

NEWSLETTER

We are giving away our recruitment success formula!

Our **Managed Advertising and Selection Campaigns** consistently achieve over 90% success rates - comparable to head hunters that charge twice as much... We thought you might like to know how, so here's the formula!

$$(2g+3n+(f1>5)+f2+3cvd+1cws+sea+r^2)*c^3 \geq 1$$

How does this work? [Click here for the explanation.](#)

Reasons for success without the maths!

Committing to a Managed Campaign with ARV Solutions brings a lot more than: Advertising vacancies on the web, over 4 weeks - normally for less than £1500
Careful candidate selection by experienced Recruiters
Low set up cost of just £350
Realistic 12.5% placement fees - from which all advertising costs are refunded.

Advertising: We advertise your vacancies on carefully selected generalist and industry specific job boards, but also in a range of places only open to agencies, selected free sites, industry forums, major search engines such as Google, diversity sites; we also develop bespoke careers sites for clients.

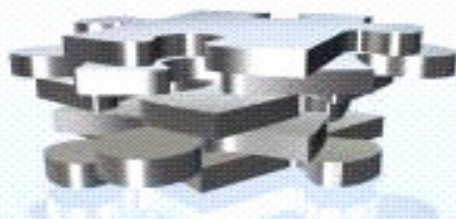
Searches: As well as our own strong candidate database, we subscribe to the leading online CV databases giving us instant access to hundreds of thousands of further jobseekers.

Referrals: We spend more time meeting and talking to people, and have an extensive network of contacts to help refer further top talent to your vacancies

When clients commit to us we work very hard at finding candidates and seeing the recruitment process through to a successful conclusion.
Press advertising not working? Frustrated with the standard recruitment agency services and high charges? **Talk to us: 0117 9083173**

Psychometric Profiling - online

Want help to accurately assess candidates?
Need relevant delving interview questions?
Realistically priced on tests: £65 to £80 plus VAT
Call 0117 9083173 to get set up today



Intrigued?

Is there really a better way to work out the recruitment puzzle?

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

Specialists in construction, engineering and technology industries for technical, management and sales roles

Want to believe there is a better way of solving the recruitment puzzle and reducing your recruitment costs? **Talk to us: 0117 9083173**

call Jim Roach on 0117 908 3173 to arrange a meeting
or email: jim.roach@arvsolutions.co.uk

ARV Solutions, 27 Southmead Road, Westbury on Trym, Bristol, UK, BS10 5DL

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INTERVIEWERS RESOURCE PACK

From Allen Training Associates:



We are so impressed with this - we just have to pass it on!

The Interviewer's Resource Pack gives you the tools you need to identify the competencies for the job in question and how to find out if your candidate has those skills.

A handy, simple to use pack of competency based questions that can really enhance your interview technique - especially for non HR Interviewers

Order now: £86 + VAT

For further details & to order [click here](#)

More added value services
Job board advertising

CV search

Psychometric testing

Response management

Careers website design

Consultancy advice

Managed Service