

engineering, technical & professional recruitment

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professional recruitment for smart professionals

our DNA

Being Tiro means being part of a unique future focused team. Together we have crafted the Mission and Values that guide every aspect of how we operate.

Our Mission:

Working in partnership with you to become an integral part of your company's growth, development and success.

Our Core Values:

Integrity

Respect, honesty, loyalty and consistency. Ethical recruitment is the cornerstone of everything we do.

Innovation

Creative solutions tailored to your individual requirements. We don't just move with the trends, we invent them.

Expertise

A niche business delivering a truly expert service through established specialist networks.

Collaborative

Working in partnership with you to provide proactive solutions to changing social patterns and market trends.

Human

The personal touch – no "one size fits all" approach.
We promise to provide a compassionate, tailored solution and go the extra mile.

our technical expertise

what type of people can we supply?

We work internationally at all levels: Graduates - 2nd jobber engineers - Team Leader - Manager - Director.
Tiro supplies degree qualified engineers throughout the product lifecycle, including:

<p>AUTOMOTIVE</p> <p>Top Tier 1 Suppliers and Integration – Consultancies – Premium Sports Car Manufacturers – Global Volume Vehicle Manufactures</p>	<p>ENGINEERING</p> <p>Global players in Military – Technology – Medical – Product – Manufacturing from large OEM’s to Start-up disruptive tech companies</p>	<p>AEROSPACE</p> <p>Tier 1 suppliers to global aircraft manufacturers - Hardware - Military - Commercial</p>					
<p>POWERTRAIN</p> <p>IC - HEV - EV Aftertreatment Calibration Drivability Transmissions OBD Dyno Test Simulation</p>	<p>ELECTRONICS</p> <p>Analogue Design FPGA SMPS Systems Design PCB Design Simulation Applications</p>	<p>SOFTWARE</p> <p>Cybersecurity Embedded RTOS V Cycle Controls Eng/Test Systems Engineer Safety 26262 Validation</p>	<p>MANUFACTURING</p> <p>Quality NPI 6 Sigma Black Belt Lean Practitioner Production Eng Manufacturing Eng Maintenance</p>	<p>PERFORMANCE CAR</p> <p>BIW Chassis Hybrid Interiors Vehicle Dynamics Spaceframe Composite</p>	<p>PURCHASING & COMMERCIAL</p> <p>Bid Management Commodity Buying LLC Sourcing Procurement Sales Support Change Control PLM</p>	<p>SALES & MARKETING</p> <p>International Sales Marketing Marcoms Technical Sales Country Manager Sales Strategy</p>	<p>MANAGEMENT</p> <p>MD Director Head Department Mgr. Manager Team Leader</p>

Upload a vacancy or request a call back to discuss your vacancies, we will call to plan a solution to secure your perfect candidate

engaging future talent for future success

what we do

permanent recruitment solutions

executive search

Securing Top Talent

The challenges faced by companies are changing every day. Keeping pace with business critical posts, such as critical leadership requirements or multiple department posts can prove difficult for even the largest of global businesses.

Tiro by its very nature is a head hunter, we don't wait for advert response, we actively seek out the right people for your business. However sometimes there are situations in a company that require an even more focused and specific recruitment solution. Our executive search service is the answer to that challenge. Working in a strictly confidential way we manage the whole process from:

- Designing the project plan & establishing the delivery gates
- Writing the job description & person specification
- Interview screening, testing and shortlisting
- Salary negotiation and offer

We operate on a retained, sole agency basis. Our commitment is demonstrated by dedicating our senior management resource to your search which reaps rewards that far outweigh the recruitment cost.

RPO

A Dedicated "One Stop Shop" Managing your Entire Recruitment Process

One of the biggest problems facing organisations in today's constantly evolving, fast paced world is having the time to get everything done, whilst ensuring maintaining, and where possible improving quality to produce greater profits. This is where we can provide real value to your business.

When you outsource your recruitment function to Tiro, you will free up significant time, allowing you to focus on your core business activities and improving your bottom line. Our team of trained professionals will work with you to gain a comprehensive understanding of your business working practices and employment culture to ensure we operate effectively as part of your HR facility.

We can:

- Save you time
- Save you money
- Give you a greater choice of candidate
- Reduce the time to hire

management & executive

Securing the Key Managers to Realise your Company's Future.

Senior management change is a major challenge for any business. At Tiro our whole recruiting process revolves around a "head hunting" framework. By our very nature we treat every role as a "scarce skill" challenge.

Tiro has a demonstrable track record of success in delivering executives across the globe. We provide a tailored service to meet specific skills and business objectives for the future.

We don't over complicate the process to drive our fees up. That does not mean you don't get the in depth, robust recruitment process senior level roles require, it means we work on shared values – partnership working – process mapping. We provide the service you need specific to your business.

Tiro has always been ahead of the curve when it comes to securing business critical employees and has a truly global reach. Just request a call back or send us your vacancy and we will contact you to develop an effective strategy to secure your perfect next hire.

graduate recruitment

Managing Volume to Find your Perfect Rough Diamond

Engineering is one of the few industries that relies on building and futureproofing its talent. The single largest problem is the amount of volume that needs to be processed to find the right person for your team. Your time and cost of delivery is critical in any business.

This is where Tiro can help. We manage the connection between the best graduates and industry, ensuring you can focus on picking the very best new talent for your business.

It's not about the volume, it's about bringing great potential to great companies, whilst ensuring we offer the very best path for graduates to realise their future.

Tiro has always been ahead of the curve when it comes to securing new talent and has a truly global reach into research, universities and learning establishments. Just request a call back or upload your vacancy and we will contact you to discuss an effective strategy to secure those hard to find staff.

amazing people for amazing careers

contract & interim recruitment solutions

the right people at the right time for your business

Engineering by its very nature is project and design delivery driven. To meet these challenges teams may need to flex to accommodate extra work or require intervention to deliver on time or help transition.

Tiro offers a solution for every resource requirement. We supply staff on short and long term basis, bringing solid cost managed resource to your project.

We can manage your whole contractor function through to an individual placement. Tiro has the solid foundation of being a cash rich company that does not rely on factoring or offshore companies to circumvent UK tax requirements. We work on a Limited Company and PAYE basis with our contractors and fully comply with IR35 and international tax laws.

We believe in delivering a cost effective delivery managing talent – validation - delivery process leaving you to deliver on time to budget your projects. Our online timesheet authorisation and financial and hours management function enables you to track cost and hours from your desktop.

Tiro has always been ahead of the curve when it comes to securing those key engineers. We work globally and can deliver specific skills anywhere in the world to meet your requirements. We offer a reliable and responsive total management service to leave you to deliver your projects.

Just request a call back or upload your vacancy and we will contact you to discuss an effective strategy to secure those hard to find staff.

changing lives everyday

our global footprint

recruitment without borders

Tiro works with some of the world's largest engineering companies, recruiting across the globe. Specialists in proving skilled engineering, we don't see language or location as a barrier and have a proven track record of delivery throughout the UK, mainland Europe and the rest of the world.

Operating international is part of our company DNA, managing the day to day complex issues associated with distant recruitment is what we are expert in. We manage the process from initial contact to placement, providing a seamless delivery of resource to meet your needs.

Our network of candidates covers every continent. Our database is central to how we network the very best engineers across the globe. If you are seeking a specific skill, a key engineer to join your team or a complex sensitive hire we have can assist.

Your unique Tiro client portal provides the hiring managers in your business with access 24/7 to your recruitment process - central accessible web based portal on PC - Mac - Phone - Tablet.

Call us today to discuss how we can support your global business with a seamless delivery.

facilitating the movement of superstars

added value

embedded in our culture

Providing “added value” to our customers isn’t a sales pitch, it’s embedded in the Tiro structure. Growing from a small boutique technical recruitment business to a global provider we have based our process around core values and a robust recruitment process.

Tiro’s view is “one size does not fit all” - we tailor our process to fit your business needs and processes. We deliver a seamless partnership service that represents your company and mirrors the values in every step of the process of engagement. Working with Tiro gives you the client the best possible opportunity to secure hard to find engineers in a skills short market.

We will:

Work in parallel with your process

Reach out to candidates not just active in the job market, but confidentially approach highly skilled candidates not accessible to other agencies

Will sell the benefits of your company direct with candidates, ensuring your business will stand out in the market

Put your company at the top of the candidates list of career opportunities

Manage the whole offer – relocation – start date with the candidate

www.tiroassociates.com takes that recruitment a step forward, providing a 24/7 access for our clients. Our dedicated portal manages the whole process: **vacancies – candidates – interviews – offer – placement.**

Our clients are assigned with a unique portal providing your business managers with a world class online tool that can be accessed from browser PC – Mac – Tablet – Phone 24/7 with the added benefit of:

Your dedicated recruitment activity accessible in one place in real time 24/7

No more lost CVs, interview feedback or more missed communication

Gives you control, to manage the recruitment process, every step of the way

Best of all, we provide this service FREE

Call today for further details, we feel the best way to deliver added value is to build it as part of the way we work.

we don't place jobs, we place people

what our clients say about us



"Over the past few years Tiro Associates and AVL Powertrain UK Ltd have worked very close to achieve AVL Powertrains strategy, which is to attract the best talent around. Tiro have been on hand to help us go over and beyond in doing this, and as such we have well placed engineers within our business that can help our customer achieve their goals.

The service is efficient and whatever position we require Tiro are always willing to source the best candidates and provide the best service to us.

Our working relationship has grown and I believe working with Tiro and building that relationship really does make the difference.

We look forward to continuing this working relationship."



"Tiro Associates Ltd have been providing TRW Automotive and also our Consultancy arm of the business – TRW Conekt a high standard of professional Engineering candidate base. In creating this partnership Tiro has assisted TRW to maintain a competitive business edge in our highly dynamic and fast moving environment – quality before quantity with its highest ethical and professional service puts Tiro Associates on top of our supplier chain."



"We at Delphi have worked with Tiro Associates for many years. Tiro has an excellent understanding of our changing needs and technical requirements. They have spent time understanding our business and our recruitment profile. They ensure good communication between themselves and us at all times. I have no hesitation in providing this testimonial"

contact us

...we want to hear from you



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To ensure our clients and candidates receive the best possible service we operate a Quality Management System (QMS) to the requirements of ISO 9001:2008. The operation of this QMS is audited by an independent Quality Assurance Registration Body to ensure compliance to the international standard. As part of our commitment to excellence Tiro Associates Ltd is a full member of the Recruitment and Employment Confederation.

