

APRIL NEWSLETTER 2010

New Account Manager joins the ARV Solutions team

We are delighted to welcome **Claire Gradwell** to our team as an Account Manager. Claire joins us to help manage our growing workloads and to further expand our client base. She brings a wealth of HR experience as well as over three years in a major construction recruitment agency.

Why, apart from the free bacon sandwiches did Claire join us? "Having left a corporate recruitment agency ARV Solutions offers me the environment to fully use my recruitment skills without the hard sell tactics that add nothing for our clients."

Boom time recruitment issues are back!

Recovery seems to be fighting through for more companies. Within our business we have seen huge increases in interview numbers in March and April – at double previous levels and from a wide range of clients in different sectors across manufacturing and construction.

What we are beginning to see already is that although there is still a huge number of candidates seeking work, those with specialist skills and experience are getting several interviews each and being offered jobs far more quickly. For the first time in two years we are seeing problems last seen in boom times.

Throughout the recession clients who took their time over the recruitment process could still have reasonable confidence that candidates would remain available. This is rapidly changing. We are now seeing some of the best candidates accept offers elsewhere part way through the process.

5 ways to help ensure you still get the best candidate.

As well as working with a professional recruitment company committed to understanding your business and vacancies, there is a lot you can do to help prevent losing the person you want. The suggestions listed below can greatly increase your chances of getting the best people before the competition.

1. Rapid response

Respond quickly to close matching CVs, ideally within 24 hours. This is difficult if advertising directly with large numbers and often irrelevant responses. Getting back to candidates quickly will gain their early commitment. It is only through our team giving full time attention and our advanced recruitment software that we are able to do this so efficiently.

2. Shorten timescales

Having promptly made a shortlist, arrange to meet candidates as soon as they are able. Ideally within a week, and if they have other prospective roles try to be flexible to interview at short notice. It's critical to keep diary availability. There's no point arranging to meet a superstar in 2 weeks time when your competitors could have them started within the week.

3. Flexible times

Try to offer flexibility over interview times particularly for candidates in work. Consider seeing people early or late or possibly on a Saturday if your diary is already full. You may end up having to work evenings and weekends without your key recruit anyway.

4. Sell

The best candidates have options now, so selling the benefits of your company and the position is (even more) important. Everything makes a difference, from the first greeting in reception, through to promptness with offers and paperwork (and of course the service from the recruitment consultancy they come through, who can also help sell your company).

5. Salary levels

There has been opportunity to get people on board for less money in the last year or so. The temptation as prices remain low and overheads need tight control is to keep doing this. However, there is a real and increasing risk that those who accept low salaries will treat your job as a stop gap and get tempted away by more generous offers. If ideal salaries cannot be offered immediately we strongly recommend building in a review process and ensuring it is stuck to. It could cost you a lot more to replace people than the salary difference.

ARV Solutions is the leading recruitment solutions consultancy working across the offsite construction sector and we are keen to further grow our client base. Our aim is to Add Real Value in all that we do, and to take a responsible and professional approach in growing our business. On that basis, we would be delighted to arrange to meet new prospective clients and demonstrate how we both understand your industry and our refreshing approach to recruitment.

Contact:
Jim Roach
Managing Director
ARV Solutions
0117 9592008