



## The Hutchinson Jonas Group

The Hutchinson Jonas Group is the UK's biggest recruiter in the food industry, providing Interim, Permanent and Search & Selection recruitment solutions across the industry.

### Experience

From inception, Hutchinson Jonas has focused upon the food & drink manufacturing sector and is now one of the leading recruiters in this area.

We have successfully completed hundreds of assignments and placements and can draw upon over 15 years of recruitment experience at a senior level. Whatever recruitment problem your organisation has faced, we have almost certainly faced them before.

### Clients

Our testimonials come from some of the leading, most influential people within food manufacturing. They speak volumes about our service and can be seen on our website: [www.hutchinsonjonasgroup.com](http://www.hutchinsonjonasgroup.com)

### What makes us different?

Any number of things set us apart from the rest, most notably 'investment'.

We invest heavily in staff development to ensure our people remain leaders in their fields. We also invest in database technology to ensure that we are aware of the availability of key people at any given time.

And we invest in the community around us - our graduate food science award at Reading University, our charitable work with PROPS and the National Autistic Society, and our sponsorship of local sports teams are all examples of our commitment to social responsibility.

The Hutchinson Jonas Group is split into three distinct brands, offering three distinct services:



**Interim Management** Hutchinson Consultancy Ltd specialises in providing the food & drink industry with interim managers for a variety of different assignments and projects. Our hand-picked professionals are experts in their field and provide support for a variety of different scenarios including gap management, sudden departures, specialist projects and managing change.



**Permanent Recruitment** Since our inception in 1999, Jonas has built up a reputation for delivering quality, permanent recruitment solutions in a timely, efficient and ethical manner. We have developed partnerships with many key FMCG Manufacturers, Retailers and Food Service companies both

large and small. Our Key Accounts team works together with our customers to offer them a truly service-orientated recruitment approach, adding value at every stage of the process.



**TQM - Search & Selection** provides the sector with a bespoke service targeting key individuals whose track record and performance can be verified. Backed by a specialist research facility, the Directors of TQM have successfully completed hundreds of senior assignments and boast an unrivalled network of key contacts within the Food Manufacturing and FMCG sector.

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## Permanent recruitment solutions in: FMCG Retail, Food Service & Manufacturing

Jonas specialises in the recruitment of professional candidates into the FMCG industry. We have divisions covering Retail Head Office, Food Service and Manufacturing.

### Experience

Since our inception in 1999, Jonas has built up a reputation for delivering quality, permanent recruitment solutions in a timely, efficient and ethical manner. We have developed partnerships with many key FMCG Manufacturers, Retailers and Food Service companies both large and small. Our Key Accounts team works together with our customers to offer them a truly service-orientated recruitment approach, adding value at every stage of the process.

### What makes us different?

Any recruitment company worth its salt provides a few good CVs for a client's requirement, but what makes Jonas stand out from the rest is its people. We aim to make dealing with Jonas as pleasurable as possible and invest heavily in the training and development of our people. We also aim to recruit industry experts to become consultants at Jonas therefore ensuring strong market knowledge. Jonas takes its social and ethical responsibilities very seriously and supports many local and national charities and clubs. We also are a climate neutral business.

### Application

Over the past nine years we have successfully placed thousands of satisfied candidates and along the way built an excellent database of Permanent FMCG candidates and clients, enabling us stay in touch with a wide cross-section of the FMCG market place.

We continue to offer both our clients and candidates the highest quality of service and flexibility. Our honest and ethical working practices are combined with an attentive and friendly manner.

### We currently cover all permanent roles in the following disciplines:

**Operations:** Team Leader, Area Manager, Section Manager, Front Line Manager, Shift Manager, Production Manager, Continuous Improvement Manager, Factory Manager, Operations Manager, Site Manager and General Manager.

**Technical & Development:** Technical Manager, QA Manager, Quality Manager, QS Manager, QC Manager, Hygiene Manager, Health & Safety Manager and Technologists. We cover all New Product Development roles from Technologist to Director level positions.

**Engineering:** All areas of Engineering from Junior Engineers to Engineering Directors.

**Sales:** All sales positions within the food industry (Grocery, Retail, Foodservice, Wholesale & C&C) in all areas (frozen, chilled and ambient)

**Supply Chain:** Production Planner / Scheduler, Planning Manager, Demand Planner, Stock Control Manager, Transport Manager, Warehouse Manager, Distribution Manager, Supply Chain Manager, Logistics Manager and all Director level vacancies.

**Retail:** Marketing, Buyers, Merchandisers, Category Managers, Trading Directors, Technical and Development positions and all Supply Chain positions.

**Our Clients include:** Coca-Cola, Sainsbury's, Marks & Spencer, Premier Foods, Northern Foods, Dairy Crest, Allied Bakeries, Hovis, Heinz, Scottish & Newcastle, Arla Foods, ABP, Pepsico, Greencore, Brakes, 3663, Bighams, Eat Natural, Harrods, Selfridges, Waitrose, McDonalds and many more.

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## Permanent Retail recruitment solutions

Jonas Consulting Ltd specialises in providing retail & foodservice businesses with top quality managers for their head offices. Our individually screened professionals are experts in their fields and we use a stringent selection process to ensure only the best people available are put forward.

### Experience

Over the past two years, Jonas has built up strong working relationships with many retailers and food service companies including Sainsbury's, Marks & Spencers, Brakes and many more. We now have five specialized consultants with industry experience who will provide a genuine value-added service.

### Application

Jonas Consulting has an excellent reputation within the market for delivering results tailored to individual requirements. We will take the time to listen to your actual needs and requirements, and put forward a shortlist of suitable candidates. We like to think of ourselves as consultants - experts within our specialist field rather than CV formatters!

We cover the following areas:

Discipline	Roles
Technical	Technical Managers, Product Technologists, Food Technologist, Category Technical Manager, Category Product Managers, Technical Directors, Heads of Technical.
Product Development	Product Developer, Product Development Manager, Concept Developers, Head of Innovation, Category Product Developer, Heads of Development.
Buying	Buyers, Senior Buyer, Head of Buying, Trading Director, Trading Manager, Category Buying Manager, Buying Manager.
Supply Chain	Merchandiser, Forecaster, Controllers, Heads of Supply Chain, Supply Chain Directors.
Marketing	Marketing Managers, Product Managers, Branding Managers.
Packaging	Packaging Technologist, Packaging Managers, Packaging Designers.

### Clients

Our testimonials come from some of the most influential and leading people with retail & foodservice. They speak volumes about our service and can be seen on our website [www.jonas.co.uk](http://www.jonas.co.uk)

### What makes us different?

Any number of things set us apart from the rest - most notably is our commitment to recruiting industry specialists. This allows us to be consultative on each and every assignment. Essentially we are here to save you time, and by understanding the market and candidates capabilities in-depth we are in a unique position to be able to do this.

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## Interim solutions for the Food & Drink Industry

Hutchinson Consultancy Ltd specialises in providing the Food & Drink industry with interim managers for a variety of different assignments and projects. Our hand-picked professionals are experts in their field and provide support for a variety of different scenarios including:

- Gap management - Managing business upturns and downturns
- Sudden departures - Implementing new systems, procedures and disciplines
- Specialist projects - Improving customer confidence
- Managing change or transition

### Experience

From inception, Hutchinson Consultancy has focused upon Food & Drink Manufacturing and we are now one of the leading interim manager providers in this sector.

We have successfully completed hundreds of assignments and can draw upon over 15 years of recruitment experience at a senior level. Whatever problems or situations your organisation has faced, we (and our interims) have almost certainly faced them before. We can draw upon the knowledge of some of the longest serving Interim Managers in the industry.

### What makes us different?

Any number of things set us apart from the rest, most notably 'investment'. We invest heavily in staff development to ensure our people remain leaders in their fields. We also invest in database technology to ensure that we are aware of the availability of key people at any given time. And we invest in the community around us - our graduate food science award at Reading University, our charitable work with PROPS and the National Autistic Society, and our sponsorship of local sports teams are all examples of our commitment to social responsibility.

### Application

Whether you are covering for a sudden departure or looking to implement a special project, our people are hands-on implementers and can bring years of experience to your existing team. Our assignments have been carried out within sectors as diverse as: Chilled Foods, Ambient, Meat & Poultry, Frozen, Fish, Bottling, Brewing, Ingredients & Confectionary. The table below sets out typical, but not exhaustive, uses of our people:

Discipline	Benefit
Operations	Reducing labour cost; Improving line efficiencies; Reducing material waste; Reducing raw material costs; Building new factories
Engineering	Engineering Introducing PPM; Introducing new lines; Installing new plant & machinery; Cultural improvement, Project management.
Technical	Technical Customer confidence, Implementing EFSIS, HACCP & BRC; Internal & external audits; Gap management.
NPD	New products; Healthier products; Product overhaul; Gap management; Retailer help.
Supply Chain	MRP/SAP Introduction; System Overhaul; New planning & Forecasting Systems. Fish, Bottling, Brewing, Ingredients and Confectionery.

### Clients

Our testimonials come from some of the most influential and leading people within food manufacturing. They speak volumes about our service and can be seen on our website [www.hutchinsonconsultancy.com](http://www.hutchinsonconsultancy.com)

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## Search & Selection

TQM Ltd specialises in providing the FMCG area of industry with a bespoke Search & Selection service, targeting key individuals within the sector whose track record and performance can be verified.

### Experience

TQM provides the sector with a bespoke service targeting key individuals whose track record and performance can be verified. Backed by a specialist research facility, the Directors of TQM have successfully completed hundreds of senior assignments and boast an unrivalled network of key contacts within the Food Manufacturing and FMCG sector.

### Application

Unlike many high street 'search' brands, TQM provides a completely bespoke service, with weekly progress reports highlighting the advancement of the assignment to date. The emphasis is upon letting the client know how the assignment is going at every stage, with clear, precise and detailed documentation.

From the initial face-to-face meeting, to the production of the assignment brief and the post-acceptance support of the successful candidate, we concentrate on getting every detail right.

### Clients

Our testimonials come from some of the leading, most influential people within food manufacturing. They speak volumes about our service and can be seen on our website: [www.tqmltd.com](http://www.tqmltd.com)

### What makes us different?

Perhaps most important is our dedication to providing extremely high levels of service. We work on a strictly limited number of assignments at any one time and ensure that each client benefits from strong communication throughout each project.

### Our company offers:

- A research capability dedicated to continually updating and adding to our existing network to ensure effective searches for specific candidates.
- Experience in the industry of over 15 years, ensuring a continuous flow of referrals and recommendations of candidates with exceptional experience.
- A team of consultants and researchers who specialise in the FMCG industry.
- Clear, precise and detailed documentation.
- Value-for-money. Our assignments typically cost the same as standard recruitment projects.

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## The Hutchinson Jonas food science graduate award

Stacey Griffin, Food Science student at the University of Reading, was the winner of the inaugural Hutchinson Jonas award. The award, launched in 2007 by Scott Hutchinson and Jane Jonas as an incentive to students training to join the food industry, is given to the person who performs best during their placement year.

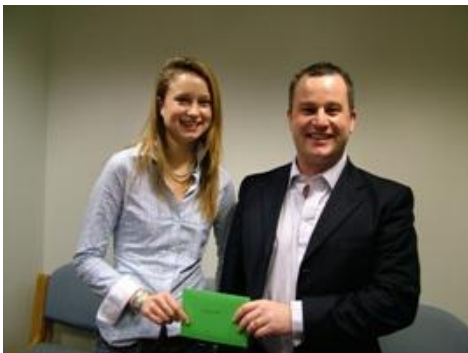
### The company

Stacey spent her placement year working at Katsouris Fresh Foods, part of leading food manufacturing group, Bakkavor. The Bakkavor Group owns sites in the UK, Europe, South Africa and China and is recognised as one of the world's leading fresh prepared food and produce providers. It is currently the market leader in the key areas of ready meals, pizzas, convenience salads and dips, and produces over 4,700 products in 17 product categories. It also supplies all the leading supermarkets, including: Marks & Spencer, Tesco, Waitrose and Sainsbury's.

Katsouris was founded by Cypriot brothers, Yiannis, Theodosios and Lozios, who began trading in the UK in 1951, where there was an ever increasing Greek and Cypriot population. Today, Katsouris Fresh Foods is based in North West London and consists of three main production sites and one centralised distribution site. Stacey worked at Cumberland Avenue, the company's newest purpose-built food factory which specialises in houmous and mash products.

### The placement

Stacey's technical placement started with three months Quality Assurance training, where she spent time with the QA/QCs learning the different circuits, and the production and quality implications of each.



Stacey's training began in the Goods In department and continued through the production stages of the product, on to the Packing and Despatch area. Initial training finished with a placement with the production and hygiene managers.

The next stage of the placement was to work alongside Marks & Spencer's in preparation for its Christmas production. Due to increased production demands around the Christmas period, products are produced a few months in advance, frozen and then defrosted before going into stores. Stacey was responsible for 'code approval' which entailed signing off the frozen products and ensuring that they met the required quality specifications.

In the final six months, Stacey worked with the process technologist, carrying out projects involving the validation of processes, the verification of HACCP plans, internal auditing and numerous other projects involving food safety and new product development.

### The feedback

Stacey said: "The placement allowed me to apply what I had learnt on my course in actual situations while developing my education of the food industry.

"I thoroughly enjoyed the placement and would recommend it to anyone. I believe that an industrial placement is one of the most valuable aspects of the degree, and it really inspired me to follow a career in the food industry. Not only did it focus my enthusiasm but the experience will be really valuable during my future in the industry.

"I thank the Hutchinson-Jonas team for awarding me the prize, and everyone that I worked with in my placement, especially Clare Piper, Sarah Hewitt and Jadranka Prodanovic, and Glyniss Jodrell from the University of Reading, who works incredibly hard to set up contacts for the Reading Food Science students prior to going on their placements."

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## Case study: Interim

### The challenge

Tetley, as well as being the leading tea brand in the UK, has what is believed to be the largest tea manufacturing facility in the world, where hundreds of millions of teabags are produced every week.

The company were looking to replace the Operations Manager, who had left nine months previously. Although the senior team was addressing the key issues from the head office in London, with a significant change programme planned it was important that the team had strong leadership and support on site in Teeside.

The initial brief was two-fold: to completely re-organise the manufacturing management of the site and to ensure that Tetley's UK operation met its financial budget. The former was a large investment for the company, with some long serving employees leaving Tetley, and a lot of differently skilled managers joining a rapidly changing business.

### The solution

Hutchinson Interim Manager Mark Cooper was brought in as Director of UK Operations. He planned and implemented a series of fundamental changes to the structure of the company, creating multi-functional teams motivated to improve plant performance.

Sandra Brown, Operations Director, had been managing the site from her Head Office in London, 250 miles away, but Mark was able to lead the team locally.

### The feedback

Mark's success in the role resulted in the position being extended by a further five months to oversee negotiations with unions regarding wages and working regulations.

Mark said: "Interim managers are accustomed to being thrown in at the deep-end, and this assignment was no exception. This was a fast-paced and challenging role."



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## Case study: Interim

### The challenge

G Costa is a wholly owned subsidiary of Associated British Foods plc, the worldwide conglomerate with its roots in the British Sugar Corporation. It has a turnover of £60m from importing products under the Blue Dragon brand, and supplying supermarkets and foodservice outlets in the UK and abroad.

G Costa needed a Technical Manager for its two factories in Wales who would become part of a project team to assist in the factories' closure and eventual transfer of the business to Eastern Europe.

### The solution

Steve Findley, a Hutchinson Interim Manager with twenty years experience in the Food Industry, was brought in to oversee the opening of the new factory. He dealt with operational technical issues, including BRC Accreditation and the introduction of new products and new customers. He was also the first point of contact for staff while settlement terms were resolved. Steve went on to recruit and build a team in Poland, provide input into the design and layout of the factory and oversee the development of the quality management system for the new site.

### The feedback

Steve used his skills in problem solving and managing change. He had to hit the ground running to deal with a closely identified task and provide long term solutions to problems that arose when the project was underway.

Steve said: "Regular trips to the site and involvement with Polish local authorities and suppliers generated a lot of work. Nevertheless, the project ran on schedule and I completed the tasks set by the assignment."





## Interim in the Spotlight - Tim Maber

### Why did you become an interim?

It offers the best source of income for use of my skills. Companies seeking interims generally have a focused need for 'can do' managers which best suits my personality and desire for the full utilisation of my skills. Interim roles permit the opportunity to lead or coach management skills and change. When the role is complete, the company's staff is fully equipped, competent and confident to continue successfully on their own and with their teams.

### What did you do before you became an interim?

Various roles, including: factory manager, plant manager, QA manager, QE manager, manufacturing manager, operations manager and general manager - business turnaround, in many different countries and within many different industries.

### What is your current assignment?

As U.O.S Programme Director at Uniq in Evercreech, I'm responsible for training and developing people on performance metrics, monitoring how well they understand their role and their objectives. I'm responsible for training, mentoring and coaching employees how to communicate, verify and problem solve in order to get improvements and see tangible results.

### What for you is the best part of being an interim?

Achieving the desired results 'challenge', and watching the transformation from un-successful to successful.

### And the worst?

The duration of time away from home, combating this requires the re-adjustment of one's mindset to focus on the job.

### What one piece of advice would you give someone considering working as an interim?

It is vital to be self-motivated, confident of your skills, an achiever and most importantly have the personality to work with new people, differing personalities and different environments.

### What is the biggest change you have seen in the food industry and what challenges do you see ahead?

Shorter shelf life with demand for more natural ingredients and fewer preservatives, such as salt, and the biggest challenge - bio-degradable packaging with less weight and less cost, greater flexibility of product developments.

### How do you fill your spare time?

Walking and looking at nature's simplistic ways of control, growth, regeneration and what I can utilize for ideas to add to my book on business turn around and improved profitability.

### What's the strangest situation you have ever been in?

Being charged twice by a lioness and having to maintain eye contact whilst calmly walking backwards; the lesson learnt was to remain calm and show no fear - it's a great lesson for all times when you find yourself in a conflict situation.

### If you could be someone else for 24 hours who would it be - and why?

Red Adair, the famous guy who puts out oil fires. Why? I believe I would learn and reconfirm that our roles are not un-similar e.g. you have to have the knowledge of how the processes work in order to make the decisions to put out the fire. Then it's acting out the planned course of action required to eradicate the fire.

### What 3 words best describe you?

Enthusiastic, calm and hungry

### If you won the lottery what would you buy?

I'd buy a farm with surrounding woodlands that I could share with under-privileged youngsters and people with anti-social behaviour problems.

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## Case study: Permanent

### The challenge

Owing to the ongoing success and growth of EAT, the high street café group, the company needed to recruit a Head of Production Operations to drive manufacturing and increase efficiencies.

### The solution

Jonas Consulting conducted a thorough search and identified a number of suitable candidates by carrying out a comprehensive database search, targeted advertising and intensive head hunting. It conducted an initial interview process before presenting the company with a shortlist of candidates. EAT then carried out second interviews before identifying the successful candidate.

### The feedback

Kerry Boyd, Hiring Manager for EAT, said: "Jonas managed the process extremely well and came up trumps in filling our vacancy once again. Over the past few years they have found us a number of people for various positions across our business. I feel confident that when a vacancy arises I can turn to Jonas to successfully fill it."



JONAS

CONSULTING

recruiting leaders in food



## Case study: Permanent

### The challenge

Following a long-term relationship with Boots to provide staff at various management levels, Jonas Consulting was approached to assist with a key piece of recruitment to find a Head of Planning for the manufacturing function. This was a newly created role, formed during a restructure of the department that was sensitive and critical to the future success of the Boots manufacturing supply chain.

Suitable candidates needed to have an exceptional track record - incorporating a rare mix of excellent supply chain and planning experience at the very highest level, team leadership qualities, a strong personality and an ability to challenge the status quo whilst working co-operatively within a well-established management team.

### The solution

Jonas Consulting identified, profiled and interviewed a group of potential candidates and provided a shortlist of three to Boots.

Following the first interview the client identified the candidate who had the perfect mix of skills for the role and the drive required to succeed.

Jonas successfully placed the candidate into this key position and managed the process from engagement to completion within a six week period.

### The feedback

John Andrews, Hiring Manager for Boots, said: "Jonas has consistently supplied us with good quality candidates - the company is definitely our preferred supplier."



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## Case study: Permanent

### The challenge

Royal Canin, the multinational specialist pet-food company, commissioned a new £multi-million site in Castle Cary, Somerset, and required three key personnel for the UK operation.

The Managing Director was frustrated by the calibre of candidates he had seen previously and wanted a very particular type of candidate that would give 100 per cent to the business. Candidates needed to work in Somerset but travel extensively to France in the early stages of employment to learn the processes within an established Royal Canin factory. French language skills would be beneficial. Candidates needed to be able to adapt to a constantly changing environment.

### The solution

The candidates needed a highly specific skill set and personality type so Jonas adopted a structured and targeted approach to recruiting candidates.

It designed a striking advertising campaign, managed responses and shortlisted five candidates for each position. This was a key part of the process because a lot of applicants had the necessary skills and experience on paper, but it required an in-depth analysis of their motivations and personality types to determine the candidates with the correct fit.

The client interviewed candidates in England and France and Jonas successfully placed all three positions.

### The feedback

Eric Lefeuvre, Hiring Manager for Royal Canin, said: “Jonas did an excellent job in sourcing our management team for our new UK operation. They took the time to understand the culture of our company ensuring the roles were filled with the right individuals. I would definitely use Jonas again in the future.”



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## Case study: Permanent

### The challenge

After a number of years of high quality and consistent activity, 3 Oceans - one of the country's premier suppliers of top range, freshly frozen fish products - made the decision to take the business to the next level. To do this it required a Development Chef to generate new ideas through creative NPD, and a Business Development Manager to take the ideas to new and existing customers.

The mission was to put together a 'wow' team that would instantly click and work together to achieve the goal of doubling sales over the next three years.

### The solution

3 Oceans needed experienced individuals, passionate about joining a business, and dedicated to the growth and quality of the products. Both roles required suitable candidates with proven track records and a desire to work for a company that would reward dedication and hard work.

Jonas Consulting recruited candidates through a combination of search & advertising, twinned with an in-depth interview process. Applicants had to show a true understanding of the culture and vision of the company, and demonstrate their passion for creativity.

### The feedback

Tim Rose, Hiring Manager at 3 Oceans, said: "Having worked well with Jonas in the past, I gave them the first shot at this project. They worked hard to understand the specific requirements and did a great job of matching the company with individuals who had the required integrity.

"There were many late night phone calls arranging interviews and negotiating but the end result was that within three months our 'wow' team was up and running."



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## What our customers said about us recently...

*"The interim has been brilliant. I would use her again without hesitation...we don't know what we would have done without her."*

**Geoff Spriegel, Director of Global Standards, BRC**

*"Scott and his team provide a personal and efficient service, effectively sourcing quality interims across all functions and levels in our business, often at very short notice. Scott has placed an Operations Director, Senior Supply Chain specialist, Packaging Innovation Manager, Development Technologists and Production Managers with us in the last 12 months, all of whom have performed well. Scott is a credit to the recruitment profession, balancing professionalism with humour and humanity."*

**Julie Sale, HR Director, Uniq Northampton**

*"Hutchinson Consultancy has always delivered and matched our requirements."*

**Gareth Harris, Financial Director, Dawn Group Cross Hands**

*"Hutchinson swiftly hit the mark on both interim and permanent recruitment for us this year. Their people fitted our team and contributed value from the first day. When we need a recruitment specialist again we won't hesitate to go back to Hutchinson Consultancy."*

**Simon Proctor, Factory Manager, Saxbys Ltd**

*"The people sent from Hutchinson Consultancy made an immediate impact and helped us through a difficult period. I would not hesitate to recommend them."*

**Wendy Cummins, HR Manager, Golden Wonder Ltd, Scunthorpe**

*"First Class"*

**Charlie Bigham, MD, Bighams**

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## Making a difference - our community work

As well as investing heavily in its staff, the Hutchinson Jonas Group is committed to spending time and money to help the community.



After many years of donating to a variety of charities, Jane Jonas decided to focus her energy on supporting **The National Autistic Society**, specifically helping people with autism find suitable roles in the workplace. Her youngest daughter was diagnosed as being on the autistic spectrum at a young age.

Jane said: "My daughter is an adorable child and a delight to be around; however, we do worry how she will manage when she is old enough leave home and wants to start looking for work."

Jane attended the launch of the *Think Differently about Autism* campaign at the Houses of Parliament and began working with Prospects, the arm of society set up to help people with autism and Asperger's syndrome find work. Jane has been advising Prospects on how they could follow the recruitment agency model to command a placement fee in order to fund all the necessary first-year support for both the employer and the new employee.

In March 2008, Alistair Beaton joined Jonas. Alistair, who has autism, uses his computer skills to add new clients to the database. It is the first time he has worked in an office environment, and the first time he been paid for his work.

He said: "The work helps with my social skills and my confidence. I like travelling to work on the trains and now I have the money to collect more maps. This is a really nice environment. If I wanted to leave, this experience would help me get a new job."



Scott Hutchinson is a long-term supporter of **Bristol-based charity PROPS**, which helps children with special needs through a series of sporting and educational initiatives.

Scott said: "I first became aware of PROPS in 2006 and was really impressed with the range of projects that they co-ordinate for young people with special needs - I was especially keen to be involved because of the sporting connection."

Scott is also a sponsor of the local **Limpley Stoke Cricket Club** and in July 2007 he hosted the inaugural Full Toss, a charity Twenty20 cricket match to raise money for PROPS. The newly formed Hutchinson Allst\*rs took on local team Limpley Stoke Cricket and raised over £1,000. A rematch was scheduled for July 2008 but, being summer in England, it was rained off. Full Toss 2009 will be bigger, better, and, we hope, dryer.



Scott devised the charity event after sponsoring the local league side for two seasons and brought together a band of local business partners and celebrities to create the Allst\*rs, cricket fans and their families came along with picnics and took part in a raffle of prizes donated by local businesses and sports personalities. These included VIP tickets to see England versus India at the Oval, a glider flight lesson and lunch at Michelin starred Lucknam Park in Wiltshire.

The money raised is being used in a unique project to develop sound beam and switch technology to promote the performing arts for severely handicapped youngsters.

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