



your IT recruitment partner



LAND REMEDIATION SERVICES

The Challenge

A small land remediation business wanted to upscale and implement a new IT and Telecomm infrastructure throughout the company and across their various locations. They needed a group ICT manager, someone familiar with implementing major changes and upscaling a growing internal infrastructure, who could not only manage this process but who would be equally comfortable supporting others through the change.

The operations director decided, upon a recommendation, to turn to Xist4 to help fill this vacancy. He additionally saw this as an opportunity to streamline several processes to bring about a faster more efficient way of working. The ideal candidate would need to have the resilience to take control of their IT and steer a path towards unifying disparate parts of the business.

The Solution

Upon meeting the team, the operations director felt reassured that Xist4 appreciated the diverse industry that they operated in and could minimise the recruitment process for them. Since the focus for this vacancy was not solely IT skill based, the Xist4 team spent time sourcing candidates with managerial experience coupled with solid communication skills, who would be happy working in such a challenging environment.

Initially the team advertised the vacancy on a select number of major IT job boards for a month as well as reviewing candidates on their own database. To ensure the right candidate was selected they personally qualified each candidate before recommended them to the operations director. As part of this process the Xist4 team confirmed that candidates were aware that for the right person this role offered an opportunity for them to shape and develop the future of the business.

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The Results

This thorough search process meant that only those candidates, with the right balance of experience and attitude, were invited to attend an interview with the client. As a result of Xist4's meticulous qualification process the company filled their vacancy quickly and have been delighted with the candidate.

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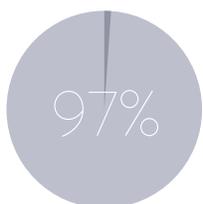
When we were seeking to hire a group ICT Manager XIST4 IT Recruitment were recommended and we have not been disappointed. From the initial contact through to post-placement follow-up Gozie and his team have been highly responsive, professional and a pleasure to work with.

The process we employed was designed to utilise XIST4 IT sector expertise and to minimise the recruitment duration. The technical screening undertaken by XIST4 IT ensured that the candidates interviewed all met the role requirements and had been assessed for appropriate competencies. This allowed us to select an outstanding candidate based on best fit for our organisation.

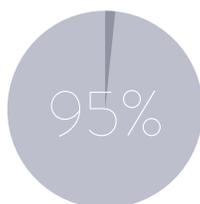
XIST4 IT Recruitment provided us with an efficient route to an excellent new member of our team. I would not hesitate to use XIST4 IT Recruitment again or recommend them to others.

Operations Director

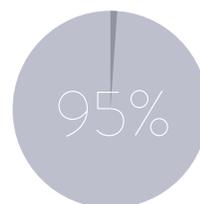
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We achieve
97% offer
acceptance ratio



We have repeat
business from
more than **95%**
of our clients



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

Client sends in requirement details on 3rd May

Client receives shortlisted candidate CVs.
Client reviews CVs and requests 3 interviews

Client interviews candidates

Client assesses interviews and selects preferred candidate

Client receives confirmation of acceptance

Candidate starts work

Xist4

Qualify client requirement on 3rd May

Search Xist4's database and advertise role on major job boards on 3rd May

Qualify candidates.
Video conferencing facilities available

1

Shortlisted 5 CVs between 12th May – 17th May

Confirm candidates' availability and interest.
Arrange interviews (1st, 2nd and 3rd as required)

3

Interview feedback received and relayed to both client and candidate. Preferred candidate selected

Preferred candidate offered by client on 15th June

Relay candidate acceptance to client

Candidate management to confirm notice handed in. Confirm start date

Candidate started on 1st September

Aftercare support Performance Survey.
Performance review call made 24th October

4

Candidate

Candidates started to apply on 3rd May

Candidate attends interview

Candidate accepts job

Candidate starts work