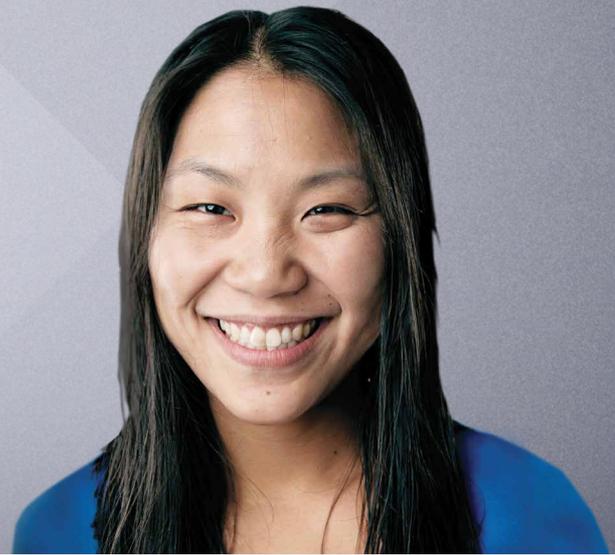




your IT recruitment partner



ONLINE LEGAL SERVICES COMPANY

The Challenge

To source a creative .Net Developer at short notice to develop a new e-commerce site

Maintaining a competitive advantage means staying ahead of your competitors and being able to react quickly to changes. Back in 2011 when the Legal Services Act paved the way to make legal services more accessible, a Bristol based online legal services company was quick to seize the opportunity to expand their web presence via their website.

They had an immediate requirement to expand their team with a .Net Developer who would be able to help develop an entirely new website following this change in legislation which came into effect on 6th October. Any delay in sourcing a suitable person could result in a competitor being able to launch a website before they could.

The Solution

Xist4 is an IT recruitment agency with a vast experience of finding well-suited IT candidates; they have extensive internal and external databases of quality candidates, plus access to all the major job boards. Following a meeting with the company director at the online legal services company just days before the legislation came into effect, Xist4 appreciated the necessity to look for local candidates with a strong background in developing, coupled with an understanding of e-commerce who would appreciate the company ethos and strive at working to such quick deadlines.

After a thorough search of their databases and advertising the role on several job boards, Xist4 conducted initial face to face conversations with potential candidates before presenting the company with the CV's from a refined short list of just three candidates.

ONLINE LEGAL SERVICES COMPANY

The Results

Just ten days after receiving the brief, the online legal service company interviewed the three shortlisted candidates and offered the role to one of them, who started with them in less than two weeks.

Their swift response to developing and optimising a site meant that the legal services company continued to attract millions of visitors to their site for everything from advice on family and employment law to information on road traffic law and finding a local solicitor.

“

The service we received from Xist4 was extremely professional. Gozie understood that we were working to a tight deadline and made every resource available for our search. Communication between parties was outstanding and we would use them again in the future.

Operation Manger

”

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 4th October

Qualify client requirement on 4th October

Search Xist4's database and advertise role on major job boards on 4th October

Qualify candidates. Video conferencing facilities available

Candidates started to apply on 4th October

Client receives shortlisted candidate CVs. Client reviews CVs and requests 2 interviews

1

Shortlisted 3 CVs between 6th - 11th October

Client interviews candidates

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

3

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 14th October

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 24th October

Candidate starts work

Aftercare support Performance Survey. Performance review call made 9th January

4