

## **Recruitment - An Undesirable Necessity!**

- Every organisation will periodically need to replace staff or increase headcount.
- For the recruiting manager this is a critical task in respect to the key issues of the time/cost of the process, the quality of the person recruited and their likely longevity with the company.
- When faced with this necessity the manager has two options, either "do it yourself" which can involve a significant time commitment or utilise the services of a recruitment company which can also be problematic.

### **Let Resource Finders overcome these problems.**

We have the experience and the track record.

## **How we address the key recruitment issues**

How do we find the right applicants?

- We will advertise the position on the major internet job boards. This service is included within our fee and provides wider coverage than if the client were to purchase space themselves.
- We will search our database and use our network of contacts, so extending the search to those who are not actively looking to move but may be interested in the right opportunity.

We provide the client with fully screened CV's

- With our screening process, every candidate will be evaluated against the following criteria.
  - \* Technology/skills
  - \* Verbal and written communications
  - \* Organisation style, culture and commercial orientation
  - \* Size of organisation, department, systems or project
  - \* Present role functions and level of responsibility
  - \* Present salary package and future expectations

Ensuring candidate commitment

- We will never send a CV to a client without the express permission of the candidate and our belief that they are fully committed to the interview process.
- All candidates will have received the job specification, web site address and be fully briefed by us on the role and the client organisation.

Interview and final recruitment management

- We will manage all the interview arrangements on the client's behalf and make the initial offer when they have identified their candidate of choice.
- We will coach the candidate through the resignation process, which can be stressful, and then keep in touch on a regular basis until the start date is reached.

## The benefits of the resource finders recruitment process

We find the best candidate

- The objective of this thorough process is to identify candidates that not only match the technical specification but also critically the “team fit” and person profile.
- Unless requested we will forward no more than 3 fully screened CVs for each position. As all candidates will have the necessary background, the client is only required to choose the preferred candidates for interview.

The cost benefits of our services

- When our fee is compared to the cost of the client undertaking the process themselves, or using many of our competitors, then we believe that our charges are at worst cost neutral and probably cost beneficial to most clients. The cost savings typically arise from:
  - \* No cost internet advertising.
  - \* Huge reduction of management time processing, reading and grading CVs.
  - \* Well screened candidates can significantly reduce inappropriate interviewing.
  - \* Externally managed process, reducing telephone/email contacts.
  - \* Candidates are committed to the role, ending cancelled interviews.

## Our superior assurance of quality candidates

- We are so confident that our recruitment process will identify the correct candidate that we provide the following industry superior quality assurance. (For precise details see our Terms of Business):
- Should the candidate leave within the first two months, we will either rebate an element of our fee or provide a free of charge replacement.
- Further, should the candidate leave between 2 to 6 months of their appointment we will provide a free of charge replacement.

## Contact details

- If you would like more information or are looking to fill a current position, contact us on:

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