

Talent



Innovative Recruitment

Built for a new digital age

```
1. Talent brand vision, from Talent...
2. values = brand.vision_model(values)
3.
4.
5. if 'break from the pack' in values:
6.     values.append('we lead the way' + 'we strive for better' + 'we give a damn')
7.
8. Talent == 'forward thinking recruitment'
9. True
10. >>>
11.
12. f = open("agent_of_change.txt", "r")
13.
14. def redefine (recruitment):
15.     return 'Talent are redefining' + recruitment
16.
17.     redefine (world_of_recruitment)
18.
19. def Talent_cares (people):
20.     if people = candidates or people = contractors or people = colleagues:
21.         print('Talent cares about', people, 'as individuals', ' ')
22.
23.     else:
24.         return Talent_beliefs
25.
26.     for belief in Talent_beliefs:
27.         print(belief)
28.
29. power of potential
30. power of people
31. power of technology to change the world
32. >>>
33.
34. Talent_beliefs.append('being different')
35.
36. print (Talent_beliefs[3], 'is the way to progress')
37.
38. Talent_is_about = ' '
39. while Talent > just_recruitment:
40.     Talent_is_about = people
41.     Talent_is_about = change
42.
43.
44. But most importantly we
45.
46.
47. break #from the pack
48.
```




Intro

Talent360 combines the latest technology and recruitment techniques with over 20 years of specialist digital and technology recruitment experience to deliver a full, agile, creative solution tailored around your specific needs.

As an extension to your existing recruitment function, Talent 360 goes far beyond traditional recruitment methods with a focus on employer branding and your employer value proposition (EVP) combined with bespoke, targeted digital advertising campaigns.

The flexible service will work on an ongoing basis in the background to improve your perception in the marketplace and once recruitment peaks arise, 360 will eliminate the time-consuming admin processes tied to traditional recruitment, delivering quality candidates on time and within budget via proactive talent pooling, innovative advertising and stringent assessment.



Journey

01 // ENGAGE

Create a working group of Hiring Managers and stakeholders across your business to create a resource plan and outline objectives

02 // DESIGN

Resource planning and skills assessment of your existing teams builds a picture of skills gaps and benchmarks - what does the perfect hire look like?

03 // SOLUTION

Talent will create a bespoke solutions road map, outlining how we will deliver against the objectives

04 // ATTRACTION

Our Employer Branding team will invest in a range of advertising, social media and content marketing initiatives to help promote hiring opportunities within relevant communities

05 // SOURCING

A team of experienced recruitment consultants that specialise in the technologies required will search their networks for the best candidates

06 // VALIDATE AND ASSESS

A rigorous process of Psychometric and Technical Testing will assess whether candidates meet the benchmarking and profile criteria agreed in step 2

07 // SECURE

Your Talent Account Manager will ensure that all candidates are committed to the budgeted salary and benefits package before submitting them for interview with you

08 // 360 FEEDBACK

A thorough assessment process is undertaken to ascertain programme performance against the agreed solutions road map, measuring quality, budget, time to hire and candidate and client experience



Benefits

Talent have helped transform our recruitment processes; their expertise, tools and access to candidates has not only increased the quality of applications but also provided cost savings in key areas.

Rebecca Simmonds
Operations Director
Civica Digital

Save Time

We'll partner with you to assist on every aspect of the recruitment process from crafting job descriptions to sourcing, short-listing and interviews - allow 360 to do the leg work for you.

Ensure Legal Compliance

Compliance items are tracked and supplier and agency worker records are audited every six months. Ensure that you are compliant with the latest changes in legislation.

Transparent Pricing

Fix your recruitment spend with costs for hires agreed up front. Whether 10 or 100 roles, Talent will give your business a transparent complete cost per hire for each project we undertake.

Talent Attraction

360 helps you compete for the best talent in your market by providing access to a global network of specialist recruiters, with regional knowledge and advanced connections.

Increase Visibility

Allow our Employer Branding team to assess your Employer Value Proposition (EVP) and put you ahead of the competition with social media strategies, careers sites and targeted advertising, helping you compete for the best technical talent in the market today.

Dedicated Account Team

Converged teams consisting of market specialists embedded in niche markets and governed by a dedicated Account Manager, resulting in a targeted approach to each location.



Advertising

Supporting clients around the globe.

Our investment of over £1,000,000 per annum in job board advertising ensures that Talent have the ability to feature your job on any major job board(s) in any city or country in the world.

In addition, all of our specialist consultants have access to specialist recruiter licences which enable them to search for and interact with candidates on global online professional networks, including LinkedIn and Xing.





Assessment

Filtering for your perfect candidate

Skills Check

Talent utilises IKM TeckChek to assess the candidate's technical aptitude for a position, where required. IKM's on-line assessments utilise proven methodologies to reliably conduct pre-hire testing of candidates for employment screening and effectively evaluate their skills and abilities.

Psychometric Testing

Talent can conduct psychometric testing on behalf of our clients. Testing ensures the candidates abilities are assessed, verifying all skills, and to further determine whether the candidate is a 'good cultural fit'. Through our partnership with CEB, we have a micro site that can be administered internally to manage any psychometric testing.

Interview

Talent operates a highly structured candidate vetting and interview methodology which we refer to as the "candidate ten-point check". The candidate ten-point check provides a consistent transparent process to evaluate candidates against.

The criteria for the assessment includes:

Motive for application

Skills assessment

Professional work history

Academic qualifications

Career expectations

Ambitions

Salary expectations

Suitability to selection criteria

Cultural fit to prospective client

Presentation

Personality assessment

```
renderWhatsNewLinks()
return (
  <div className={styles}
    <div
      <ul
        {this.renderWhatsNewLinks()}
        {this.renderWhatsNewLinks()}
        {this.renderWhatsNewLinks()}
        {this.renderWhatsNewLinks()}
        {this.renderWhatsNewLinks()}
        {this.renderWhatsNewLinks()}
      </ul>
    </div>
  )
);
renderWhatsNewItem(title, url)
return (
  <li className={styles.footerItem}
    <a
      href={trackUrl(url)}
      target="_blank"
      rel="noopener noreferrer"
    >
      {title}
    </a>
  </li>
);
renderFooterSub()
return (
  <div className={styles.footerSub}
    <Link
      href="#"
      type="logo"
      className={styles.footerSubLogo}
    </Link>
    <span className={styles.footerSlogan}
  </div>
);
render() {
  return (
    <footer className={styles.footerGlobal}
      <div className="container">
        {this.renderFooterMain()}
        {this.renderFooterSub()}
      </div>
    )
  );
}
```



Finding talent through a targeted approach

360 not only provides you with greater access to technical talent through traditional advertising methods, but it also provides innovative, creative employer branding support.

Even before you decide to advertise opportunities, our employer branding experts will review your current brand position and start to craft an Employer Value Proposition which will position you as an aspirational employer within your chosen market.

twitter

LinkedIn

facebook.

Bing

Google

Technical experts will contribute targeted content marketing for you across social media

Advice, guidance and support throughout from a dedicated employer branding team

Developing your employer value proposition (EVP)

A blended digital advertising campaign to drive traffic to your careers site

A dedicated branded careers website



360 is available in 3 flavours

Lite

5 - 10 hires

360 Lite is a fast, agile solution to amplify your client brand and provide an exclusive relationship on recruitment projects. It provides you with the tools and guidance you need to elevate your employer brand and get ahead of the competition without the need for significant marketing spend. Ideal for multiple hires from 5 to 10 roles.

Premium

10 - 30 hires

Our Premium offering provides a wider solution, requiring a longer timeline and various product touch points to keep the project on track. It includes the option to take advantage of our Employer Branding added value services, allowing you to keep talent engaged throughout the journey. Ideal for partnerships from 10 to 30 hires.

Professional

30+ hires & 1 year project plan

360 Professional is a large-scale transformation programme - ideal if you need to create a new team from scratch or wish to address a spike in growth or skills and/or demographic gaps in your workforce. This solution is implemented over a minimum of 12 months and allows for either a retained or pay-as-you-go payment method. It includes a dedicated Account Team and a blend of both on and off-site team members.

See partnership packages document for more information



Talent