LISTGROVE
PLASTICS • PACKAGING • PETROCHEMICALS
CHEMICALS • ENERGY & ENVIRONMENT
Performance Through People
INTERNATIONAL RECRUITMENT & HUMAN RESOURCE CONSULTANTS TO INDUSTRY SINCE 1975
Who are Listgrove?

“They made the recruitment process very simple and have the core skills of being able to understand the needs of the client, offering excellent candidates.”

Established in 1975, Listgrove provides a complete range of recruitment and human resource services. Recruitment activities extend from the appointment of Senior Executives, Management Staff, through to skilled Engineers and Scientists. Listgrove’s specialist expertise offers successful solutions against diverse assignment briefs across Plastics, Packaging, Chemical and Petrochemical sectors.

What makes us unique

• Strength-in-depth in the plastics, packaging, petrochemical, energy and environmental sectors.
• Established and recognised brand in the supply of Recruitment and HR services for over 35 years.
• Multiple UK locations with strategic alliances across the globe.
• An established team with unrivalled market knowledge and recruitment experience across all functions, geographic locations and levels of seniority.
• Highly visible profile substantiated by our presence at key UK and global trade exhibitions and industry relevant media.
• Offer a wide range of cost effective service levels and guarantees.
• Considerable investment in the latest recruitment technology.
• A passion to continually develop, implement and provide exceptional customer service.

Partners by invitation to the following organisations

“I have no hesitation in recommending Listgrove for all Human Resource and recruitment needs. During the last 30 years, the plastics industry has benefited from Listgrove’s expert advice, capability and knowledge essential in providing tailored solutions in an increasingly demanding market.”

Peter Davis OBE, Director General, British Plastics Federation.

“Listgrove is a valued member of the Packaging Federation community working with us to present the true facts about packaging.”

Dick Searle, Chief Executive at Packaging Federation.
Global Presence & Activities

Global Presence
Throughout its history Listgrove has continued to promote itself through some of the world’s leading trade exhibitions including:

- NPE2012
- Arab Plast 2013
- Interplastica Sweden/Denmark 2013
- Plastteknik 2013
- Chinaplas 2013
- Interpack 2013

Global Activity
Recent successes include the recruitment of senior executives through to the assessment of specialist engineers and artisans across most global locations. Our clients are both multi-national and small privately owned business and include:

- 3V GmbH
- AAV Plastics Design
- A.Schulman Inc
- Advanced Coated Products
- AEI Compounds Ltd
- Albis
- Alphagary Ltd
- Alpla Plastics Ltd
- Amcor
- Americhem
- Ampacett UK
- Arburg
- Arjobex Ltd
- AST Technology GmbH
- Atootech Deutschland GmbH
- Avon
- Baerlocher UK Ltd
- Bergstrom Europe Ltd
- Biome Bioplastics Ltd
- BIP Ltd
- Boddingtons Technical Plastics
- Boubyan Chemicals
- Bourbon Fabi
- British Plastics Federation
- Cama Group
- Carlo Technical Plastics
- Centriforce
- Chadwicks
- Chesapeake Plastics
- Colloids
- Colormatrix Europe
- Cooper International
- Cosfibel
- Cosworth Technology Ltd
- Crumb Rubber
- Cryovac Sealed Air Ltd
- Currtec Nederland BV
- Dairy Crest Ltd
- Deceuninck Ltd
- Delphi Diesel Systems
- Denroy
- Denso Manufacturing UK
- DSM
- Eco Plastics Ltd
- Eastman
- Emeraude International
- Enplast (Ravago Group)
- Flexicon Limited
- FP International Ltd
- Fremach
- Games Workshop Ltd
- Glud & Marstrand A/S
- Honeywell UOP
- IDC
- Imerys
- Impalloy Ltd
- Improved Piping Products
- Intelligent Engineering Ltd
- Intier Automotive
- Invibio
- Invista Textiles
- ITW-Deltar
- JPK (Malaysia)
- K.D. Feddersen GmbH
- Kohler Mira
- Koito Ltd
- Kortec
- Lindal Valve Co. Ltd
- Logitech Ltd
- Logoplaste
- Longfield Chemicals
- Lubrizol
- LyondellBasell
- Magna Seating
- Mahle Filter Systems UK
- Mars
- Matrix Polymers
- Mecaplast
- MGB Plastics
- Mitsubishi Machine Tool Europe
- Mondi Flexibles
- Morgan Ceramics
- National Industrialization Co.
- Neoperl GmbH
- Northern Automotive
- Novacel
- Oval Medical
- Pafa
- PanGulf Holding
- Payne
- Pernigo
- Plascoat Systems Ltd
- Plasticom UK Ltd
- Plasticum Ltd
- Promens Packaging
- Reckitt Benckiser
- Reed Exhibitions
- Regain Polymers
- Rexam
- RPC Group
- Sabic
- Sangenic International
- Sara Ghana
- SCA Packaging
- Schur Flexibile Benelux
- Scott Bader Company
- SIG Combibloc Ltd
- Sika Ltd
- Simplipac Ltd
- Sipchem
- Sleever International
- SM Resinas
- Smith & Nephew
- Smithers Rapra Ltd
- Southco Ltd
- Straight Plc
- Südpack Europe AG
- Syventive Moulding Solutions
- Tasnee
- Taylor Engineering & Plastics
- Technoform Glassinsulation
- Teknor Apex
- TermoFisher Scientific
- Tetra Pak
- TNA Europe Ltd
- Trelleborg
- Tyco Electronics
- Vascutek Medical
- Velox GmbH
- Victrex Plc
- Vinmar International BV
- Webasto
- Zotefoams Plc
Our dedicated international division supports the recruitment needs of clients across all continents through a team of multi-lingual consultants and leading edge technology. To date we have been assigned to support a wide range of challenging briefs for both multi-national and small privately owned companies across the world with an excellent record of success.

In recent times we have completed many major recruitment projects ranging from the recruitment of all executive, key management and engineering staff for new plastic packaging plants across the USA, through to sourcing polymer, petrochemical and chemical specialists for new multi million dollar development and technical centres in the Middle East.

“From the beginning we had good expectations for our relationship with Listgrove and, I am happy to say, those expectations have been exceeded. The field of plastics processing is a specialist one and not many human resources suppliers worldwide have the ability and skills to really know the issues and to be able to source and recommend candidates of the right calibre. Listgrove was able to do such a job for us in relation to our project management needs – and was then able to go further with regard to our supplementary needs.”

Peter Creedon, Fremach Chief Executive Officer.

“It surprised me how few recruitment agencies really have experience in the European Polymer market with the ability to track top talent.”

Michiel Evers, Global & European Recruiting & Staffing Leader.
UK Regional Practices

“Listgrove’s knowledge of the plastics industry is unrivalled and their service is exceptional.”

Listgrove’s regional practices have been developed to offer both clients and candidates a greater understanding of localised market activity. Our in-depth knowledge of specific processes, market intelligence and job functions has proven invaluable to a range of customers across the United Kingdom, sourcing candidates within all functions and levels of seniority.

Clients benefiting from our UK regional practices include:

**Logoplaste** is a leading manufacturer of plastic bottles. Listgrove’s regional practices co-ordinated the start-up and staffing of sites in the North, Midlands and South, covering multiple functions including senior executive, middle management, engineering and manufacturing personnel. A simultaneous combination of search & selection, contingency and advertising delivered the projects both on time and budget.

**Koito Europe Limited** is an automotive Japanese first tier supplier of high volume, technical thermoplastic products. Listgrove’s regional practice has recruited in excess of 100 skilled personnel across multiple functions based on a ‘preferred supplier agreement’, successfully renewed over several years. These appointments included HR, quality, production, engineering, commercial, logistics, purchasing, technical projects and design.

“I have successfully worked with Listgrove for over 10 years both in my current role as MD of Boddingtons and also previous companies. Listgrove’s knowledge of the plastics industry is unrivalled and their service is exceptional in finding suitable candidates across engineering and management roles. I would recommend them to any company that needs an effective recruitment partner.”

Andy Tibbs, Managing Director of Boddington Technical Plastics.

“I could not recommend the Executive Search team at Listgrove highly enough. They make the recruitment process very simple and have the core skills of being able to understand the needs of the client, offering candidates who could all fit the job. Their understanding of my exacting needs show the level Listgrove go to ensuring they provide a service, which I believe is not matched in the industry.”

Simon Hubbard, European Managing Director at Teknor Apex.
Executive Practice

“Our long standing reputation in executive search has created a recognised national brand and footprint which attracts the best talent.”

Executive Search

Listgrove has a first class record of delivering executive search assignments on behalf of manufacturing companies for over three decades. Our search practitioners are industry experts managing demanding projects at board director level, senior management, and interim across operations, commercial, technical, engineering, supply chain finance and human resource functions. We have a long standing positive reputation, the expertise to deliver a first class shortlist and an unrivalled ‘knowledge network’ enabling us to source the best talent in industry.

“We needed to identify key leadership/project talent for ColorMatrix’s new technology centre. I assigned Listgrove to help us solve these demanding roles and was delighted with the result. I was impressed by their industry knowledge, open style of communication, ability to select candidates of the highest level and their quick turn around. Listgrove is now a key recruitment partner of ColorMatrix and comes highly recommended.”

Caroline Clayton, HR Manager Colormatrix Europe Limited

“When faced with the difficult challenge of replacing our retiring Operations Director, we found the support and service of Listgrove invaluable. Not only was their dedication in finding the right candidate unquestionable, the advice and professionalism they demonstrated along the way instilled us with total confidence.”

Ian Mills, Managing Director Albis UK Limited

“Novacel recently used Listgrove to recruit a new UK General Manager. Following an initial meeting, I was convinced they understood our market, business needs and cultural requirements. It was essential we found a commercial leader that was able to lead the UK operation into new markets and seek out new customers. I was impressed with the quality of the candidates that Listgrove submitted and we are very pleased with the subsequent appointment.”

Laurent Derolez, Managing Director Novacel

“We retained Listgrove to find a sales/business development professional that could help us grow our market share in the packaging industry. I was very pleased with the quality of the final shortlist and the individual we appointed is delivering well against our objectives.”

Alan Moules, Commercial Director at Plastribution.

Interim Management

For today’s flexible workforce, there is an increasing demand for the expertise of interim managers to solve key organisational issues. Listgrove has close relationships with a range of specialist interim practitioners. Typical problems solved include gap management during recruitment, factory relocations / closures, sabbaticals, maternity leave and project management.
HR Practice

“Listgrove helps clients recognise people as their finest assets and maximise cultural performance.”

Assessment and Development

We provide both bespoke ‘assessment and development’ programmes, as well as ‘360 degree programmes’ that are designed to aid the building of world-class teams through a carefully selected competency framework.

“‘We have conducted several management development projects with Listgrove. This has provided my business with excellent results in development people, succession planning and positioning employees to maximise their development and for the overall benefit of the company. I would personally recommend Listgrove for people development projects.’”

Simon Hubbard, European Managing Director at Teknor Apex.

Psychometric Testing

Accredited through the British Psychological Society, Listgrove is equipped to offer a range of industry leading personality and aptitude tests tailored to specific requirements.

“‘We recently used Listgrove’s psychometric testing service as part of our recruitment process for a Senior Executive. We found it extremely useful in the selection process, as culture fit to a company is of equal importance as skill set. Listgrove managed the process from start to finish and resulted in Lindal finding the right candidate. I would have no hesitation in recommending Listgrove’s Psychometric service to any other company in the recruitment process.’”

Rob Zandona, Managing Director at Lindal Valves.

Outplacement Support

Our Outplacement programmes are flexible, innovative and tailored to each personal or company need following an initial career counselling session.

“I had the pleasure of working with Listgrove when I was searching for a new career opportunity. Listgrove used their extensive knowledge of the jobs market to guide and help my search campaign, by utilising my own personal network and setting up contacts with job banks. Until recently I have never been out of work and I found Listgrove’s drive and expert guidance a very valuable tool during a very daunting time. If you ever find yourself out of work, I would strongly recommend Listgrove who will help and guide you towards finding new career opportunities.”

Outplacement Client - Andrew Chappell, Managing Director of an established flexible packaging business.
You can network with other plastics, packaging, petrochemical, energy and environmental industry professionals by joining the Listgrove LinkedIn and Twitter Groups.