



# KAMEO RECRUITMENT PROSPECTUS, 2023

# TABLE OF CONTENTS

**03 MEET OUR  
FOUNDER**

**04 STANDING OUT  
FROM THE CROWD**

**06 IS IT YOU WE'RE  
LOOKING FOR?**

**07 TIMELINE**

**09 AN  
INTRAPRENEUR  
OPPORTUNITY**

**11 OFFERING &  
INCENTIVES**

**12 CLIENTS**

**13 CAREER MAP**

**14 EMPLOYEE  
SPOTLIGHT**

# MEET OUR FOUNDER

Kameo Recruitment opened its doors in May 2018. Founded by Sharon Livermore, her mission was to have a business which blended her career and passion.

Sharon has worked in the recruitment space for 10 years; prior to owning Kameo Recruitment she was a talented and hungry multi-disciplinary Senior Recruitment Consultant.

In 2015 the corporate world would have perceived Sharon as an accomplished 360 consultant whose commitment to succeed knew no boundaries. But, beneath the surface, Sharon was a victim of domestic abuse. This is where Sharon's passion comes in; Sharon has spent the past five years spearheading a campaign which aims to alter the perception that what happens in our personal, or home life, is not an employer's business.

Today, Sharon is still a passionate consultant and an admirable leader. Sharon comes alive when she sees the team succeed and wants nothing more than to fuel and aid that success however she can.



“

Growing up I aspired to do many things, each of them revolved around helping people; of course, 6-year-old me didn't know she was going to become a recruitment consultant but here we are! Recruitment feels like my calling; I couldn't see myself doing anything else, other than owning my domestic abuse consultancy - watch this space.

I am immeasurably proud to own Kameo Recruitment, we are an agency unlike any other. We place giving back at our core, and are proud to partly measure our success on the positive impact we're making across the UK.

When I'm not recruiting or campaigning against domestic abuse you'll find me immersed in family life: I have three children Kyrán, Jaimee & Leo. Yes, you've guessed it their names combined spell out Kameo!

”

# STANDING OUT FROM THE CROWD

Fair holiday, flexibility, good pay, company incentives, training, and development – these are things all prospective employees want to see in their potential employer, right?

So, how do Kameo stand out from the crowd?

Kameo Recruitment pride themselves on offering all the above, whilst being a force for good. We want to be recognised as a business who are chartering a better way to do business: changing lives and making a genuine and lasting imprint on the communities which surround our offices.

## How do we do this?

★ We prioritise “giving back”, every single Kameo employee gives up their time to volunteer. We volunteer through Form the Future and The New Anglia Enterprise Adviser Network; supporting local school students between 7-13 with CV, careers advice, mock interviews and so much more!

★ We tackle taboo subjects. Through seminars and webinars, we educate our network on how they can be a diverse and inclusive employer. Examples include managing menopause, domestic abuse awareness, and workplace well-being.

★ We are the only business in East Anglia that has created a Domestic Abuse Policy and guidance notes which is downloadable and FREE to businesses everywhere.

★ We choose to partner with clients who have identified us for and support our USP, without their support and financial contribution we could not drive our CSR agenda, and our USP would cease to exist.

Here at Kameo, we are proud of our collaborative working environment; we believe this produces the best results! We work hard to celebrate individual and team success; we guarantee to praise even the smallest wins.

We are passionate about employee wellbeing and firmly believe your mental health is as important as your physical; we endeavour to do all we can to keep you both mentally and physically well.

Kameo Recruitment is a responsible business, you'll be in great company here. Not to mention, 2023 promises to be our best year yet!





# IS IT YOU WE'RE LOOKING FOR?

Are you experienced in recruitment or sales?

Does a career in recruitment spark your interest?

A passion for sales and a hunger to win business are key to becoming and succeeding in this industry.

We are not cut from the same cloth as most recruitment agencies; our commitment to giving back is our USP. It is demonstrated loud and clear here, and when we hire you, we want you to believe in our vision: to create a safer, happier, and more inclusive East Anglia.

Our values align with our vision....

**COLLABORATION**

**EMPOWERMENT**

**PASSION**

**INTEGRITY**

**EXCELLENCE**

If all or most of these suit you too, you could be our next Kameo hire!

# COMPANY TIMELINE



**MAY 2018** – KAMEO FOUNDED BY SHARON LIVERMORE, TRADING BEGINS IN CAMBRIDGE, U.K. KAMEO WAS ESTABLISHED WITHOUT EXTERNAL INVESTMENT, SHEER HARD WORK LED TO...



**JANUARY 2019** – KAMEO'S FIRST EMPLOYEE, A COMMERCIAL RECRUITMENT CONSULTANT JOINS THE TEAM.



**MAY 2019** – WITHIN A FULL YEAR OF TRADING, WITHIN THE COMMERCIAL SPACE, KAMEO GENERATES £147,000 IN SALES.



**NOVEMBER 2019** – KAMEO HOST THEIR FIRST EVER DOMESTIC ABUSE SEMINAR. THIS SEMINAR REACHED A TOTAL OF 29,000 EMPLOYEES ACROSS THE U.K, MANY LIVES WERE CHANGED, AND SEVERAL BUSINESSES WENT ON TO IMPLEMENT THEIR OWN DOMESTIC ABUSE POLICIES.



**APRIL 2020** – THE PANDEMIC HIT THE RECRUITMENT INDUSTRY. KAMEO REBRANDED, UPPED THEIR SOCIAL MEDIA GAME, AND BEGAN OFFERING RECRUITMENT, REDUNDANCY, AND GENERAL CAREER SUPPORT VIRTUALLY. KAMEO INVESTED A HUGE AMOUNT OF TIME AND COMMITMENT TO A PANDEMIC WITHIN THE PANDEMIC: DOMESTIC ABUSE.



**AUGUST 2020** – KAMEO BECAME AN OFFICIAL MEMBER OF THE EMPLOYERS' INITIATIVE ON DOMESTIC ABUSE.

# COMPANY TIMELINE



**MARCH 2021** – KAMEO RECRUITMENT BECAME THE FIRST RECRUITMENT AGENCY IN EAST ANGLIA TO WRITE THEIR OWN LEGALLY BACKED DOMESTIC ABUSE POLICY, AND GUIDANCE NOTES, WHICH IS FREE OF CHARGE TO ALL BUSINESSES.



**NOVEMBER 2021** – KAMEO ARE GROWING EXPONENTIALLY, VACATING THEIR FIRST HOME THEY SAY HELLO TO THEIR NEW OFFICE IN BAR HILL, CAMBRIDGE.



**DECEMBER 2021** – KAMEO END THE YEAR 6 EMPLOYEES STRONG, AND TOTAL COMPANY SALES HAS MORE THAN DOUBLED IN 2021 FROM 2020.



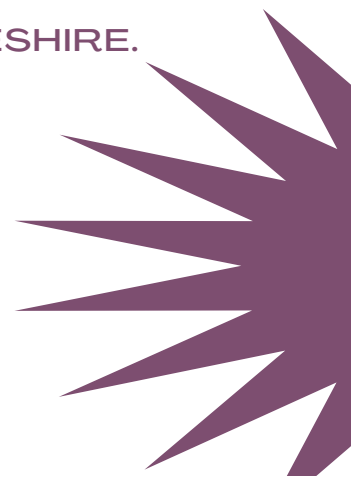
**MARCH 2022** – BY THE END OF Q1 KAMEO SALES SOARED: SURPASSING THE TOTAL SALES MADE IN THE YEARS 2019 AND 2020



**MAY 2022** – KAMEO RECRUITMENT OPENS THEIR SECOND OFFICE IN BURY ST.EDMUNDS!



**JUNE 2022** – KAMEO RECRUITMENT HOLDS ITS FIRST WORKPLACE WELLBEING SEMINAR AIMED AT BUSINESSES ACROSS CAMBRIDGESHIRE.





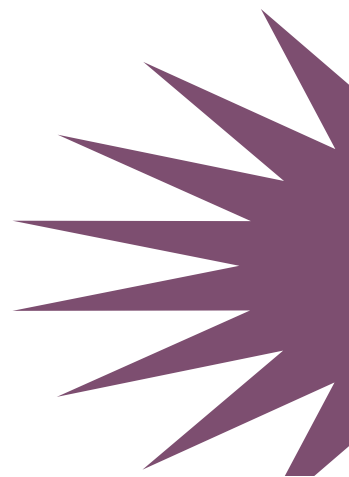
# COMPANY TIMELINE



**AUGUST 2022** – KAMEO RECRUITMENT HIT THEIR FIRST NOTABLE FINANCIAL MILESTONE.



**NOVEMBER 2022** – KAMEO RECRUITMENT HOST THEIR BIGGEST FUNDRAISER TO DATE! OVER £1,000 IS RAISED AND DONATED TO CAMBRIDGE WOMEN'S AID & WINTERCOMFORT.



# THE MONEY

Let's be honest, as good as we are, we know you're here to earn a living!

Here at Kameo, we offer all individuals the opportunity to be an intrapreneur.



## WHAT'S AN INTRAPRENEUR?

Simply, we give you the time and freedom to develop yourself. There are no limits to your potential and whichever sector you work within, establish, or grow, it is yours to own. We love a new idea, and we're here to help you succeed and be the very best consultant you can be. If you're happy sailing along as a consultant, or senior consultant, fantastic, but if you're striving to be a Divisional Manager or Managing Consultant, we're here for that too.

# Commission, Incentives & Benefits.

KAMEO RECRUITMENT 2023

# AT KAMEO WE OFFER...

- A competitive commission structure
- Individual consultant incentives (reviewed quarterly)
- Friday home working

**For further information, please get in touch!**

## The Benefits

- 25 days holiday per annum + bank holidays
- Invested in learning and development programmes/courses
- Pension Scheme
- A paid day off during your birthday month
- Director's Award given out quarterly
- Quarterly company events



# THE CLIENTS

Our client retention is incredibly high, and whilst we love cultivating new relationships, we are incredibly proud to say many of our clients have been partners of ours from the start. We are a generalist recruitment agency who specialise in sales, marketing, HR, finance, commercial/office, finance, IT & engineering.

## Key client achievements:

- Recruiting an entire team of 6 for one client

- An exclusive partnership with a pharmaceutical company has resulted in 40 new starters

- Repeat business with over 70 of our clients

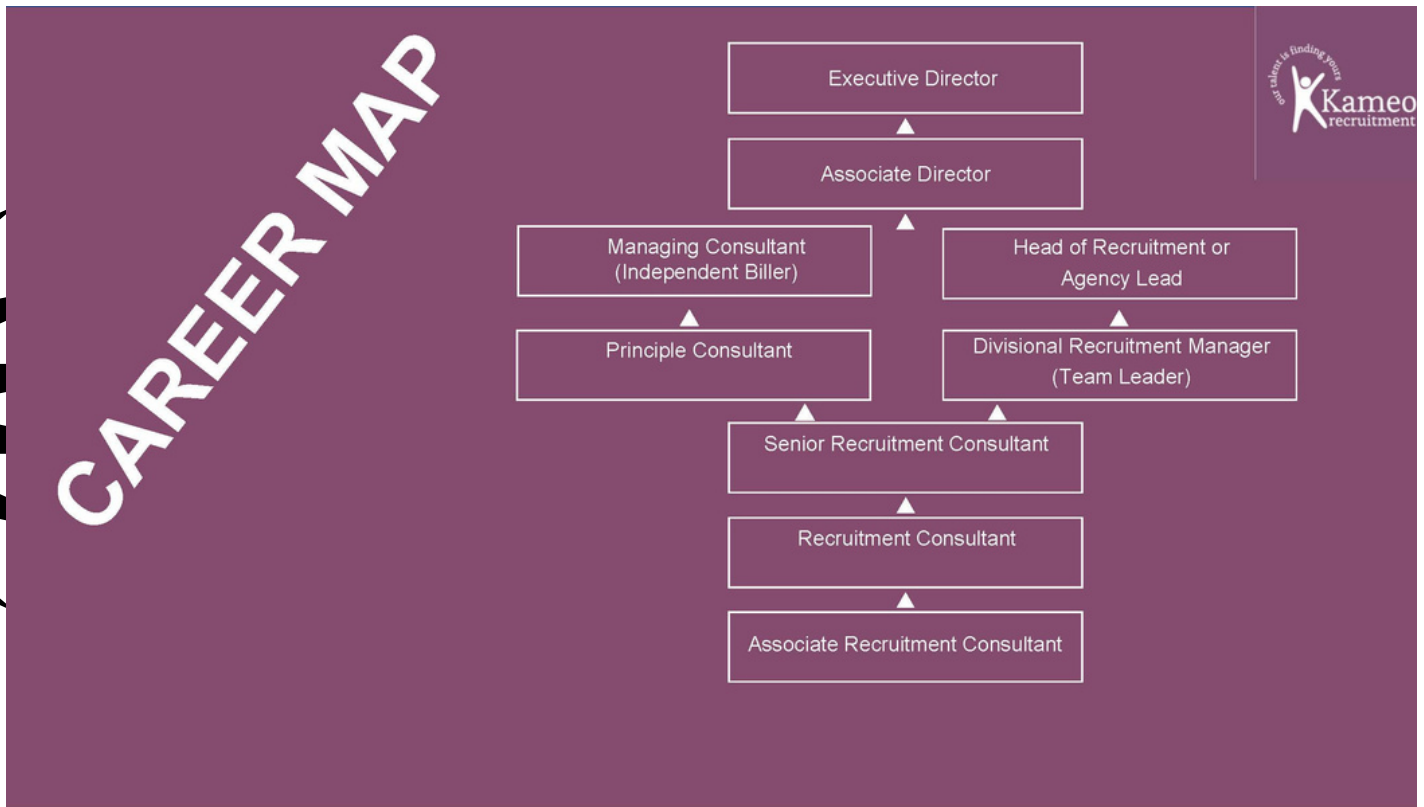
Due to our location, you will have the opportunity to work with businesses that are leading in their field both nationally and internationally; client industries include pharmaceutical, education, biotech, manufacturing, medical and technology among others.





# STRUCTURED CAREER PROGRESSION

Our career map ensures you never need to doubt that we are dedicated to helping you achieve your next career goal.



## NEVER STOP LEARNING BECAUSE LIFE NEVER STOPS TEACHING

We all have a professional picture, or vision, of what we'd like to become in our minds. At Kameo we want you to know that we want to help you make that vision a reality; we invest in your learning and development and will take everyone's unique learning or training objectives on their own merit.

In addition, we are proud to conduct quarterly team training, with external recruitment or sales experts, which helps us all improve and develop.

From day one at Kameo, we want you to be learning which is why we have an induction plan which is strategically reviewed and where necessary adapted every time we onboard. You won't start at Kameo without a Line Manager; their goal is to do all they can to bring out the best in you.

Equally, you must come equipped with the skills required to succeed in the world of recruitment, some of these include: being proactive, hungry to succeed, having perseverance, taking ownership of your desk and having a genuine passion for sales!



# EMPLOYEE SPOTLIGHT

## CLAUDINE SMITH

Head of Recruitment



I fell into recruitment like so many of us do, working for a well known national high street agency in 2000. After 15 years I moved to a smaller independent agency; in January 2021 I joined Sharon, who I had known for many years, and the Kameo brand.

### What makes you a success?

Hard work, drive, determination, my caring nature and my commitment to go the extra mile, combined with a good sense of humour, have enabled me to continue to be successful in the industry.

### Life at Kameo to you...

Keeping it short & sweet, life at Kameo is: fun and collaborative

### Why join Kameo?

My values greatly aligned with Sharon's, and her passion for Kameo's future was infectious and something I was excited to be part of. It's nice being in a sales role which allocates time to giving back to the community and supporting the students whose schools are affiliated with our voluntary partner Form the Future.

## DAN ASHDOWN

Sales & Marketing Recruitment Manager



My career history spans 7 years in media sales selling to the recruitment industry; five years ago I crossed the bridge and became a recruitment consultant. There are a number of key qualities you need to make it in recruitment; they include tenacity, resilience, and plenty of patience: success doesn't come overnight!

### What is this year looking like for you?

This year, to me, Kameo is rather intriguing! There are jobs everywhere, so picking up a new role isn't an issue, but there is a real lack of quality candidates; searching /headhunting is key for me. If the year continues in the same fashion, I'm on course for a very good year.

### Kameo USP

I feel our USP is the relationships we build with clients & candidates. We don't have many clients leave us, and have had numerous candidates recommend us to new employers; which shows the great service we offer.



# KAMEO RECRUITMENT

Head Office 01223 607670  
Regional Office 01284 331300

[www.kameorecruitment.com](http://www.kameorecruitment.com)  
[office@kameorecruitment.com](mailto:office@kameorecruitment.com)



LinkedIn