

(HANDS FREE)

It's time you took a different approach
to your recruitment resourcing solutions



Save time and money while you're busy doing other things

Finding, hiring and keeping good people is a time-consuming business that increasingly demands specialist focus as it moves further up the Board agenda.

That's why it makes sense to draw on the support of Project IT Resource. A team of experts with recruitment and HR experience, we offer a flexible, scalable outsourced recruitment service you can adapt to your needs and timescales.

Think of us as your recruitment 'arm'. A resource that can be either in-house or remote, we'll be there when you need us – and for as long as you want us.

We know not all clients want to work with an outsourced recruitment company

long-term. Maybe you're launching a new division, staffing up a new location or have a 'hard to fill' set of requirements that need a fresh approach.

You can switch us off or on at any time. When you no longer need our services, we'll leave you with an in-house recruitment capability that will take you to your next goal and beyond.

Or, if you prefer, we can stay onboard for the whole journey – flexing our resource to adjust to your needs.

The choice is yours.



(SAFE HANDS)



(HAND US THE HASSLE)

We'll find the right people while you get on with running your business

Whether it's managing or advising on PSL arrangements or contingency, headhunt/search or advertising campaigns, our practical experience of recruitment is wide-ranging. As a result, we've successfully placed talented people from a wealth of different disciplines across all industry sectors.

Boosting your attractiveness

There are many ways to attract the best talent. We know how to design and run tailored recruitment campaigns, write compelling copy, select the most effective media and get the best from recruitment agency partnerships.

Our full campaign management service is modular, which means you can pick and choose from services that include:

- Recruitment advertising
- Design
- Ad placement
- Media selection
- Response management
- Referral schemes
- Open/ interview days
- Online testing
- Employee branding
- Intranet/ internet presence

Selecting the best fit

An essential component of any recruitment service concerns the consistent and relevant vetting of candidates against your company's technical skills, culture and competencies.

Getting this right saves your hiring managers significant time and effort and is a real partnership value.

To ensure delivery and successful results we can employ a number of techniques tailored to your requirements including:

- In depth telephone screening
- Technical testing
- Face to face interviewing
- Competency based interviewing
- Reference taking

We work with you to combine these elements to provide the perfect combination and relevant solution for your business requirements.

Streamlining the process

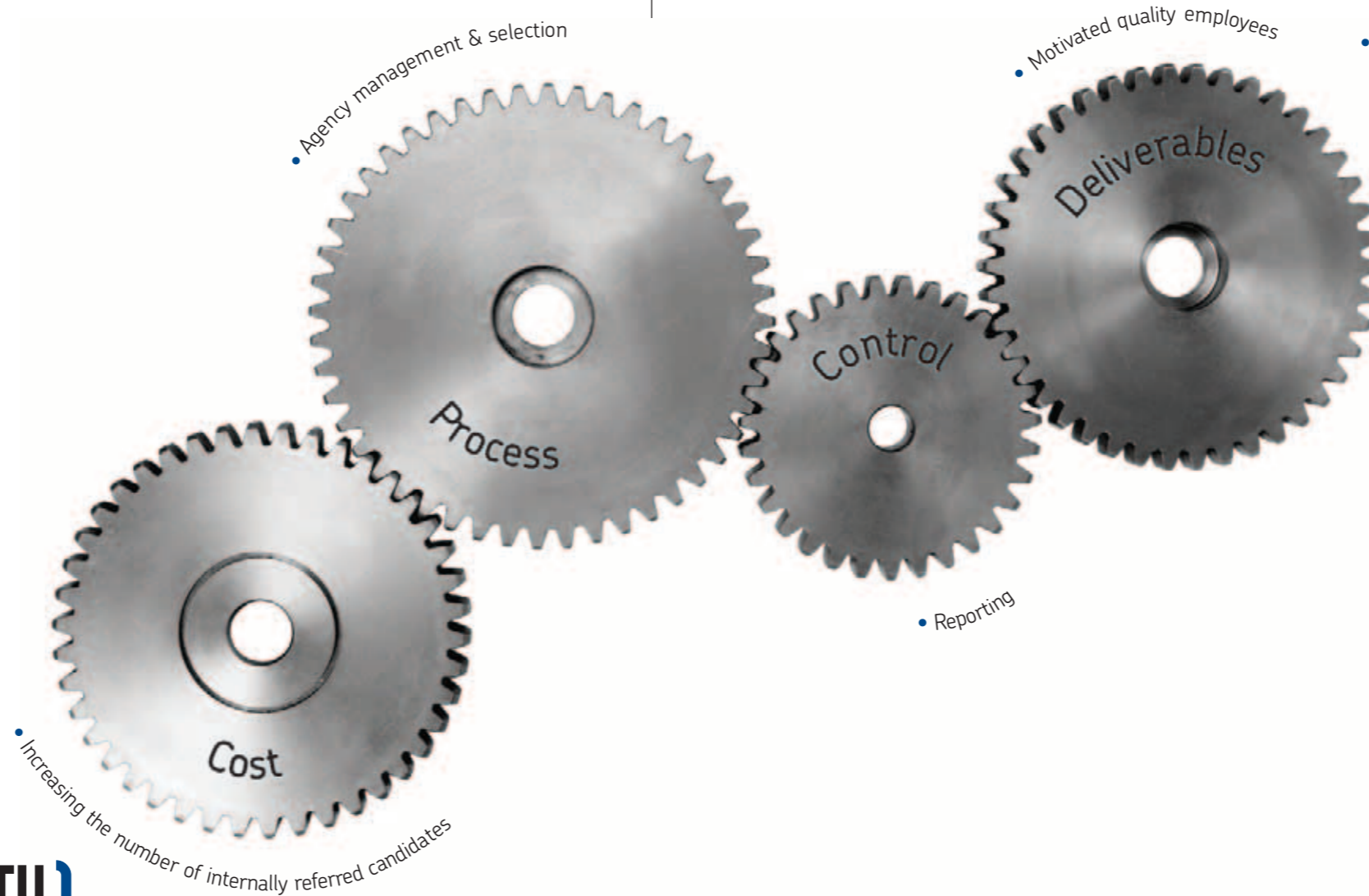
We've designed our IT systems to make your life easier. Developed to streamline the recruitment process and, if required, integrate with your own direct application mechanisms, they centralise all candidate activity and simplify tracking and reporting.

You can check out the progress of applications at a glance, request reports on agency performance and view stats on activity levels. Cost of hire visibility comes as standard, as does the ability to co-ordinate references, send offers and manage invoices.

Alternatively, we can consult with you on industry recognised heavyweight systems and advise on solutions that meet your requirements.

Understanding the challenges

- Securing the best talent
- Optimising cost & process efficiencies
- Managing and promoting the employer brand
- Securing better supplier value
- Reducing time to hire
- Harnessing recruitment costs
- Utilising technology to facilitate resourcing process
- Retention of current and future employees



- Salary benchmarking
- Application management
- Competency based assessment
- Single point of contact
- Induction programmes
- Workplace solutions
- Invoice management
- Integration with HR
- Employee branding
- Recruitment advertising
- Online marketing
- Referral schemes
- Intranet/internet development

(RECRUITMENT DEXTERITY)

We offer easy access to a complete range of services, so you can pick and choose

Planned outsourcing

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Right people
Right time
Right price

We'll help you make the most of what you already have

Reinforcing your employer brand

A strong employer reputation is a valuable asset: not just because it helps you attract and retain talented staff, but also because it helps you do so cost-effectively. Your reputation as an employer is influenced by a host of different factors beyond your recruitment communications and hiring processes. Your history, products, PR, customer service and marketing all affect how people feel about working for you. All the same, there's a great deal we do to help you define, articulate, build and promote your brand in the marketplace and establish your organisation as a destination employer.

Retaining your best features

Staff retention is an overlooked element of the recruitment lifecycle. Losing good people costs your organisation financially and operationally. We work with your in-house teams and our outsource partners to boost staff motivation and involvement, help you get the best out of the good people you've hired and create a culture where people stay and grow with you.

(RIGHT BEHIND YOU)



(HANDLED WITH CARE)



We have better ways to help you follow best practice

We believe in passing on our know-how. So even long after we've left a site, you still benefit from our involvement. Our tailored workshops bring all those staff involved in recruitment up to speed with the latest ideas, processes, techniques and information. Some of the topics we cover include:

- Role justification
- Job specification
- Competency based interviewing
- Candidate attraction
- Interviewing and testing methods
- Managing the offer process
- Employee Induction
- Policy adherence

We'll also make sure you are aware of the latest legislation and help you work out whether you have the right systems in place to record and retrieve evidence that you've followed current best practice. In short, we're perfectly placed to deliver bespoke recruitment solutions and best advice to organisations of all sizes. If you're a busy HR professional who needs more time to focus on an array of other pressing issues, get your hands on a different approach to recruitment.

(CONTACT US)

Call the Recruitment
Process Outsourcing team on
+44 (0) 1483 576660

Alternatively, email
rpo@project-it.co.uk

Project IT Resource

2 Bell Court
Leapale Lane
Guildford
Surrey
GU1 4LY

www.project-it.co.uk/rpo