

Managed Internet Advertising & Selection

The Web is now widely used by candidates looking for career moves. It enables time and cost savings. Response, quality and return on investment is measurable. It is widely used by agencies as a cheaper means of finding candidates but savings are not generally passed on.

ARV Solutions have created a new model that will deliver highest quality and keep costs down.

A Managed Strategy

Your vacancy is managed throughout the recruitment process, to an agreed project plan.

Full Understanding

In depth discussion or a visit where appropriate, with you and any involved personnel to establish:

- A strong understanding of the organisation and it's culture
- A thorough job description and person specification
- Key selling points to gain interest from suitable candidates



Strategic Advertising

- There are hundreds of job sites for engineering and related roles so candidates are spread too thinly to assure success from a single site. We use a strategy of advertising across a selection most relevant to the vacancy: from top10 major sites, proven specialist niche sites, agency only sites and careers websites developed for clients..
- Search engines (Google, Yahoo etc) high profile adverts to attract passive job seekers.
- Most job boards advertise many thousands of vacancies. We gain improved responses through writing adverts to suit each job site's search engines. *We can get up to 8 times the response from an optimised advert.*



Pre-interviews

Comprehensive telephone or face to face interview notes provided

Short Listing

- A candidate shortlist will be forwarded to you for interview. (NB you can receive all other CVs with if required)
- Applicants will not be put forward to our other clients' vacancies until released by you.

CV Database Search

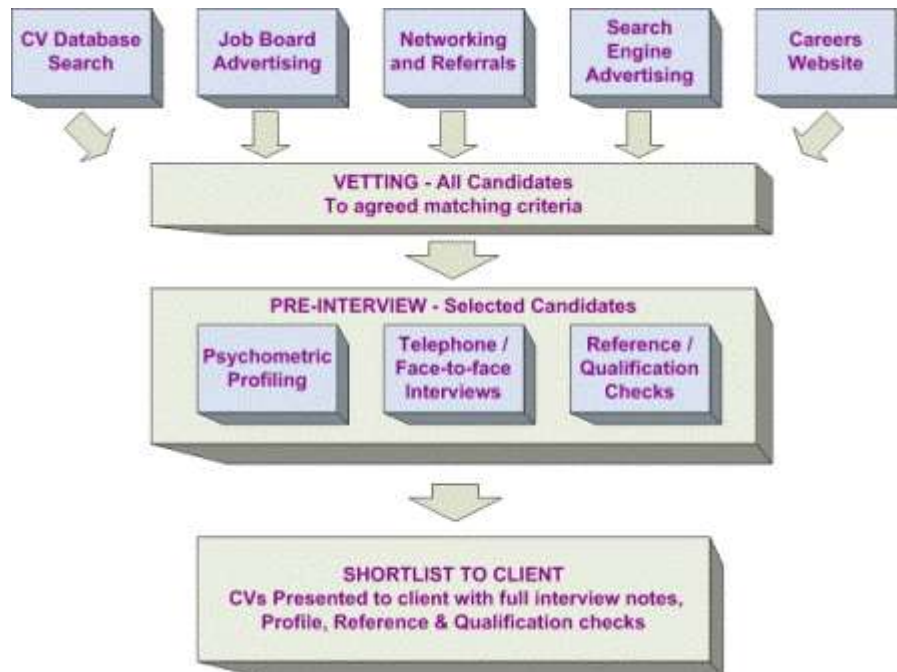
We have a growing candidate database and subscribe to leading online CV databases, where we carry out further searches and networking

Experience

We have extensive experience of developing advanced Internet recruitment strategies within recruitment agencies and are now making this available to clients in a high quality and highly successful service package.

We work closely with a large number and wide range of job sites, online CV databases and other organisations to ensure that we are always up to date with the best sources of particular candidates.

The Managed Campaign Process



CV Database Search - We subscribe to numerous leading online CV databases

Job Board Advertising - You can rely on our selection of the most appropriate job boards (At least 2 top generalist job boards, 3 niche industry job boards and further free or emerging sites, as well as www.arvsolutions.co.uk) based on extensive research and from running many successful campaigns. Your adverts are optimized to gain best candidate response.

Referrals - We actively network and request referrals for potential candidates

Search engine advertising - Google, Yahoo, MSN etc,

Response Handling – We handle all responses - we pre interview and shortlist for you.

Testing & Checks - Reference and qualifications checks, online psychometric profiling and occupational testing.

COSTS:

Set up fee of £350 (+VAT)

Online advertising - single campaigns usually cost from £1200 to £1500 (+VAT)

Advertising costs **refunded** from fees on successful placement

KEY BENEFITS

High success rates

Exceptional value placement fees at 15% with advertising costs refunded on placement

Exclusivity on all candidates until your vacancy is filled

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Fee Structure and Costs

Advertising costs (payable on placement of adverts)

3 plus major top 10 job sites: i.e. Jobsite, Reed, Totaljobs, CV Library

3 specialist niche sites i.e. in Engineering and manufacturing

6+ agency only sites / free sites or upcoming sites on trial

High profile advert on www.arvsolutions.co.uk & www.offsitejobs.co.uk

High profile search engine campaign (Google, Yahoo, MSN etc)

Online CV Database searches

Total **c£1,500** (rebatable) *

Set up costs – writing and optimising advertisement,
creating the campaign, placement of adverts
(Payable on placement of adverts)

£350

Total **£1,850 plus VAT**

Recruitment fees on successful placement
(Payable within 14 days of candidate starting)
(See terms of business for full details)

15% of Salary

NB: Advertising costs are rebated on successful placement.

Also available:

McQuaig Psychometric Profiling (optional)

At £75 per Report on request

invoiced separately

All costs plus VAT

For further information or advice on any aspect of the recruitment process, please call

Jim Roach *F.I.R.P.*

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Where do ARV Solutions Add Real Value?

Advertising

Is press advertising too expensive? Not enough quality candidates?
 Internet advertising didn't work for you? Already have a website?
 Confusing choice of job sites?

- We achieve high response rates and high quality candidates, through expert copy writing, and job site selection.
- Broad candidate reach is achieved from widespread and carefully targeted internet advertising – geared to attract both active and passive job seekers.
- Web advertising is substantially cheaper than press, and discounts achieved through our growing buying power are passed on to clients.

Recruitment Agencies

Unreasonably high fees? Lack of technical understanding?
 Mixed quality at best? Sending wrong CVs?
 Lacking enough suitable candidates?

- Over 90% of Managed Campaigns have resulted in offers and starts.
- Over 70% of clients have done repeat business so far.
- Fees at 15% of salary, with internet advertising costs refunded from fees.
- 20 years technical recruitment experience in Engineering and Construction, from Technician to Director levels.

Response Handling

Time consuming? Psychometric & skills testing?
 Lack of available interview skills? No performance records?

- Carry out in-depth first round interviews for you & provide full notes (Can also provide Interviewer Training for 1st time Line Managers at additional cost)
- Online Psychometric Profiling, with job matching options –leading industry suppliers – realistic rates
- Full campaign or ongoing management reports available

Examples of recent successful recruitment campaigns:

Logistics / Production Manager	Panelised Modular Build Manufacturer
Engineering Manager	Timber Frame Design / Manufacturing
Timber Frame Designer	Timber Frame Structures
General Manager	Modular Building Manufacturer
Design / Technical Manager	Timber Frame Manufacturer
Production Manager	Medical Equipment Manufacturer
Structural 3D CAD Technician	Specialist Steel Structures
Structural Design Engineer	Light Steel Structures
Project Manager	Project Management Consultancy – Construction
Planning Manager	Timber Truss Manufacturer
Business Development Consultant	Product Manufacturer to Rail Industry