

Why Join KC Group Recruitment?

Love what you do!

*More Than **Recruitment.**
A Career Where You Can Thrive.*



Our sustainability
partner



KC Group Our Background

Established in **1997** as Kate+Co (Rebranded to KC Group Recruitment in 2022) is a Midlands based, independent, specialist provider of professional and executive staff to a wide variety of clients across the UK & Europe. We have a high number of contract clients that we work on a contingent basis with as well as operating on a retained service for search and selection projects for more senior appointments.

KC Group supply public, private and third sector clients and have a demonstrable track record of working within highly regulated sectors such as **education, housing, healthcare, legal and financial services**. KC Group's success and service have been built on a foundation of a great team and robust processes.

Housing over **100** years of Recruitment and Search and Selection expertise combined, KC Group tailor specific recruitment projects around the needs of our clients, whether it is a board level head hunt assignment, a company restructure and redeployment project or providing a high-volume temporary work force at short notice.

Our timeline of progression

1997

Kate+Co inception

2010

Finance Division
Launched

2011

HR Division Launched

2014

Sales and Marketing
Division Launched

2020

Payroll vertical launched

2023

Executive search offering
launched

2024

Specialist Markets
division launched

Working at KC Group

At KC Group, we've spent more than three decades **building lasting relationships, trusted partnerships, and successful careers.**

We're proud to be a people-first recruitment business that combines **professional excellence with a supportive, collaborative culture.** Whether we're helping organisations find exceptional talent or supporting candidates in taking the next step in their careers, everything we do is driven by our values and our commitment to doing the right thing.

Our success is built on the people who work here. That's why we invest heavily in creating an environment where individuals can develop, succeed, and enjoy coming to work every day.

Whether you're starting your recruitment journey or bringing years of experience, KC Group offers the opportunity to **build a rewarding career** with a business that values your contribution and supports your ambitions.



What We Do

KC Group is a specialist recruitment and business support organisation operating across multiple professional disciplines, connecting exceptional talent with leading organisations throughout the UK.

Our specialist divisions include:

Finance

Supporting organisations in securing finance professionals across all levels, from transactional finance through to executive leadership appointments.

Human Resources

Connecting businesses with HR professionals who help shape culture, drive performance, and support business growth.

Business Support

Providing high-quality administrative, operational, customer service, and office support talent to organisations of all sizes.

Specialist Markets

Delivering tailored recruitment solutions across niche and specialist sectors, building long-term partnerships through deep market knowledge and expertise.

National Frameworks

Delivering trusted recruitment solutions through national frameworks, such as ESPO, SUPC, NWUPC & Orbit.

Our Philosophy

Consultative, not transactional

Quality over quantity

**A collaborative partnership
focused on long-term success**

Trusted by Leading Organisations

Our clients range from **SMEs and growing businesses** to nationally recognised brands. They trust us because of our consultative approach, market expertise, and commitment to delivering exceptional service.



halfords **easyJet**



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Meet Our Leadership Team

The leadership team at KC Group is passionate about creating a workplace where people can achieve their potential, build successful careers, and enjoy the journey along the way.



Sarah Grace
Managing Director



Mark Higgs
Divisional Director
Finance & Specialist Markets



Kirsty Chan
Divisional Director
Business Support



Stef Mitchell
Operations Manager

Award-Winning Excellence

We're proud that our commitment to clients, candidates, and our people has been recognised through a range of industry **awards and achievements**.

These accolades reflect the dedication, expertise, and passion of our team, and demonstrate the standards we set for ourselves every day.

Birmingham Business Excellence Awards

- Wesleyan Award for Employer of the Year – 2019

Recruiter Insider – UK Winners

- Client Experience – 2023
- Service Excellence – 2023

Recruiter Insider – UK Finalists

- Best Agency Candidate Experience – 2024
- Best Agency Client Experience – 2024
- Service Excellence – 2024
- Agency Service Excellence – 2026
- Candidate Experience – 2026



Our Values

Our values aren't just words on a wall. They shape every decision we make, every relationship we build, and every interaction we have.

Honesty

We communicate openly, act with integrity, and always do what's right.

Transparency

We build trust through clear communication and genuine partnership.

Authenticity

We encourage people to be themselves and value diverse perspectives.

Trust

We empower our people with responsibility, autonomy, and support.

These values have helped us build long-term relationships with both clients and candidates, creating a reputation for delivering recruitment with integrity and professionalism.

Life at KC Group

A Place Where People Matter

Working at KC Group means joining a team that **genuinely cares** about one another's success.

From your first day, you'll become part of a **collaborative and supportive** environment where ideas are encouraged, achievements are celebrated, and everyone has the opportunity to make an impact.

We believe that great results come from great people who feel valued, empowered, and trusted to do their best work.

You'll be surrounded by experienced professionals who are passionate about what they do, committed to high standards, and invested in helping colleagues succeed.

What You'll Find Here

- Supportive and collaborative culture
- Genuine opportunities for career progression
- Flexibility and trust
- Recognition and celebration of success
- Ongoing learning and development
- High-performing teams that support one another
- Meaningful work that changes lives and helps businesses grow

What Our Team Says...

"The culture is unlike anywhere I've worked before. It's ambitious but incredibly supportive."

I've been part of KC Group for the past four years as a Recruitment Partner specialising in Temporary and Interim recruitment. During that time, I've had the opportunity to build strong relationships with both clients and candidates, helping businesses find the right talent while supporting people in taking the next step in their careers.

What I enjoy most about working at KC Group is the culture. Recruitment can often be a fast-paced and highly corporate industry, but here there's a genuine sense of collaboration and support. Everyone is approachable, willing to help one another and focused on achieving the best outcomes together.

The flexibility and trust we're given also make a real difference. We're empowered to manage our own workloads and build our own success, while always knowing there's a supportive team around us. Alongside the earning potential, it's the variety of the role and the satisfaction of solving recruitment challenges every day that keeps me motivated. It's a great place to develop your career, be yourself and enjoy the work you do."

Reiss Craythorne

Recruitment Partner

Temporary & Interim Division

Rewards & Benefits

We believe in recognising and rewarding the hard work of our people. That's why we offer a competitive benefits package designed to support your wellbeing, career development and work-life balance.

Our benefits include:

- 23 days' annual leave, increasing to 25 days with length of service, plus bank holidays
- Your birthday off to celebrate your special day
- Hybrid working
- Uncapped quarterly commission and profit share scheme
- Company pension scheme
- Refer a Friend scheme – earn up to £500 – £250 when your referral joins us and a further £250 when they successfully complete their probation
- 4pm finish every Friday
- Regular team socials, quarterly incentives and overseas incentive trips
- Dedicated training and development programmes for both entry-level and experienced hires

Health & Wellbeing

Through our BHSF benefits package, you'll also have access to:

- Virtual GP access
- Retail and fitness discounts
- Employee Assistance Programme (EAP)
- Mental health support and counselling

Making a Difference

For every successful placement, we contribute to climate-positive projects through our sustainability partner, **Ecologi**, helping create a positive impact beyond recruitment.



Grow Your Career With Us

Your Future Starts Here

At KC Group, career development isn't left to chance.

We provide structured training, personalised coaching, mentoring, and clear progression pathways, ensuring every individual has the tools, support, and opportunities they need to succeed.

Whether your ambition is to become a market-leading recruiter or an inspiring business leader, we'll help you get there.

Consultant Career Path

For those passionate about recruitment and building specialist expertise:

Associate Consultant / Resourcer



Recruitment Partner



Senior Recruitment Partner



Lead Recruitment Partner

This pathway is designed for ambitious recruiters who want to become experts in their market, develop strong client relationships, and maximise their earning potential.

Leadership Career Path

For those who enjoy coaching, developing people, and leading teams:

Team Leader



Business Manager



Divisional Manager



Director

Along the way, you'll receive leadership development, mentoring, and management training to help you become a confident and effective leader.



Early Careers & Apprenticeships

Kick-start your career with a market-leading development programme designed to help you succeed. We've partnered with a leading training consultancy to deliver a comprehensive 12-month Recruitment Apprenticeship, giving you the skills, confidence and knowledge to build a successful career in recruitment.

You'll benefit from structured learning, practical experience and ongoing support from experienced professionals every step of the way.

What you'll receive

- A structured 12-month development programme
- Industry-leading sales and professional skills training
- Dedicated one-to-one coaching and mentoring
- AI-powered learning and training software
- Hands-on experience in a real sales environment
- Regular feedback, performance reviews and personalised development plans
- The opportunity to achieve a nationally recognised Level 3 qualification
- 10% commission of anything you bill in your first 6 months



Your Career. Your Choice.

No two careers look the same.

Some people want to become industry experts and top-performing recruiters. Others are passionate about leading teams and shaping business strategy.

At KC Group, there **isn't a one-size-fits-all approach.**

We'll help you build a career that aligns with your strengths, ambitions, and goals while providing the support, development, and opportunities needed to achieve them.

Join Us

If you're looking for a place where your contribution is valued, your growth is supported, and your success is celebrated, KC Group could be the perfect next step.

Come and build something great with us.

