



your IT recruitment partner



INFORMATION SECURITY CONSULTANCY

The Challenge

When an international cyber and information security company moved from London to Cheltenham they needed to find an IT recruitment partner that they could trust to find a niche IT Governance Risk & Compliance (GRC) Consultant. The client was fully aware how difficult this task would be since the right individual needed finance experience and to be based in the South West of England, happy to travel throughout the UK and Europe.



The Solution

Firstly Xist4 visited the client at their new base to get a better understanding of their business and their culture in order to match the most talented person to this environment with the right skills.

After the meeting Xist4 tailored a recruitment fulfilment strategy that incorporated traditional recruitment activities with more pro-active methods such as referral networking within the finance domain and other social and business networking platforms.

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The Results

Xist4's search identified several key individuals; after a thorough candidate qualification process involving face-to-face, video conferencing and telephone interviewing, they were able to prepare a short list of talented IT GRC candidates perfect for the vacancy.

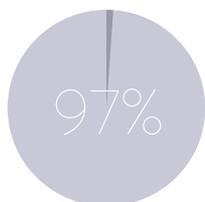
This attention to detail saved valuable time and energy since Xist4 found the client an individual that was able to deliver against a number of high profile projects. Based on this success, Xist4 became their full time IT recruitment partner.

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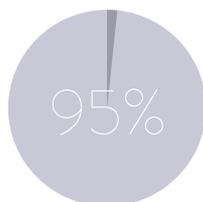
"We have had a very positive working experience working with Xist4 IT Recruitment. Gozie was very proactive in making sure that our requirements were understood, which meant that all the CV's sent to us were relevant, saving us time and effort. He also made certain that all interviewees were briefed properly.

All the candidates we interviewed were of very high quality and the only difficulty was in narrowing the choice down to one."

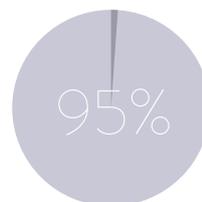
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We achieve
97% offer
acceptance ratio



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

Xist4

Candidate

Client sends in requirement details on 12th July

Qualify client requirement on 22nd July

Search Xist4's database and advertise role on major job boards on 22nd July

Qualify candidates. Video conferencing facilities available

Candidates started to apply on 26th July

Client receives shortlisted candidate CVs. Client reviews CVs and requests 7 interviews

1

Shortlisted 9 CVs between 9th August – 8th September

Client interviews candidates

2

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 16th 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 18th November

Candidate starts work

Aftercare support Performance Survey. Performance review call made 30th December

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