

Challenges:

As a recruitment company, one of the biggest sustainability challenges faced by CJS Recruitment Limited is ensuring client sustainability standards align with its own ethical and environmental values, particularly when placing candidates on projects with differing sustainability goals. Understanding these requirements and matching the right candidates with appropriate environmental awareness and green skills can be challenging in a fast-paced industry where requirements frequently change. There is also the challenge of providing long-term job security and sourcing local assignments for candidates, both of which are affected by the nature of the construction industry and the availability of projects. Balancing commercial growth with genuine sustainability progress remains a key ongoing focus.

Impact:

Engaging with the Supply Chain Sustainability School has been instrumental in ensuring that CJS Recruitment Limited's policies and practices align with recognised industry sustainability standards. Through attending webinars, completing e-learning modules, and accessing a wide range of resources, the organisation has gained valuable insights into best practice. This engagement has supported the development and strengthening of Fairness, Inclusion, and Respect initiatives, enhanced social value programmes, and the implementation of a robust Modern Slavery Policy. The guidance provided has helped embed sustainability more deeply into recruitment processes and company culture, while encouraging a more structured approach to measuring and improving performance in line with industry expectations.

Value gained:

Membership of the Supply Chain Sustainability School has enhanced the reputation of CJS Recruitment Limited by demonstrating a clear commitment to responsible and sustainable recruitment within the construction sector. This alignment with recognised industry standards has strengthened client trust and improved positioning in competitive tendering processes. Membership has also supported greater employee engagement and wellbeing, with team members taking pride in contributing to social value initiatives such as volunteering and fundraising for community causes. These activities help build team cohesion while reinforcing a culture of responsibility and purpose. Looking ahead, continued use of the School's resources will support ongoing alignment with evolving client sustainability expectations.

Fact box



Company

CJS Recruitment

No of employees

15

HQ

Suite 26, 10 Churchill Square Business Centre, Kings Hill, West Malling, Kent, ME19 4YU

Website

<https://cjsrecruitment.com/>

Main contact

Chris.Carcary@cjsrecruitment.com

Services

Labour hire for experienced tradesmen, supervisors, security, and general labourers within the construction industry

About

CJS Recruitment Limited brings over 20 years of construction industry recruitment experience, delivering trusted and professional services from its Kent offices to clients nationwide. The organisation combines deep sector knowledge with a flexible, people-first approach to ensure every contractor role is matched with skilled and qualified operatives. With a strong focus on health and safety, full industry compliance, and a commitment to diversity and inclusion, CJS Recruitment Limited works to exceed expectations while supporting both client project success and career development.

Future proofing:

CJS Recruitment Limited plans to continue engaging with the Supply Chain Sustainability School through further training, webinars, and benchmarking tools to embed sustainability more fully into recruitment practices. Expanded guidance focused on sustainable employment practices specific to the construction recruitment sector would further support this, given its differing challenges compared with more stable industries such as finance or retail.