



your IT recruitment partner



MANUFACTURING COMPANY

The Challenge

To encourage quality candidates to join a British owned multinational company based in a small Somerset town

For a multinational manufacturing company having the space to build and develop their popular range of domestic, commercial and industrial cleaning and maintenance equipment is important for their business development. From modest beginnings in 1969 the company out grew three sites before settling in provincial Somerset town, where they are still headquartered.

Being the key employer in the area increased this company's reliance upon using a recruitment company; Xist4 has been working in partnership with them for over seven years. During this time Xist4 has successfully sourced people keen to work in this beautiful part of the West Country in a variety of IT positions ranging from DBA Manager, Network Support, Desktop Support Analyst and Oracle Analyst Programmer.

The Solution

Xist4 excels at sourcing the right talented individual for companies regardless of their location; to ensure that they can match a person with a company where they can grow and help the business succeed Xist4 believes in taking the time to understand each and every candidate. This thorough process was a vital part in the strategic search for each IT vacancy as the need arose.

Before Xist4 even presented CV's from possible candidates to their client, they spent time looking for people on their expansive databases, as well as placing information on key job boards. Having found people who matched the job requirements Xist4 took time to qualify the suitability of each person during a face to face interview where they could assess how committed someone would be to working for one of the UK's leading cleaning manufacturers.

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The Results

This important step meant that by the time the client was introduced to potential candidates Xist4 could confidently know that each and everyone was happy to consider moving or travelling to this remote part of Somerset.

Another vital component to the Xist4 process, which played an important role in filling vacancies for this multinational company, was Xist4's commitment to the candidate themselves.

Xist4 spent time explaining to each prospective person what the role entailed and moreover highlighted the benefits of working for this company, explaining more about their culture before they went to an interview with the IS manager. Once appointed, Xist4 remained in contact with the successful applicant conducting a review phone call after three months of being in the role.

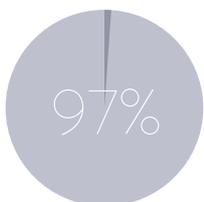
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We've worked with Xist4 for over 5 years. Their knowledge, expertise in filling highly specialist IT vacancies in remote locations is exceptional.

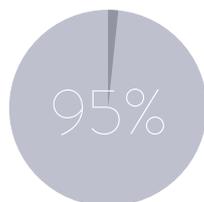
They've provided up strong applicants that match our exacting requirements, and they quality applicants thoroughly before forwarding their CV.

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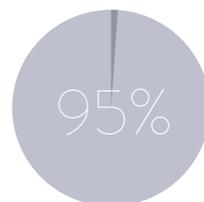
IS Manager



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

Xist4

Candidate

Client sends in requirement details on 1st March

Qualify client requirement on 1st March

Search Xist4's database and advertise role on major job boards on 1st March

Qualify candidates.
Video conferencing facilities available

Candidates started to apply on 2nd March

Client receives shortlisted candidate CVs.
Client reviews CVs and requests 4 interviews

1

Shortlisted 7 CVs between 2nd - 24th April

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

3

Candidate attends interview

Client interviews candidates

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 1st May

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 4th May

Candidate starts work

Aftercare support Performance Survey.
Performance review call made 11th June

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