

High Demand recruitment.

Getting it right from the start



Now you've appointed us, we'll begin working on your position right away. But unlike many recruiters who just go quiet during this early period, we wanted to give you an idea of what steps we're taking to find the right candidates for you.

Advertising on leading job boards such as Monster, Jobsite, Jobserve and many others



Promoting your business. High Demand candidates get approached about new jobs all the time, it's our job to make yours stand out, to rise above the 'white noise' and to get you some great candidates.

Approaching candidates through our own data base

Searching using online databases



Holding face to face meetings with candidates



Gaining referrals and recommendations



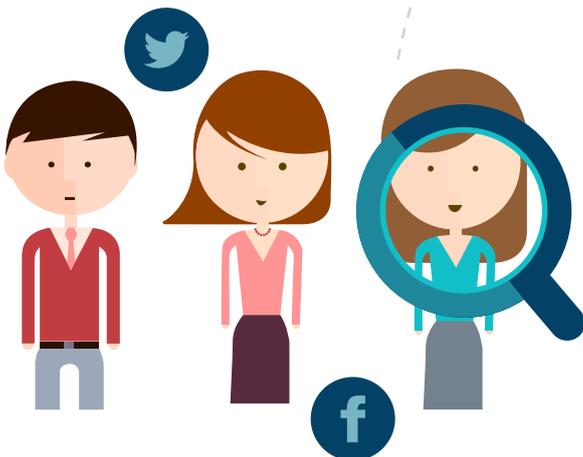
Every recruitment plan is specifically tailored according to the requirement, but here are a few general things we'll be busy with



Lots of Headhunting. We'll be focusing on your competition and other relevant companies in your area, being generally inquisitive and creative in our search.



Providing progress reports and updates - we'll regularly keep you abreast of how the search is progressing, including numbers of candidates and the challenges we've come across



Making lots of phone calls and interviews with candidates

Having a few late nights - the evening is by far the most productive time to be speaking with potential candidates



Now's also the time to think about what else we can do to help improve the chances of finding the right person. These are a few of the things clients ask us to get involved with:

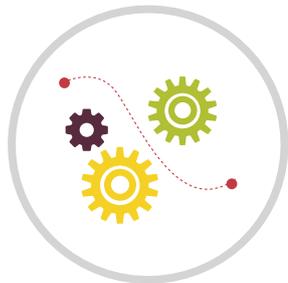
- Providing psychometric assessments on shortlisted candidates
- Delivering High Demand specific training on interviewing, recruitment planning and candidate management
- Taking technical references
- Consulting on building your 'recruitment brand'
- Technical testing



What's next

We'll always be as transparent as possible with you throughout the process. So we'll keep you up to date with our progress against the milestones we agreed, and what problems or opportunities arise.

When we forward you the CVs, you'll find our coversheets really useful. These are an at-a-glance summary of details such as salary, notice period and motivations, designed to help you make your decision (if there's anything specific you'd like us to include, just let us know).



The way we work

We're a low volume recruiter. In other words, our consultants will only ever be actively working on one to three assignments at any one time, depending on the levels of commitment from clients.

For you, that means you'll get more attention and accountability from our consultants than you might be used to from other recruiters, especially the large ones. We'll also ask for more input from you - but the benefits of doing so are clear. Ultimately, it saves you time, money and delivers better quality candidates.



A change from the norm

As you'll see, Nixor won't just send a pile of CVs to your inbox based loosely on a job spec. Instead, we'll go out of our way to understand your business, challenge and provide alternatives, think outside the box and be fully accountable for our performance.

The standard 'no cure, no pay' recruitment model holds neither client nor recruiter accountable to each other, resulting in thin 'transactional' relationships and a lack of attention when things get tough - the last thing you need in a High Demand market. So we prefer to work as a partner, asking you for a level of commitment that allows us to focus on your role even further. It may be a period of exclusivity, a face-to-face meeting or a call to discuss your requirement in more detail - the idea being to help us best invest more time and resource to fill your position.

Exclusivity, for example, lets us prioritise your role, and ensures ultimate accountability from us. And it also means a better quality of relationship; one that gives us the knowledge and information to attract High Demand candidates and sell your position on your behalf, and the level of communication needed to succeed in the current market.

If you need to discuss any aspect of your role or our service, simply contact us on 0161 714 4150.