YOUR **COMPLETE** RECRUITMENT PARTNER

The cost-efficient alternative to maintaining your own recruitment function.

COMPLETE RECRUITMENT SOLUTIONS

How we work with you

Maintaining your own recruitment function can be time-consuming and expensive. In a market that's increasingly driven by social media, you may well lack the right software tools or process. It's a headache most companies can do without and we offer a range of tailored solutions that can cut costs, improve efficiency, enhance your reputation and de-risk the process, while still leaving you very much in charge.

This kind of relationship allows our people to gain a deeper insight into your business and a precise understanding of what your hiring managers actually need.

It also gives you access to our software solution which tracks every detail of the recruitment workflow. Fully auditable, this reduces your exposure to risk, helps protect your reputation and provides you with a database, an invaluable future recruitment tool which will remain yours.

The arrangement can be highly cost-effective. We remunerate (and incentivise) the people who are working on your behalf and the service can be scaled up or down as your requirements change. And, if the arrangement doesn't suit you, you can terminate it at any time after your initial commitment period.

The key point is that you remain in charge at all times because our people report to you. At the same time, you are free to concentrate your time, attention and resources on your core business and the things that you do best.

You'll find the whole process described in greater detail overleaf.

To find out more, please email:
info@simpson-booth.com

or call us on:
+44 (0) 203 856 0860

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WHAT DO YOU NEED FROM A
RECRUITMENT PROCESS?

It needs to be efficient, scalable and able to respond quickly to meet your needs as they arise. And it has to be auditable to help you make better informed hiring decisions and to protect your reputation in the market-place.

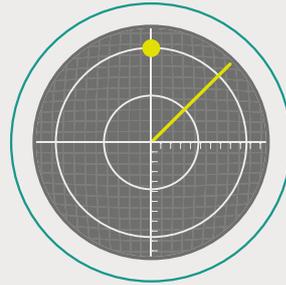Your HR department could provide it...

Yes, but.

It's a small part of what they do, yet takes up a disproportionate slice of their time, effort and budget.

They are unlikely to have the appropriate software and tools demanded by today's social media world.

Their activity is probably not measured or reportable.

If you have dedicated recruiters in your HR team, what are they going to do when you are not hiring?

OR YOU COULD PARTNER WITH SIMPSON BOOTH

You get:

1 An appropriate **tailored**, **efficient** and **cost-effective** recruitment solution. An ISO 9001:2015 and ISO 14001:2015 accredited processes supported by cloud-hosted outlook interfaced technology.

2 Your HR function is **freed up** to focus on people retention and development.
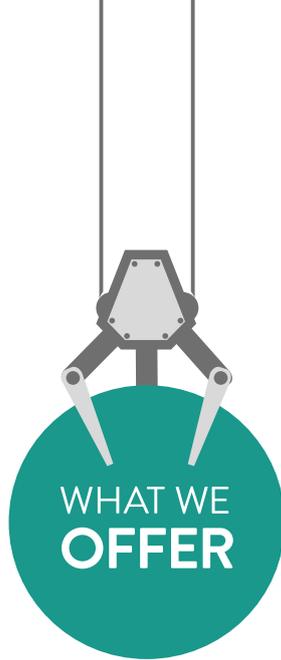
3 The people looking after your recruitment are **industry experts** who understand your business and have the skills to deliver what you need.

You're in charge

You choose how you want us to provide support and how you want to manage the costs.
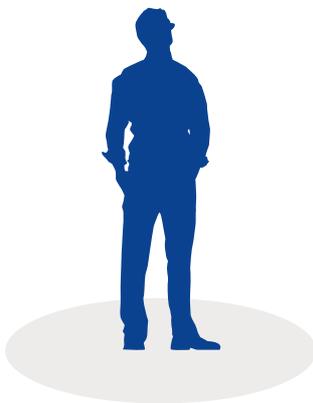
WHAT WE OFFER

7 Additional resources and support available to handle peaks in your recruitment activity.

6 Support of both internal and external recruitment, job posting and access to our external networks and databases.

5 Management of the agencies you already use to support your business.

- We **do not limit** ourselves to our own database of potential candidates. The priority is to find the right people within the agreed timeframe. To do that we will make sure we use all the available sources.

1 Our dedicated people working with your team, in your offices or remotely, and reporting to you.

- Our people get to know your business and your hiring requirements **inside out**.
- They are **incentivised** by us to search our network and beyond for exactly the right candidates.
- If your recruitment requirements increase, we can add **extra people**. And you're **covered** in case of sickness or holidays.
- And you remain in control at all times.

2 Management of your recruitment process from identifying your requirements to onboarding your successful candidates.

- If required, this can be **tailored** to specific areas or segments of your business, depending on volume.

3 An adaptable recruitment process that can be easily managed and measured.

4 Deployment of cloud-hosted standalone recruitment software, tuned to your business and accessible to your HR people.

- This provides a full **audit trail** of all your recruitment activity.
- You end up with a **searchable** database of candidates and their CVs, for future use.
- Simpson Booth can log into it to provide additional **off-site support** if required.

You can always change your mind. We make it easy for you to take the recruitment function back in-house.

1 You can keep our **people,** if that suits you and them.

2 You retain the full recruitment management **database**.

3 You can even purchase the appropriate **licences** and continue to use our recruitment software solution.

Simply better people solutions

simpsonbooth

PREMIER OIL

The employment and engagement of a skilled, loyal and motivated workforce has always been vital to the success of Premier Oil. However, their HR team were not always able to devote the necessary resources to the significantly time-consuming and administratively burdensome task of recruitment. They also lacked the essential software, process and breadth of contacts to recruit the people the company were really looking for to service a number of projects and growth plans.

Simpson Booth's role

We provide Premier Oil with an outsourcing solution that is exactly tailored to their needs.

Two full-time, highly experienced Simpson Booth recruiters are integrated with, and work alongside, the rest of Premier's HR team. This arrangement gives the recruiters an in-depth understanding of the challenges facing the company and allows them to build strong relationships with the hiring managers with the full support of the wider HR function.

Our recruiters have their own extensive network of contacts to draw on but they are not limited to these. They also work in conjunction with other third-party companies on Premier Oil's preferred supplier list who are also deployed to source suitable candidates.

The stand-alone recruitment software that we provide tracks every stage of the recruitment workflow. As well as building an invaluable database for Premier, this also allows the back-office staff in our main offices to get up to speed quickly and easily if called upon to provide additional support.