

Neill & Brown

Neill & Brown Global Logistics is a respected British logistics provider serving companies with efficient, integrated supply-chain solutions from our strategic headquarters in the Humber region since 1917. Neill & Brown is one of the largest local logistics company with a fleet of 48 vehicles of various categories.

Neill and Brown offer collection and distribution, inward and outward, of part and full trailer loads, and their daily driver-accompanied shipments are travelling across Europe seven days a week. 80% of the organisation's operation is the moving of freight across Europe. Neill and Brown also have an office in Hong Kong, logistic partners in the USA and India.

Neill and Brown is one of the largest transporters of caravans and mobiles home in the UK and to Europe including Holland, Belgium, France, and Poland distributing through the UK over 1000 pallets per week.



There are 130 members of staff are employed, in a number of departments including warehousing, IT, Finance, Customs, Customer facilities and drivers.

Neill and Brown offers apprenticeships in some office based operational roles. They do not offer any internships or graduate schemes. Work experience placements are offered to local schools and colleges and are usually based on a business admin role. Placements are requested and arranged by the learner's respective school whom are also responsible for ensuring all of the requisite checks and H&S assessments are undertaken.

In house training is offered to staff where and when necessary. If a member of staff has a specific need a training organisation will be commissioned to deliver the bespoke training. Driving qualifications such as CPC (Certificate of Professional Competence) and Dangerous Good Awareness in compliance with ADR (Agreement concerning the International Carriage of Dangerous Goods by Roads) tests are provided to any warehouse staff that is interested in becoming a driver in the future.

Neill & Brown

How does your company recruitment process work?

Vacancies at Neill and Brown are advertised using an Total Jobs on their own website and internally on the company intranet and/or displayed on noticeboards. Positions may be simultaneously advertised internally and externally. Applicants are encouraged to apply via the online system <http://www.neillbrown.com/vacancies/> but hard copies of application forms are also acceptable.

Job advertisements will be based on the specified criteria of the job description. Only applicants meeting the criteria will be selected for interview. A second interview stage may be required.

Selection tests, where applicable, are specifically related to the job requirement to measure the person's competency for the role, i.e. forklift practical assessment, IT assessment.

Upon selection of a suitable candidate an offer will be made, subject to satisfactory references and eligibility to work in the UK.

What skills do you require from your workforce?

The skills required are dependent on the role; however, staff should have good communication and a high level of accuracy and attention to detail. Drivers should be committed, have willingness to work long hours and people can expect to be away from home from Monday to Friday.

Where can you go to find out more about the qualifications you may need and where you can study?

For information on the courses and apprenticeships available across the Humber visit www.logonmoveon.co.uk (Hull and East Riding), www.lincs2.co.uk (North East Lincolnshire) and www.lincs4u.co.uk (North Lincolnshire). For more information on the growth sectors, occupational information and job search techniques/guidance please visit <https://careersyandh.co.uk/> and click on the 'contact us' button.

What do you see the skill gaps are for your company now and in the future?

Neill and Brown envisage that there will be a shortage of drivers in the near future. The average age in 2017 is 55/56 across the industry. They have found that they struggle to recruit drivers because of the restrictions placed onto the drivers, the changes in demands for a life/work balance. As Neill and Brown struggle to recruit local drivers they have tended to employ Eastern European drivers in recent years.