

Quality Policy

Avencia was created in 2018 to address the gap in the market for specialist talent solutions providers serving the Lloyd's of London and UK Speciality Insurance market. We target mid-size clients who require agile talent solutions that larger generalist Recruitment Process Outsourcing (RPO) and Managed Service Programme (MSP) providers are unable to provide and where specialist recruitment agencies do not have the investment or infrastructure to provide genuine talent solutions.

We complement existing HR and Talent Acquisition (TA) functions, providing flexible and bespoke strategic services: Pop-up and enterprise RPO and MSP, Plug-in RPO for large in-house TA Teams, Talent Consultancy Services, and Recruitment Technology Services.

As a Talent Solutions provider we are committed to providing a best-in-class service to our candidates ensuring that we understand their skills, motivations and behaviours and evaluating them against the opportunities we have with our clients.

An integral part of our service is the quality of our supply chain partners. These range from technology partnerships through to recruitment agencies who complement our ability to source talent on behalf of our clients.

In line with our strategic direction, we set measurable quality objectives and periodically review performance against the objectives.

We are committed to meeting and exceeding our clients, candidates, suppliers and employees' expectations by maintaining and continually improving our Quality Management System (QMS). We will continually review our QMS and our service to fall in with the changing requirements of all parties and statutory and regulatory requirements.

Chris Buckingham

Director & Co-Founder

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