



your IT recruitment partner



E-LEARNING TRAINING COMPANY

The Challenge

To urgently find 2 web developers for an online e-learning training company.

As one of the market leaders of e-learning solutions for over 200 organisations, developing engaging online courses is key to the company's continued success.

To cope with the increased demand from their clients, the Bath based e-learning company initially tried to find candidates themselves to little success.

As the need for two junior e-learning web developers became even more pressing, they enlisted specialist Bristol based IT recruitment agency, Xist4 to do this on their behalf.

The Solution

Xist4 met with the client and immediately assigned a dedicated account manager to work with them to appreciate the full scope of the role and the technical requirements needed. Once they understood the client's requirements, the Xist4 account manager focussed efforts on only sourcing junior/graduate level professionals based in the South West of England or those willing to seriously consider relocating to the south west. Xist4 sourced potential candidates by posting optimized adverts on University graduate job boards, social media platforms and their own high traffic website. Their aim was to maximise the search for candidates whose online portfolios demonstrated a real passion for development and digital technology.

E-LEARNING TRAINING COMPANY

The Results

With such an immediate need, Xist4 knew from past experience in IT recruitment that the candidates would all need to be willing to quickly assimilate knowledge and 'hit the ground running'.

They looked for competence and confidence, something that is hard to outline on a CV so conducted one to one

interviews with all potential candidates. The interviews helped to assess their suitability for the role and to determine if they would fit in with the culture of the company. This process of short listing candidates ensured the right candidates were sourced and employed in a very short time frame.

“

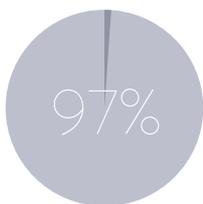
We contacted Xist4 to help us source two web developers. From the outset, the team were great to deal with – very friendly, professional and responsive.

The candidates we were sent had all be vetted carefully and were well suited for the role, which saved us a lot of time reviewing and short listing CV's. In fact, the only real headache was choosing between them, as they all had real strengths!

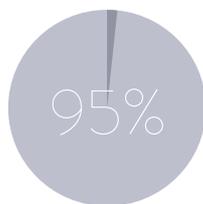
I have no hesitation in recommending Xist4 to any business looking to source the best candidates; they're great to work with and get results.

Managing Director

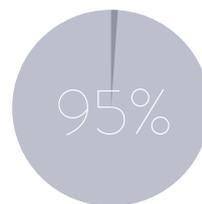
”



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 requirements for two vacancies on 21st August

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

Client interviews candidates

Client assesses interviews and selects preferred candidates

Client receives confirmation of acceptances

Candidates starts work

Xist4

Qualify client requirements on 21st August

Search Xist4's database and advertise roles on major job boards on 21st August

Qualify candidates.
Video conferencing facilities available

1

Shortlisted 7 CVs between 26th August- 16th September

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

3

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

Preferred candidates offered by client on 26th September

Relay candidates acceptance to client

Candidate management to confirm notice handed in. Confirm start date

1st Candidate started on 13th October,
2nd Candidate started on 3rd November

Aftercare support Performance Survey

4

Candidate

Candidates started to apply on 21st August

Candidates attends interview

Candidates accepts jobs

Candidates starts work