

HOW TO RECRUIT FOR SPECIALISED ROLES UNDER TIME CONSTRAINT

Lowri Beck Systems have been providing nationwide metering & data services to utilities businesses since 1996. Sanderson's consultants have partnered with the business for 9 years, watching the systems division grow from 4 to over 60. In April 2016 Lowri Beck were incurring numerous challenges from their customers (the top 6 energy firms) around the government led programme for every home to have a smart energy device in every British home by 2020. To deploy their suite of Smart Metering services, there was a requirement to hire 17 contract developers (Oracle and .Net) to cover the surplus of incumbent work.

THE SOLUTION

Following a face to face briefing with the CTO, Sanderson secured all 17 roles on an exclusive basis. With a detailed understanding of the requirements and an in-depth market knowledge, Sanderson ran a multi-channel sourcing strategy to target both active and passive candidates. The dedicated contract development delivery team used traditional methods such as internal databases, job board advertising, as well as more innovative methods such as pay-per-click and social media campaigns. Given embedded candidate relationships in the North West, a strong referral network was opened and over 40 fully qualified applications were made within the first 3 working days.

THE RESULTS



SUCCESSFUL

All 17 vacancies were interviewed, offered and filled within a 4 week period of time. Sanderson utilised their comprehensive back office teams to ensure all contractors were fully compliant and issued online portal log-ins to ensure concise, simple payments.



DELIVERED

All contractors were delivered on site 3 weeks ahead of schedule.



SATISFIED

Each of the roles was filled to the customer's highest satisfaction.



COST SAVINGS

Significant cost savings due to formal rate card introduction.