

A selection of recent news....

November 2006

Virgin Galactic Training

ARV Solutions selected to train Virgin Galactic Staff on recruitment software

Virgin Galactic set up to launch commercial space flights. With huge interest being generated they needed a system with advanced search and contact functions to manage web applications from potential Astronauts, people with ideas, and potential job applicants.

Virgin Galactic chose the **Colleague system** - an advanced recruitment software system also used by **ARV Solutions**. Colleague wanted to bring in an expert user and experienced trainer on the system and we are delighted that they asked Jim Roach of ARV Solutions to carry out the Virgin Galactic user training.

Ewan Group - Major Recruitment Campaign

Innovative online advertising and response management campaign awarded to ARV Solutions

Ewan Group is an award winning Consulting Group in water and environmental sectors. Their success has led to rapid growth and a need to recruit skilled staff in areas of extreme skills shortage.

ARV Solutions developed an innovative recruitment campaign to help fill their needs. The campaign incorporates significant online advertising on selected job boards, major search engines, and a new careers website that we also designed. Additionally we are carrying out extensive CV searches of the major online databases. ARV Solutions are also coordinating response management across all offices.

Client Paid Campaigns 100% success rate!

New thinking in recruitment advertising and selection achieves 100% success rates in 2006

Running our advanced recruitment campaigns for key technical and management roles is a key element of **ARV Solutions** service so we are delighted to have achieved this record. We believe our unprecedented success levels are down to three central factors

- Working closely with committed clients
- Expert knowledge of how to get the best from online recruitment
- More time and effort focussed on filling vacancies

Success has brought repeat business and further client commitment, so while our competitors are cold calling, we spend more time filling your vacancies - and keep fee levels down! **Typical cost: Advertising cost of c.£1500 refunded on placement from 12.5% placement fees.**

Age Discrimination

Specialist advice on avoiding the pitfalls and ensuring best practice

Following the new law's implementation in October we are seeing many instances of employers inadvertently falling foul of the regulations, particularly in writing advertising copy. Ask us about help with writing compliant and effective recruitment copy or for more detailed advice and policy reviews.

Intrigued? Is there a better to work out the recruitment puzzle?



ARV Solutions work in close partnership with clients that are serious about gaining a leading edge through their staff.

We work throughout **construction, engineering and technology** industries for **technical, management and sales** related roles.

If you believe there may be a better way of solving the recruitment puzzle **and** reducing your recruitment costs let us prove you right!

- **Managed Campaigns**
- **Job board advertising**
- **CV search**
- **Psychometric testing**
- **Response Management**
- **Careers website design**
- **Recruitment Software**

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