

Industry: Luke extracts the gems from the marketplace

Robotization of processes, a greater demand for services, the shift from hardware to software, the rise of circular entrepreneurship and entering into new forms of cooperation; these are the trends of our time. In addition, the demand for new employees is high. Industry market leader Remco van Tuijl likes to pick the pearls from the market: "I am a 'people person' and to learn candidates well I like to go in depth. This is how I find the perfect candidate, who fully meets the needs of our clients."

Innovation, sustainable developments and global trends mean that developments in Industry are happening at lightning speed. Responding intelligently to this offers new opportunities for companies. It all starts with attracting the right talent. Luke's mission is to help clients within the Industry to find that talent. Remco van Tuijl has been active in technical employment for a number of years and has a great deal of knowledge and experience in the field of construction and engineering. "This market is changing tremendously and the call for good personnel is great. From project managers, consultants, product managers, account managers to area developers; there is a demand for everything."

Luke goes into depth

The Industry leader likes to spar heavily with potential candidates. "Getting to know people well is most important. After all, at Luke we are not resume shufflers. This also means; listening to ambitions and success stories of clients and candidates. We show our candidates that we approach them for a reason. We then look closely at which client and within which role he or she can get the most out of themselves." In consultation with the client, Luke conducts a comprehensive culture scan, which is then administered to the candidate. Together with the culture scan and the full focus on hunting, we always succeed in delivering the best candidate. We use a transparent system in which companies can see exactly how Luke works and where we put our time, in this Luke is unique!

Passionately seeking

Luke knows that, more than ever, the right candidate must have digital skills and problem-solving abilities, be service-oriented and able to collaborate outside the field. Our knowledge and experience in the Industry allows us to make the best match. Luke searches daily, passionately for the Industry talent for clients.

We connect people who dare to grow!

Recruitment Power

At Luke, we call ourselves recruitment innovators. Recruitment is what we do, the role of innovator is what defines us. We're able to make this work through an incredible mix of personal attention, an extensive network of contacts, and by using the latest technologies. This combination has made us a key player in recruitment of HBO- and WO-level professionals with at least 3 years' work experience.

Luke is a true specialist. Our recruitment consultants know of the latest developments and innovations and have a complete understanding of their respective expertise. It is a cohesion of recruitment power; the essential ingredient for a sustainable match.

Specializations

The Recruitment Experts at Luke are experienced in several markets: Agri, Food & Horti, Retail, Interim, Professional Services, IT & Innovation, Industry, Logistics and Energy.



Remco van Ruijl
Market Manager Industry

Functional expertise

Luke combines functional expertise with industry understanding. Consequently, we are able to find the most suitable candidate.

Functional expertise

Supply Chain

Finance

IT

HR

Technology & Operations

Interim

Sales

Marketing

Collaboration. How?

A real time, transparent collaboration

Luke uses the state of the art Applicant Tracking System (ATS) with client functionalities. A unique login code lets you to access your job openings. This allows you to real time track the recruitment process including all (previous) tasks and files, ranging from resume to assessment report. You can also review candidates. By downloading the ATS-app you are always up-to-date on the recruitment process with the first results coming in within the first 48 hours.

Advanced Machine Learning sourcingtool

How does Luke find the perfect candidate? To put it simply: by developing recruitment algorithms based on data, such as job and personality profiles, that help us find the best suitable candidate for the job. To do this, we get help from an advanced AI sourcing tool. Our consultants are continuously altering and improving the algorithm, thus helping the algorithm 'learn'. This improves your company's recruitment process, resulting in an optimal match.

Real time transparent process

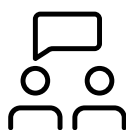
Intake



Recruitment



Selection Luke



Employer



Placement



Week 1-2

- Research organization and vacancy
- Job profile with result areas and competencies
- Analyze cultural fit

Week 2-4

- Online publication and marketing
- Headhunting
- Deploy talent pool / database / network Luke
- Access personal & transparent platform

Week 4-6

- Use online assessments
- Interviews by Luke
- Check employment conditions
- Candidate profile
- Introduction at employer

Week 4-8

- Interviews employer
- Guiding and advising process and employment conditions

Week 9-10

- Candidate signs contract
- Evaluation of collaboration
- Onboarding*

*This process helps newly placed employees easily and quickly adapt to the social and functional context of their new job.