

RECRUITMENT SERVICE CASE STUDY

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Longwood
Business Support Services

INTRODUCTION

Heat Network Associates approached us when they were looking to recruit a Civil & Mechanical Supervisor (Client Services) for Buried Heat Network Projects in Bristol.

Longwood Business Support liaised closely with the Commercial Director to understand the organisation, its key objectives, the role, and the type of candidate that he was looking to hire. It was important to obtain key information to enable an efficient and targeted preparation of the recruitment campaign.

In particular, one of the main objectives was to contribute towards Heat Network Associates' social value commitments to employ a suitable candidate who was local to the project.



OUR APPROACH

After reviewing the role profile, we created a comprehensive, detailed, and attractive advert for prospective candidates. We also agreed on key candidate attributes and campaign objectives, Budgets, and Timescales.

After researching similar roles with competitors, salary bandings, and engaging with employment organisations within the area, such as Bristol Job Centre Plus, Ways to Work, Bristol and Bristol University, we were able to identify where best to advertise the role to gain optimum exposure, attraction, and value.

Our meticulous screening of every application against the agreed criteria produced a high-quality, comprehensive shortlist of candidates. After application review, we co-ordinated and consulted on all interviews ensuring that both the candidates and interview panel were fully briefed on the process.

OUTCOME & FEEDBACK

We were delighted when we were able to assist HNA with negotiating an offer and agree terms with the successful candidate within agreed timescales and at a significantly reduced cost to the employer than traditional methods.

Estimated savings for this particular project was £3500 when comparing Longwood Business Support Recruitment Services against typical agency fees.

Our tailored service can include administering employment onboarding documentation and co-ordinating a full induction which HNA were happy to include in their package and was well received by both employer and employee, providing a smooth transition from interviewee to employee.

The successful candidate is local to the project and with his background in communication cabling routes, he was able to hit the ground running and start contributing to the project effectively very early on.

Candidate and Employer feedback is critical to us and the feedback received was that we provided a positive and professional recruitment experience which aligned to Heat Network Associates' strategic recruitment objectives and that the employee has settled in well within the team.



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