

*"I was always taught to never get too high when you win and never too low when you lose"*

## Introduction

Nisbets is the UK's largest supplier of catering equipment, supplying customers in the UK and around the world. Since Andrew Nisbet started the company more than 30 years ago, we have experienced double digit growth every year in the UK and continue to expand throughout the world with offices now in France, Spain, Ireland, Holland and Australia. My role is Recruitment Partner and it is my responsibility to ensure we are bringing the right people in to the business who will help us continue to grow and add to our culture.



Image: **Matt Ellis**, Recruitment Partner – Nisbets

## How did you get started in your career?

I graduated with a 2.1 in Business and Marketing in 2006 with very little idea what I wanted to do as a career! I basically fell in to recruitment as it seemed like an interesting and varied job and I was told that it might suit me. I am still working in recruitment 9 years later! I have worked for an agency, an RPO (recruitment process outsourcing) business onsite and have now completed the cycle by going in-house with Nisbets.

## Can you outline a typical work day?

Ultimately my job is about filling vacant roles within our business. That may mean working with a recruitment agency or advertising directly and reviewing CVs that have been received. I spend much of my time speaking to candidates to understand their experience and how it would suit the role they have applied for and also discussing roles with line managers within our business. It is very varied throughout the day and I spend much of it talking on the phone!

## What do you enjoy most about your job?

People! I spend most of my day speaking to a real variety of people both internally and externally. I love talking to people and finding out what they do, what they have done and what they want to do next and also learning about the wide variety of jobs there are out there and the skills you need for them. I like to think I have learnt a little about a lot without ever considering myself an expert in any particular field.

## What skills are important for anyone wishing to start in your profession?

I wouldn't say any are particularly mandatory. Many people who start in recruitment do have degrees but equally plenty do not and it is certainly not a pre-requisite.

### **What main personal attributes do you think is important for your type of job?**

The key things I would always look for in people are enthusiasm, interest, commitment and passion. I do appreciate that most people work because they have to (I would also be off to the beach if I won the lottery!) but I think you should put everything you can in to your job, whatever it may be, and you will reap the rewards at the end. I have seen plenty of people start in companies with little or no experience but with the right attitude they have progressed quickly and achieved more than they could ever have imagined they could. Equally I have seen really naturally intelligent and talented people fail simply because they did not apply themselves properly and didn't care about what they were doing.

### **Do you have any tips or suggestions on how young people and adults can enter your industry?**

Try and do something to stand out and show a genuine interest. With technology these days it is so easy to research companies, people, places etc but very few actually do. I am always impressed in an interview when someone knows about our company and shows a genuine interest.

### **What career progression opportunities are available in your business/sector?**

In 2005 we were a business of just over 500 staff, today we are over 1300 and still growing. I think that demonstrates how much opportunity for career development we have as a business.

### **Why is it important for your sector to attract and train young people and new entrants?**

Because they are the future! We always need new people to join our business with new and creative ideas that can shape how we develop.

### **What trends do you predict for your industry within the next 10 years? E.g. is it a growing market requiring more young entrants**

As ever it is very difficult to predict the future but our business has grown significantly in the last 10 years and we certainly hope that continues.

### **General words of wisdom**

Try to enjoy everything you do and smile! I encounter plenty of people who are miserable with very little good reason. Yes, life can be tough and there are always bumps in the road but I was always taught to never get too high when you win and never too low when you lose and I think that is very relevant to everyday life.

### **Further contact/information**

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