to offer a full hiring service for all our clients' needs is key for our clients.





# OUR NETWORK

- A Brightwater Group consultant has an average of 14 years of industry experience.
- Brightwater meets with over 17,000 candidates per year.
- In 2024, over 76% of our clients were repeat / referral clients which is a testament to our consultants' service delivery.





# DATA MANAGEMENT

- We use a tailored version of Bullhorn, a market leading database, allowing us to create and tailor campaigns (one-off assignments or volume projects) quickly and efficiently.
- We also use Analytics which gives us a full view of talent pipelines.



# OUR PLATFORMS

To reach the full potential talent pool in the market (both passive and active candidates), we provide our consultants with access to several platforms including but not limited to:

- LinkedIn Enterprise (including Insights) - enabling us to provide real-time consumer insights 
- Automation – automation tool allowing us to automate processes, freeing up consultants to focus on client needs.  Bullhorn Automation
- Irish Jobs 
- Indeed 



# HOW WE WORK WITH OUR CLIENTS



## CLIENT CHARTER

Each client receives a charter, outlining our standards of service, guaranteeing a level of trust from the start of each assignment.



## INCH WIDE, MILES DEEP

BW Group works with 'inch wide, miles deep' knowledge of our verticals so our clients get real value from working with us.



## FEATURED CLIENTS

We feature our clients on blogs and social media channels.



## REPEAT BUSINESS

Brightwater's repeat business is from 76% of our clients and is a testament to our consultants' service delivery.



## POST-CARE

We liaise with the candidate and client for the first three months in case any issues arise.

# HOW WE WORK WITH OUR CANDIDATES

We treat our candidates as if they are our clients of tomorrow. This means building a relationship of trust and true partnership from the very beginning. On registration, we establish whether we can help them or not and we are honest and realistic about their expectations.



## CLIENT CHARTER

Candidate Charter - Candidates are given a charter, outlining our standards of service and guaranteeing data privacy.



## BRIEFING

All our candidates are fully briefed on a role, the company, the interview panel and the culture.



## PREPARATION & FEEDBACK

We offer interview preparation techniques and vital post-interview feedback.



## NEGOTIATIONS

Once an offer is secured, our consultants assist the candidate with the contract negotiations.



## POST-CARE

We liaise with the candidate and client for the first three months in case any issues arise.





**To discuss your recruitment requirements, please get in touch with your Brightwater Group consultant or visit our website:**

