



## Retained Projects case study

### The Challenge:

Our client required support with the delivery of Recruitment Services for 6 x Management roles for the a centralised management centre that would sit at the heart of a network of UK wide services.

### Our Solution

We proposed a retained project was to search and select the initial senior hires for the team including Security Consultant, Service Delivery Manager, CSOC Manager, Force Liaison Manager, PR & Communications Lead and Admin Co-ordinator.

#### *Our services included;*

- Taking a full brief on each role in addition to the written job specs. It was important we understood both the skills and culture fit needed for the role, as well as what was expected in the first 100 days for the new employee.
- We created a dedicated co-branded project microsite with additional spend on PPC campaigns to drive candidates searching for these types of roles directly to the jobs
- In addition, we ran our usual branded adverts created and placed on LinkedIn, Twitter, Cyber Security Jobs, Reed, Indeed, CV Library, Jobsite & JobServe.
- Full job board search on all of the above job boards
- Full 'headhunt' to attract best in the market talent – typically passive talent
- Full screen of internal applications from the client, using the same assessment criteria for fairness
- Thorough screening through long-and short-list process.
- Virtual meeting with each candidate presented as suitable for interview from the Outsource consultant
- Detailed interview notes from suitability screening against technical capability, personality fit, management style
- Reference collection
- Process Management – management of the full process including interview support throughout from candidate screen to offer acceptance, as well as throughout the probation period
- Ongoing advice and support

We worked in partnership with our Client throughout the process, adapting our services to changing time scales and adapting our solution to meet updated job spec requirements.

#### Get in touch to find out more about our Workforce Solutions for your business

We're here to help you solve your hiring headaches. Contact the team for more information on our range of handcrafted Workforce Solutions including Compliance Audits for IR35, Payrolling, MSP, RPO and dedicated Direct Sourcing talent pools.

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Birmingham • Edinburgh • London • Manchester • Swindon

Head Office: Churchward House Fire Fly Avenue Swindon SN2 2EY  
E: [workforce@outsource-uk.co.uk](mailto:workforce@outsource-uk.co.uk)  
Or call 01793 430 021 to speak to one of the Client Services team

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