



# AVIATION

## RECRUITMENT NETWORK

AIRPORT, AIRLINE & AIRSIDE  
RECRUITMENT SOLUTIONS

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SERVICE DELIVERY SCOPE

## ABOUT AVIATION RECRUITMENT NETWORK

Aviation Recruitment Network (ARN) have been placing Civil Aviation Authority-compliant (CAP 2330) and security-cleared personnel into the UK's airline, airport and airside industry since 2000.

We're trusted by leading names including MAG Airports, Wizz Air, Wilson James, Heathrow Airport and Menzies Aviation because we deliver results. Our recruitment delivery is tailored for aviation requirements by prioritising speed, reliability, and regulatory compliance.

Partner with ARN and gain more than staff; gain a recruitment partner that keeps your business moving.

**WE STREAMLINE YOUR RECRUITMENT PROCESS  
WHILE REDUCING YOUR ADMINISTRATIVE BURDEN.**



## WHY PARTNER WITH ARN?

### AUTHORISED SIGNATORY STATUS

Our authorised signatory status at Heathrow, Gatwick, and East Midlands Airport allows us to deploy staff into your operation fast and efficiently.

### PROVEN RELIABILITY

Established in 2000, our long track record gives our clients confidence in our capability and reliability.

### INDUSTRY-SPECIFIC COMPLIANCE

With a dedicated Head of Compliance, our clients benefit from a higher level of vetting expertise in line with CAP 2330 and ID pass regulations, giving you greater assurance in a highly regulated industry.

### SPECIALISTS WITH SCALE

As the specialist aviation recruitment division of Pertemps Network Group, we combine industry-specific expertise with the resources of a national network.



## WHAT OUR CLIENTS SAY



The attention to detail has been exceptional and reflected in the number of candidates we've been able to successfully start within a reduced timeframe.



Our company benefited from using ARN as we no longer need to spend the time and money on staff referencing, which in this particular sector of our business is extensive and time-consuming.



The referencing team always give a first class service and always in a timely manner. Everything is done very quickly and the team keep you informed.



ARN offer speed and efficiency and delivers on their promise of comprehensive checks. As a result, we met our business needs.



## OUR PERMANENT RECRUITMENT SOLUTIONS

For permanent hires, we offer contingent, executive search and retained recruitment solutions.

Whether you require full market mapping for senior appointments or targeted campaigns for key management roles, our consultants adapt their approach to deliver results.

Typical appointments include:

- ✦ Senior leadership teams, including C-suite and departmental heads
- ✦ Department and site management
- ✦ Confidential appointments that require discreet, targeted approaches.



# OUR TEMPORARY RECRUITMENT SOLUTIONS

We recruit for a wide range of temporary staffing roles, including temp-to-perm and contingent temporary agreements.

Typical assignments include:

- ✦ Baggage handlers
- ✦ Import/export clerks
- ✦ Cleaners - including aircraft and terminal
- ✦ Customer service agents
- ✦ Ramp agents
- ✦ Queue management assistants
- ✦ Meet & greet assistants
- ✦ Lost & found agents
- ✦ Security agents
- ✦ Airside drivers
- ✦ Terminal assistants
- ✦ Car park assistants
- ✦ PRM assistants
- ✦ Buggy drivers
- ✦ Aircraft de-icers.



**ATTRACTION & SOURCING**

**SCREENING & SELECTION**

**VETTING**

**ONBOARDING**

**POST-HIRE**

**WEEKS 1 – 2**

**WEEKS 3 - 6**

- Including access to all major UK job boards, including Indeed, CV Library, Totaljobs, Reed, Pertemps and LinkedIn Recruiter.
- Management of targeted open days and assessment centres.
- Existing talent pool, including fully vetted candidates.
- Tailored outreach campaigns with our in-house marketing team based on appointment requirements.
- Headhunting for specific requirements.
- Two-stage interviews: telephone and in-person interviews as standard.

- Robust candidate screening from industry-specific recruitment consultants, tailored to client needs.
- Literacy and numeracy assessments.
- Bespoke ISV assessments available (online portal for role-specific needs).
- Role-specific licence checks.

- Our in-house team provides security vetting services to CAA standards (CAP 2330), including: 5-year background checks, ID verification, Right to Work checks, Criminal Record Checks, and GSAT training.
- We are experienced in tailoring your requirements to comply with ID Pass regulations across all UK airports.
- Robust internal auditing process.
- Our average clearance time is 20 - 30 days.

- Administration management, including contracts, training, uniform, and PPE.
- Candidate induction in-line with client protocols.
- Support in sharing and enforcing company policies and expectations.
- Agency worker regulations adherence.
- Assignment confirmation briefings.
- Candidate check-in calls.

- On-site presence or regular site visits tailored to client needs.
- Employee welfare check-ins.
- Monthly stakeholder meetings.
- Real-time KPI dashboard reporting.
- Ongoing auditing.
- Exit interviews.
- Out-of-hours 'Nightline' service to guarantee 24/7 resourcing coverage.
- Annual contract reviews to accommodate evolving staffing requirements.

Looking for recruitment support?  
Start the conversation today.

**LONDON**

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**WIDER UK**

T: 01332 819 880

[Submit an enquiry form](#)

[arnl.co.uk](http://arnl.co.uk)