



Antal International Network

# Start YOUR SUCCESS STORY NOW

Become an Antal Entrepreneur

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*"This is a people business. So, one of the most important qualities you'll need is the ability to connect with people."*

Nizar Lalani, Antal Franchisee, UAE

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# WHY RECRUITMENT?



Finding and retaining the right staff is a challenge that increasingly consumes both time and resources for business Leaders. As a result, recruitment has developed rapidly as a leading service industry across the globe. The internet, along with social media, especially LinkedIn has brought unprecedented Levels of choice for a job search - but no real and tangible customer service.

**Antal International** has developed a different approach; its teams of specialists are dedicated to putting candidates and clients at the centre of the recruitment process and offering them the highest possible Levels of personal service.

## What are the challenges of working for recruitment industry?

1. Highly skilled mid to senior level talent is becoming more difficult to find. An ageing workforce, skills shortages and globalisation are just a few of the markets pressures making it complicated for companies to identify, recruit and retain the best talent. (Source: Mercer Consulting)
2. There are fewer and fewer graduates with the right critical skills entering the market' who can act as 'high impact replacements' for those skilled and experienced employees Leaving the market, due to several different reasons.
3. Talent is always going to be in demand. The current trend is that the big companies, as well as small and medium sized enterprises want to hire internationalists and candidates want to get an international experience.
4. So global recruitment companies like Antal facilitate this cross- border transition of talent. Even if an office is in a country with an economic downturn, they still optimise by placing candidates internationally. Various examples are available from Antal offices across the network, they often capitalise on shift in labour markets by sharing business between offices.

“Sharing information, knowledge and experience for the benefit of our clients, candidates and colleagues”



# SOMETHING ABOUT US

Talk to any Antal's franchisee and it is clear there is a lot you can achieve from joining the network: personal fulfilment, leading a business, financial rewards and most importantly fun.



Antal is a leading business to business franchise where recruiters are channelling their professional business acumen and experience by placing mid to senior level professionals generating thousands of placements a year, with millions of pounds in placement fees.

Antal's offices around the world and within their regions or countries are specialists in specific sectors and disciplines, having a solid background in and knowledge of different industries. This micro-niche focus means that Antal recruiters are experts in their fields, with complete understanding of the nuances of projects, and the exact details, needs and requirements of job specifications.



This approach has been a tremendous success not only in Europe, but also in developing markets and developing countries such as Russia, China and Poland.





With ambitions of expanding their global business of 28 years, Antal International decided over 18 years ago to venture in franchising and impart its knowledge to professionals interested in starting their own recruitment business. A comprehensive franchise framework was modelled on the success of Antal International; sculptured, refined and continually enhanced to adapt to changes in the markets.



Antal's franchise network has not stopped growing since, with the successful application of its business model now reaching more than 130 offices in 35+ countries. Franchise owners have the possibility to launch a recruitment business and hire a team of consultants that they manage, or to choose the flexibility and freedom of working independently.



The Recruitment business model is simple, income is generated by placing a candidate with an annual salary of 50,000 while charging the client a 20% fee. One placement will earn you 10,000. Place a candidate each month and your yearly income is 120K. Add a consultant to your team and earn more than 250K in your second year. Add 2 consultants to your team and earn up to 500K in the third year. The options to build and expand your business are endless, it all depends on how much time and effort you put in.



# DO YOU HAVE WHAT IT TAKES?

When selecting new franchisees, it is important to get it right.

- ✓ Are you ready to leave the corporate world?
- ✓ Are you a people person able to positively influence others?
- ✓ You are energetic and have excellent communication skills?
- ✓ Are you comfortable with business development and networking?
- ✓ You have a positive attitude and can take rejection easily?
- ✓ Whatever your career background are you an expert in your field?
- ✓ You have already had success in business or another career?
- ✓ You are good at taking advice and using the proven systems?

*The more energy and effort you put in,  
the greater it's value will be and how successful  
your business will become is always up to you.*



# OUR SUPPORT

We do not expect you to reinvent the wheel, just to make it turn faster.

We know that our business is only as good as our people.

That is why we have designed a business support division to offer first class support, guidance, and advice. We support you through each step of the business start up process and throughout the journey.



## Training

- Thorough pre induction and induction training, including 36 training modules cover every aspect of recruitment to help you launch your business.
- You start to develop business with clients and candidates, whilst being supported by the Antal Training Team.
- Access to industry leading online learning and management systems to compliment inhouse training.

## PR

- Award winning on PR material on a global basis
- Guidance on local PR
- Extended micro-sites on Antal.com
- Global PR coverage with the Antal Global Snapshot as a leading PR generator
- International presence across a wide spectrum of social media and business networking sites
- Antal Passport magazine

## Finance

- Business planning and forecasting tools
- Cash flow and financial management support
- Support with financial reporting
- Monthly reporting on progress
- Assistance with financial data for client presentations and contract tendering processes

## Operations

- Support with the daily operations of business
- Best practice shared across the network
- Training on operational topics
- Newsletter as central point for shared communication
- Annual Global Conference to share the best practice and referral business

## HR

- Advice on HR issues - on a case-by-case basis
- Regular update on UK employment legislation
- Support in the recruitment and development of team as business grows
- Example templates for daily HR administration
- Sample policies and frameworks for employment matters

## IT

- Advice on IT set up - see IT section
- Open access to a service desk panel and IT support
- Updating of company brochures with local office contact information
- Support with your Antal email issues as well advices on other IT matters





Testimonial of **Mayank Chandra**  
**Antal Franchisee, India**

Now I work with top level corporate decision makers.

Having been a part of the franchisee business model for a decade now, the biggest takeaway of course has been the opportunity to use my management training even while working from a Tier 2 city.

Whilst in Lucknow I have been continuously working and interacting with top level corporate decision makers across sectors, around the country and even internationally, an experience I am sure even people in top corporate can barely boast of.

Additionally, the complete focus that franchisers lay on technical and moral support is a huge advantage in terms of building up a business. And then again, by way of working with international franchisers, franchisee owners get to learn about all the international best practices, which is a definite asset.

This is a great asset while attempting to extend and develop business internationally.

In the last 4 years, we have become 2nd largest Antal operation in India operationally, both in terms of manpower as well as turnover, and that too from a tier 2 town, Lucknow, which would have been impossible without the support and guidance I get being part of franchising.



Testimonial of **Olaf Grewe**  
**Antal Franchisee, Germany**

Antal Benefits? I think clearly, it's the network. So, if you look at what other choice you would have been do it on your own, and you do a one man show but with Antal you've got the reputation.

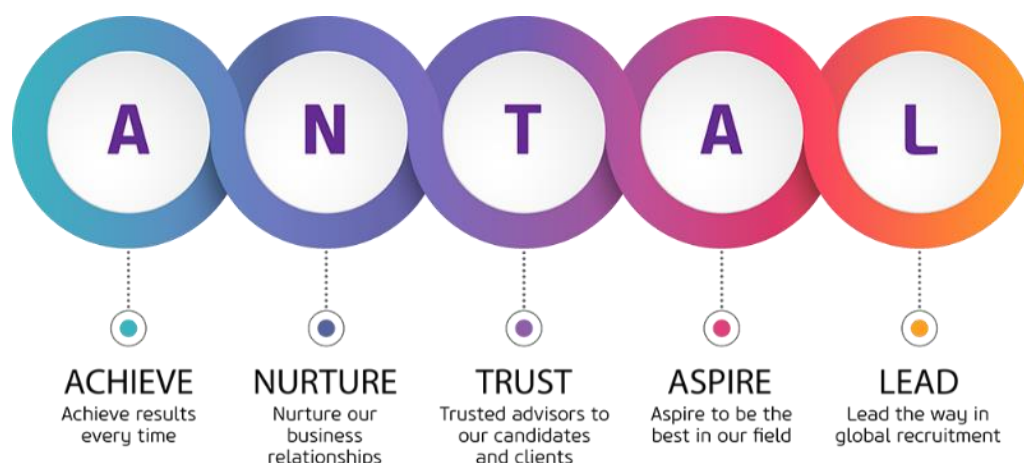
We have a network of if I reckon 143 offices, so one is do your own as a franchise owner, but you also have the opportunity to tap into the knowledge and expertise of other franchise owners or wholly owned companies, so you don't feel alone, you can share expertise, you can share customers.

And of course, I think if you look at with Antal it has a good reputation towards the client because we're very strong in India, very strong in China, very strong in Eastern Europe, so again I think this helps to open the doors.



# Your Benefits

The widespread and open exchange of information about clients and candidates has always been key to the success of the Antal Network. Therefore, new franchisees joining Antal can expect full details of the many thousands of clients we have done business with. This is possible by having access to our talent pool and shared data base of 28 years.



This means we remain fully involved in the business of recruitment and are in the ultimate position to share information, train and advise our owners on current best practice.

Unlike other recruitment network models, Antal shares clients, candidates, and experience not only nationally but also internationally. Owners and internal recruiters describe Antal as a big family working together to place candidates into the right positions globally. Owners can work together on assignments and to share international capabilities and delivery of talent.



Regular newsletters are circulated to share success stories and news from all offices; weekly conference calls by discipline are organised and are open for every owner to join.



A global conference is organised every year, which unifies owners worldwide to review the past year, speak about the changes and improvements to come, exchange business and forge friendships.



# Making a DIFFERENCE

Antal Charitable Foundation, created in July 2008, is mostly concerned with helping children's charities and the efforts and events that revolve around the support of kids who through no fault of their own find themselves in very difficult situations. This means it extends to all areas of the globe and all kinds of situations be it physical disadvantage; parenting issues; natural disasters; political mismanagement, etc. Basically, anything where children are victims of circumstances or nature. However, we are particularly interested in the rehabilitation of children who might otherwise be described as problem kids or in old fashioned terms classed as delinquent.

We are intrigued by the connection and impact of nature and nurture in the way that these factors affect the development and choices that children end up making for their lives.

## Charities we support:

- Action for children
- Byte night
- The Cairn Trust
- Caritas Madrid
- Dyslexia Research Trust
- Elton John Aids Foundation
- Fairbridge
- Happy Africa
- Hel for Heroes
- Hospices of hope
- NKFC
- NSPCC
- Princes Trust
- Providence Row
- Smiling children
- The Children's Trust Tadworth
- Unseen Traffik
- Walk the Walk
- Womanity
- Chance UK
- The Duke of Edinburgh's Award
- Regenerate UK
- Friends of Sure24



NSPCC






# Start Your **SUCCESS** Story NOW

## Contact us



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