XIST4

your IT recruitment partner

ECOMMERCE AND MCOMMERCE SOLUTIONS

The Challenge

Rapid growth for any company needs careful management especially when it involves expanding key departments. When international ecommerce specialist decided to open their first UK operation in London they faced the challenging task of trying to fill a number of technical and non technical IT roles. To help them with their search they sought an IT recruitment company who could demonstrate a successful track record of recruiting across many technology related areas, who would be capable of quickly identifying the right talent.

The Solution

Upon receiving the initial brief, Xist4's director, Gozie Ezulike, met with the relevant line managers to get a better understanding of their requirements and to appreciate the level of skills needed for each role. Since the company needed Software Engineers, DevOps, QA Engineers, Performance Testers, Systems Administrators, Network Engineers, Product Owners, iOS Developers and Android Developers, Xist4 decided to assigned dedicated account managers with vertical market specialities. They worked alongside the line mangers to determine the recruitment strategy for their vacancies.

For many of the vacancies it was agreed to adopt a traditional recruitment strategy; so job adverts were written and optimised and placed across the major technology job boards in the UK. Parallel to this approach, Xist4 also used social and business media platforms to engage with passive applicants who would be interested in a once in a career opportunity of joining a major international technology PLC as they opened their UK division.

# ECOMMERCE AND MCOMMERCE SOLUTIONS

The Results

The company's headquarters in the City of London now houses over 70 employees; many of whom joined the company as a direct result of Xist4's recruitment process. As with any vacancy in London the level of interest in each role was extremely high and Xist4's strategy identified numerous candidates with extremely strong profiles across each area.

Before introducing potential candidates the account managers at Xist4 spent time ensuring those shortlisted matched the full criteria for each role, plus had the right personality to help develop the company's new operation in London. Since partnering with Xist4 to fill these initial vacancies, Xist4 has become their full time IT recruitment partner.

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We have only been using XIST4 for a short period of time. However, during this period they have been able to provide us with high calibre engineering employees who are now growing within our organisation. The process of finding and understanding what we require truly sets XIST4 apart. Gozie and his team are always available to answer any questions at any given time making them a very reliable recruitment firm. We hope to continue and build on our relationship with XIST4.
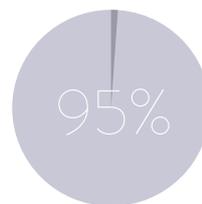
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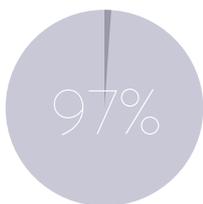
97%
We achieve **97%** offer acceptance ratio
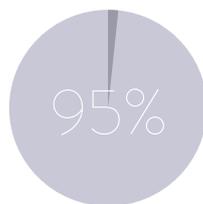
95%
We have repeat business from more than **95%** of our clients

95%
Over **95%** of our clients would recommend our services

Key Value Added Points

1. All shortlisted candidates are fully briefed and given client information, client URL and a job description where available.

2. Prior to the interview all clients are provided with an email confirming the candidate's name, contact details and the date and time of the interview.

3. All interviewees are given an interview pack containing an interview confirmation email, location directions/map, interview format and a job description where available.

4. At Xist4 we pride ourselves on our high levels of service. We provide full aftercare support for both clients and candidates following a new placement.

Client	Xist4	Candidate
Client sends in requirement details on 6th January	Qualify client requirement for a Software Engineer on 6th January	
	Search Xist4's database and advertise role on major job boards on 6th January	
	Qualify candidates. Video conferencing facilities available	Candidates started to apply on 6th January
	1	
Client receives shortlisted candidate CVs. Client reviews CVs and requests 4 interviews	Shortlisted 4 CVs between 6th – 12th January	
2		**3**
Client interviews candidates	Confirm candidates' availability and interest. Arrange interviews (1st, 2nd and 3rd as required)	Candidate attends interview
Client assesses interviews and selects preferred candidate	Interview feedback received and relayed to both client and candidate. Preferred candidate selected	Candidate accepts job
	Preferred candidate offered by client and accepted by client on 15th January	
Client receives confirmation of acceptance	Relay candidate acceptance to client	
	Candidate management to confirm notice handed in. Confirm start date	
Candidate starts work	Candidate started on 3rd March	Candidate starts work
	Aftercare support Performance Survey. Performance review call made 28th April	
	4	